

JOURNAL OF THE UNIVERSITY SENATE
 January 29, 1951, 4:10 p.m.
 Monnet Hall, Room 101

The Senate met in regular session with President G. L. Cross in the chair.

MEMBERS PRESENT

Cross, G. L.
 Beach, L. B.
 Bender, John F.
 Bienfang, R. D.
 Blankenship, F. F.
 Brown, Horace B.
 Copeland, Fayette
 Cosgrove, A. L.
 Crook, Kenneth E.
 Ewing, A. M. Cortez
 Fite, Gilbert C.
 Herbert, H. H.
 Hoy, Harry E.
 Hughes, Frank C.

MEMBERS PRESENT

Marrs, Wyatt
 Matlock, J. R.
 Morris, F. C.
 Ortenburger, A. I.
 Pugmire, Donald R.
 Rackley, John R.
 Sneed, Earl
 Springer, C. Eugene
 Stow, H. Lloyd
 Wardell, Morris L.
 Warren, Mary A.
 Wilcox, Stewart C.
 Weese, A. O.

MEMBERS ABSENT

Cass, Carl B.
 Couch, Glenn C.
 Farrar, C. L.
 Keeley, Joe
 Larsh, Howard W.
 Logan, Leonard
 Nielsen, J. Rud
 Penfound, William T.
 Pritchard, J. P.
 Reid, L. S.
 Schriever, William
 Smith, Paul W.
 Snyder, Laurence, H.
 Winfrey, L. E.

APPROVAL OF THE MINUTES.

In response to a letter written by Dr. Lawrence Poston, Dr. F. F. Blankenship, Chairman of the Committee on Extra-Mural Functions, requested that his committee report (See November 30, 1950, Journal of the Senate, pages 7 and 8) include this statement:

"The committee also wishes to acknowledge the outstanding services of Dr. Stephen Scatori, Advisor to Foreign Students."

With this admendment the November 30, 1950, Journal of the Senate was approved.

AUTHORIZED ATHLETIC VICTORY HOLIDAYS.

A resolution condemning athletic victory holidays proposed by the faculty of the College of Law (See November 30, 1950, Journal of the Senate, page 9) was referred to the Committee on University Standards.

The following recommendation from the Committee on University Standards was presented by Dr. Ralph Bienfang, Chairman:

In the light of the present grave world situation, and with a view to University standards, the Committee's reaction was to recommend to the senate that in the future there be no athletic victory holidays but, that if the administration deems it advisable and feasible to grant any holiday for a special occasion, this day be subtracted from the academic year's quota of holidays.

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Comments which followed the committee's recommendation are summarized here:

Dean H. B. Brown: Would acceptance of the committee's proposal cause a recurrence of the problem we experienced before the present plan was inaugurated? Furthermore, wouldn't it also penalize the faculty as well as the students?

Dr. Stewart C. Wilcox agreed with Dean Brown's comments and added: During the past year the current plan seems to have worked satisfactorily.

Dean Earl Sneed: Since this discussion of athletic victory holidays was initiated by the faculty of the College of Law, I will offer this additional comment, it seems to me that an educational program condemning athletic victory holidays could be started at the beginning of the school year. I agree that such an educational program could not be successful if it were initiated after the athletic season is well underway.

Professor H. H. Herbert: I agree with Dean Sneed. The educational program he suggested is a part of our business.

Professor A. L. Cosgrove: After reading the recommendation submitted by the Committee on University Standards, I made an informal poll of the members of the College of Business Administration Sophomore Advisory Committee. These men were heartily in favor of the current program and opposed to the committee's proposal. I mentioned this as an indication of the general faculty opinion.

President G. L. Cross: I believe you will agree that our experience with student rioting following prominent athletic victories and the resulting publicity have not been pleasant. Settling such problems is of course a part of the president's work. I was hopeful that the current plan would remain satisfactory.

