

## JOURNAL OF THE UNIVERSITY SENATE

Regular Session, March 23, 1959, 4:10 P. M.  
Monnet Hall, Room 101

The University Senate, meeting in regular session, was called to order by Dr. Arthur Heilman, Vice Chairman. The Chairman, Dr. Rufus G. Hall, Jr., was absent.

Present

Almquist, C. T.  
Artman, Jim  
Bandy, William R.  
Bell, Robert E.  
Bowen, Willis H.  
Brinker, Paul A.  
Crites, Dennis M.  
Croft, Albert J.  
Cross, George L.  
Ewing, Cortez, A. M.  
Ezell, John C.  
Fell, Ruth D.  
Fite, Gilbert C.  
Hale, John M.  
Heilman, Arthur  
Howard, Robert A.

Present

Hoy, Harry E.  
Livezey, William E.  
Love, Tom J.  
Morris, John W.  
Pool, Richard B.  
Poston, Lawrence, Jr.  
Rice, Leslie H.  
Roller, Duane H. D.  
Rupiper, Omer  
Smith, William H.  
Schultz, E. J.  
Steanson, Edith  
Tongue, William R.  
Upchurch, Vernon  
Wilcox, Stewart

Absent

Brixey, John C.  
Cass, Carl B.  
Coffman, Stanley K.  
Colmore, John P.  
Elconin, Victor  
Hall, Rufus, Jr.  
Keown, William H.  
Larsen, Earl G.  
Mouck, Fred A.  
Peterson, Robert A.  
Raines, John  
Sommers, E. Blanche  
Warren, Mary A.

## APPROVAL OF THE MINUTES

The Journal of the University Senate for the regular meeting held on February 23, 1959 was approved.

## SENATE ACTION APPROVED

On February 26, 1959, President Cross indicated approval of recommendations made by the University Senate on May 29, 1958. The recommendations concern re-evaluation of credit in military science courses. They appear in the Journal for May, 1958.

On March 4, 1959, President Cross appointed Professor John E. Mertes to the University Scholarship Committee as a replacement for Professor Joe Smay.

On March 4, 1959, President Cross indicated approval of the Senate's recommendation that placement tests be administered to all undergraduate students entering this University for the first time, rather than to new freshmen only. The recommendation was approved by the Senate on February 23.

## GROUP INSURANCE VS SALARY INCREASES

Statement from Committee on Faculty Personnel

March 4, 1959

In response to a request from Vice President McCarter, the University Senate, on March 31, 1958, requested the Committee on Faculty Personnel to give consideration to whether the faculty would prefer that the University give priority to direct salary increases or to further development of a group insurance plan.

The Personnel Committee reported to the Senate on April 26, 1958, that it had no recommendation to make to the Senate but believed the Senate itself should make some recommendation to President Cross, possibly in the form of a "package group of benefits." A number of suggested benefits were included with the report.

The Senate instructed the Personnel Committee to make a further study of the whole matter of fringe benefits and to submit a report at a later date.

The Committee is prepared to make its report at the March meeting of the University Senate.

## Committee on Faculty Personnel

Paul A. Brinker  
 Victor A. Elconin  
 John W. Morris  
 O. J. Rupiper  
 Vernon H. Upchurch  
 Stewart C. Wilcox  
 Leslie H. Rice, Chairman

Senate Action

Professor Rice, Chairman of the Committee on Faculty Personnel, commented briefly concerning the foregoing statement. He reported that the committee had been considering numerous elements relating to group insurance plans and was ready to recommend that four types be considered by the Senate. He requested that the Senate consider specifically: (1) Life insurance equal to each faculty member's annual salary, (2) Blue Cross and Blue Shield or their equivalent, (4) Major medical insurance, and (4) Accidental death and dismemberment insurance. Professor Rice suggested that a plan be developed to make all of these fringe benefits with the University paying for all items.

Mr. Dud Giezantanner was then called upon to provide detailed information concerning actual costs of each of the fringe benefit items indicated above. A summary of the information he presented is given on the next page of this Journal.

Group Insurance vs Salary Increases -- continued

Proposed Fringe Benefit Insurance Plan -- described by Dud Giezentanner

The following figures were prepared to show the actual cost to the individual employee if the proposed fringe benefit program is approved. The figures are typical costs based on the cost to an average single and an average married employee.