I appreciate your feeling concerning this matter; and if you approve the committee's recommendation, I will transmit it to the regents. I do not believe, however, that I could be more than

luke-warm about such a proposal. In other words, I would submit the recommendation without commenting upon it. Perhaps however a committee could be appointed to take care of authorizing athletic victory holidays.

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Final Action: The committee's recommendation was not approved-- 7 senators voted for it; 19 voted against it.

PROPOSED COMMITTEE ON FACULTY RETIREMENT.

The Committee on Faculty Personnel recommended that a Committee on Faculty Retirement be established. The recommendations included:

Tenure: The Committee on Faculty Retirement shall be a standing committee composed of five members who shall be at least of the rank of associate professor with tenure, and who shall be not older than 60 when elected. They shall be elected by the University Senate to serve in rotation for periods of five years. To provide for rotation the first members shall be elected for staggered terms.

Membership: Nominations shall be made by the Committee on Committees, but nominations may also be made from the floor of the Senate. All faculty members shall be eligible for membership whether they are Senators or not. Administrative officers (vice-presidents, deans, associate deans, assistant deans) shall not be eligible for membership, although chairmen and directors (unless they hold administrative office) shall be eligible. Not more than two members from the same college shall serve at any one time.

Offices: The Committee on Faculty Retirement shall elect a chairman and a secretary at the beginning of each academic year, and the Financial Vice-President shall provide the committee with a competent, trustworthy secretary-stenographer when the committee decides such services are needed.

Jurisdiction: Any question relating to full or part-time teaching, work or salary of retired faculty (or faculty about to retire) shall fall within the jurisdiction of the Committee on Faculty Retirement. Further, it shall be the responsibility of the committee to investigate all cases of retirement and to make its recommendations in the light of the physical and mental capabilities of the faculty member.

To fulfill its responsibilities the committee shall be furnished with a complete list of all faculty members retired or about to retire as well as with full information from chairmen

or directors and Committees A, deans, and the Budget Council. This information will be for the purpose of enabling the committee competently to review each year all cases falling within its jurisdiction.

Decision: The decisions of the Committee on Faculty Retirement shall be forwarded as recommendations directly to the President, and shall be forwarded in writing to the faculty member as well as to his dean and Committee A.

In reaching its decisions in particular cases the committee shall consult the appropriate deans and Committees A. Thus the option of recommending whether a faculty member will continue to teach or render other services, and what part of his time he will devote to teaching or such services, will no longer rest with the departments. The recommendations of the committee will be binding unless reversed by the President or Board of Regents.

A departmental chairman who is a member of the committee shall disqualify himself in cases involving members of his own department. In his place shall temporarily sit another faculty member, who is at least an associate professor with tenure, to be chosen by the committee as a whole from a college other than that to which the chairman belongs, and in accordance with paragraph three above.

Although the Senate may bring decisions of the Committee on Faculty Retirement up for discussion and review, making in turn its own recommendations to the President, the Senate may not reverse the decisions of the committee.

Right of Appeal: If a faculty member is dissatisfied with the disposition of his case of retirement, he may request, as his right, to appear personally before the committee, which will sit with the President, his dean, and his chairman or director to entertain his appeal.

Privileges of Retired Faculty Members: To help the Committee on Faculty Retirement begin its work, it is further recommended that:

All retired faculty members shall continue to enjoy the same privileges as unretired faculty members, with the exception of office space. These privileges include the use of a post-office box in the Faculty Exchange, purchasing athletic tickets at faculty rates, using the golf course at faculty rates, appointment or election to faculty committees, extension service, attendance at faculty meetings and voting at faculty elections, etc. It is understood, however, that future determination of these privileges falls under the jurisdiction of the Committee on Faculty Retirement.

At the regular and ordinary discretion of the University Space Committee, faculty members shall retain their office space until full retirement from teaching or other university service, regardless of their legal retirement, and they may regularly expect to retain their office space even if teaching or serving but part time. As a general rule, therefore, the committee shall bend every effort to continue retired faculty members in their office space.

The Committee on Faculty Retirement, however, shall possess discretion in recommending whether retired faculty members who serve part time shall retain their office space and in their determination shall consult departmental chairmen. The committee shall also make such recommendations as it sees fit to the University Space Committee and the President if agreement with chairmen cannot be reached regarding office space.

Upon full retirement from service, faculty members who are forced to yield their office space shall have the use of one or more appropriately furnished rooms in the library, where they may enjoy the privacy they deserve and put books and periodicals they are currently using.

Respectfully submitted,

S. C. Wilcox, Chairman	Carl B. Cass
John F. Bender	Howard W. Larsh
Horace B. Brown	M. L. Wardell

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Here is a gist of the discussion which ensued:

Dr. K. E. Crook: We now have a system for handling such matters as tenure, salary, and promotions. If this system is not adequate to consider retirement, then perhaps it is not adequate to consider tenure, salary, and promotions. It seems to me that the departmental heads and deans of the persons involved would be in a better position to consider the merits of the individuals concerned.

In the system recommended, there does not seem to be a place for a department to take part in those cases involving retirement. I personally know of several persons who would not, as a matter of pride, appeal their cases even though they believed that they had been discriminated against.

Dr. Wilcox: Without mentioning specific incidences, the recommendations presented in this report are aimed to provide a uniform, non-prejudiced procedure for handling matters of retirement.

If a faculty member will not present his case for a hearing, I do not believe there is anything we can do about that.

Dr. A. O. Weese: I do not believe that Dr. Wilcox has answered Dr. Crook's question. Speaking as one who will soon be affected by our retirement system, I wish to emphasize that I would prefer to have my departmental head, dean, and associates consider my case. They are in a position to know more about my professional ability. Certainly I would not want them excluded.

Dr. A. M. Ewing: Couldn't this recommendation be worded to provide that: in case a person has been retired, then he can present his case to this committee on retirement?

Dr. Crook: I would not object to the proposal made by Dr. Ewing.

Why would it be necessary to disqualify members of a committee in cases involving a person in his department? I do not believe that it necessarily follows that one who would not be impartial to a member of his own department would then be impartial to those who were not in his department.

Dr. M. L. Wardell: In making these recommendations the Committee on Faculty Personnel, of which I am a member, was particularly interested in those cases in which the departmental heads or deans would not, or did not, fight for the individuals concerned. The Committee had in mind a healthy faculty members who, although 65 or 70 years of age, are mentally and physically capable of continuing their academic duties.

Certainly the matter of retiring after reaching the age of 50, 60, 65, or 70 is very important to every one of the faculty. This is true because each of us will be affected by the policy. Your committee has given considerable thought to the recommendations presented in its report. We did not wish to abolish those procedures which are now operating satisfactorily.

Dr. Wilcox: When 13 members of the faculty were retired last spring, there was considerable discussion about why other faculty members of comparable age were not retired. The proposed committee on retirement was believed to be a means of avoiding a recurrence of last spring's public relations problem.

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Several Senators mentioned the statutory requirements concerning faculty retirement.

Dr. John F. Bender: The law does not provide that local governing boards shall not continue to employ their people full-time or part-time even up to the age of 70. It does, however, provide that a person does not continue to contribute to the pension fund nor

does the legislature contribute to the pension fund.

Your committee, in initiating this proposal for a committee on retirement had in mind that we should have one criterion for retirement in all departments, colleges, etc. It does not recommend that any department or dean be bypassed. Certainly all departments are encouraged to fight for their members. After the fighting is over, however, this proposed committee would have the final decision as to the individual's physical and mental abilities. It is a plan to coordinate a plan that would operate equitably.

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Final Action: Dr. Ewing initiated a substitute motion to have the recommendations returned to the Committee on Faculty Personnel with instructions to draft a proposal in which the committee on retirement would act as an appeal committee to which the retired person may appeal his case. This substitute motion was approved.

PRESS RELATIONS.

President Cross made the following comments about the Daily Oklahoman news articles relating to the University. I wish to emphasize that these articles were written to sell and that they were not authorized by any agency of the University. The young man who writes the articles is paid by the inch. I do not believe that a large portion of his information is based on facts.

At this time I also wish to stress that the amount of money which we are getting for this biennium has not been cut from that which we received during the past biennium. It is, rather, a cut from that which we requested. In order to counteract the adverse press relations of the last few months, Dr. Cross suggested that we instigate a more aggressive press relations program.

EVALUATION OF TEACHING EFFECTIVENESS.

At the November 30, 1950, meeting of the Senate, the Committee on University Personnel was asked to continue its study of methods of evaluating teaching effectiveness and to make further reports to the Senate.

Dr. Wilcox, Chairman of the Committee on University Personnel, stated that before his committee prepared another report, he would like to know what the Faculty Senate wanted in a method of student evaluation. Do you want a plan which would primarily provide suggestions for improving teaching techniques or do you prefer one designed primarily for the use of the Budget Committee?

Dr. Blankenship mentioned that Dr. Wilcox's question would not provide for those who desired a dual-purpose method of evaluating teaching effectiveness.

Dr. Ewing suggested that the Committee could devise a plan which would provide data which could be used for any purpose which was desired.

Dr. Bender stressed that data obtained from questionnaires would need to be evaluated by one who has the ability to do so intelligently. For instance, it would be important to know whether the faculty member teaches graduate or under-graduate students. The opinions expressed by one group may be entirely different from those expressed by the other group.

Voting informally, the majority of the Senators believed that such data should be made available to the Budget Council.

APPOINTMENTS TO FACULTY SENATE COMMITTEES.

Professor J. Ray Matlock, Chairman of the Committee on Committees, moved that the following appointments be made to various Senate committees:

- (1) Dr. J. F. Bender to the Committee on Faculty Personnel.
- (2) Dr. A. O. Weese to the Committee on Organization of Departments, Schools, and Divisions.
- (3) Dr. Leonard Logan to the Committee on Extra-Mural Functions.
- (4) Professor L. S. Reid to the Committee on Scholarships and Loan Funds.

Final Action: The appointments were approved.

TIME LIMIT FOR GRADUATION UNDER A PLANNED CURRICULUM.

The University deans submitted a question concerning the length of time which a student may stay out of school and still expect to return to the University and graduate under his original planned curriculum or program.

This question was referred to the Committee on Curriculum.

PLANNING AND DEVELOPMENT COUNCIL.

It was moved and approved that the following recommendation be considered at the next meeting. The recommendation was signed by Deans Couch and Snyder and addressed to President Cross for transmittal to the Senate:

In our opinion, the Council on Instruction and the Budget Council have come to be well received by the general faculty. These councils, as you know, consist of certain ex officio members and certain other members who are appointed by you after nomination by the University Senate. The Executive Vice-President is Chairman of the Council on Instruction, and the Financial Vice-President is Chairman of the Budget Council.

The Campus Planning Committee, however, has never been entirely well received by the faculty. This is due, we believe, to the fact that there are no elected members on the Committee. We would like to make this suggestion:

That a new council, The Planning and Development Council, be instituted under the chairmanship of the Vice-President in charge of Development. This council would consist of the Director of the Physical Plant, the University Architect, and the Dean of Admissions, as ex officio members. It would also have four faculty members, selected by the President, from a list of names submitted by the University Senate. Each of these members would have a four-year term in such a way that one member retired each year and was replaced by a new one. In this way, the Planning and Development Council would have equal status with the Council on Instruction and the Budget Council, and the faculty would feel that they had some part in choosing this Council.

May we recommend this suggestion to you for your sincere consideration.

ADJOURNMENT.

There was no further business, and the Senate adjourned at 6:00 p.m.

Respectfully submitted,
Charles E. McKinney
Secretary, University Senate
B. A. 7-A, Station 228