	<u>Present Cost</u>		<u>Proposed Cost</u>		<u>University</u>	<u>Payment</u>
	<u>Single</u>	<u>Married</u>	<u>Single</u>	<u>Married</u>	<u>Single</u>	<u>Married</u>
Life Insurance \$5,000	\$42.00	\$42.00	\$ 0	\$ 0	\$42.00	\$ 0
Hospital and Surgical 10-300	56.40	129.60	0	73.20	56.40	0
Major Medical \$15,000 maximum	—	—	0	23.04	16.80	0
Accidental Death and Dismemberment \$10,000	—	—	0	0	10.00	0
<b>Totals</b>	<u>\$98.40</u>	<u>\$171.60</u>	<u>0</u>	<u>\$96.24</u>	<u>\$125.20</u>	<u>0</u>

FOR A SINGLE FACULTY MEMBER

Available for Salary Increase.....	\$ 125.20
Tax (at least 20%).....	25.04
Net available.....	<u>\$ 100.16</u>
Present cost of \$5,000 Life Insurance and Blue Cross and Blue Shield.....	98.40
Annual amount realized if salary is increased in lieu of Staff Benefits.....	<u>\$ 1.76</u>

In reality the increased life insurance plus \$15,000 major medical insurance plus \$10,000 A. D & D insurance will cost \$1.76 per year.

FOR A MARRIED FACULTY MEMBER

Available for Salary Increase.....	\$ 125.20
Tax (at least 20%).....	25.04
Net Available.....	<u>\$ 100.16</u>
Saving:	
Present Cost.....	\$171.60
Proposed Cost.....	<u>96.24</u>
	<u>75.36</u>
Annual amount realized if salary is increased in lieu of Staff Benefits.....	<u>\$ 24.80</u>

Group Insurance vs Salary Increases -- continued

In his presentation, Mr. Giezentanner emphasized the rather extensive benefits to faculty in the fringe benefit plan. At the same time, he pointed out that the plan would cost the University approximately \$68,000 per year. This amount would be the same as a salary increase amounting to  $\frac{4}{5}$  of an increment for all personnel.

Following the presentation of information and the asking of numerous questions by Senate members, Professor Rice moved that the University Senate recommend to the University administration that the proposals in the foregoing plan be adopted. His motion was seconded and passed unanimously by the Senate.

This matter of fringe benefits will be placed on the agenda for the General Faculty meeting to be held in April. A report will be made of the details of the plan.

PRE-ADVISEMENT SYSTEM X

Letter from the President of the Student Senate

March 2, 1959

Dr. Rufus G. Hall, President  
University Senate  
Department of Government  
University of Oklahoma

Dear Dr. Hall:

One of the real needs of this school is for a system of pre-enrollment advising. This need is one of longstanding and of increasing dimensions. For this reason, the Student Senate passed by a vote of 29 to 3 a "Resolution Recommending the Establishment of a Pre-Advisement System." You will find a copy of this resolution enclosed.

As we cut down the length of time between semesters and add to the number to be advised during that time, it becomes quite apparent that a better system of advising must be found. This is true from the standpoint of the student and from the outlook of the advisor. The present system does not allow sufficient time for the advisor to do justice to the important responsibility of recommending, scheduling, and approving the student's curriculum. The student is thus hurt at times by being placed in a class which he might not need or for which he is not prepared.

Mr. George Hazelrigg and Mr. Lovell McMillan, the authors of the resolution, have consulted President Cross and Mr. Boyce Timmons about this suggested proposal. Both men have noted the need for such an improved plan. If the University Senate would like to have a Student Senate Representative discuss the proposal in committee, we will be happy to cooperate.

Thank you for your careful consideration.

James W. White, President  
Student Senate

Pre-Advisement System -- continued

A RESOLUTION RECOMMENDING THE ESTABLISHMENT OF A PRE-ADVISEMENT SYSTEM

Whereas: Under the present system of advising and enrollment, there is not adequate time to properly advise the increasing number of students at this University; and

Whereas: The present system of advising is inadequate and often results in a student's enrollment in a course not required for his graduation or enrollment in courses for which the student is not prepared or suited; and

Whereas: It is the University's responsibility to provide an adequate advising system for all students; therefore, be it

Resolved, That the Student Senate of the University of Oklahoma recommends that the University Senate study and request the establishment of a pre-advisement system as soon as possible.

Senate Action

Professor Bandy moved that the matter of a Pre-Advisement System be referred to the appropriate committee of the University Senate for study and a report. His motion was seconded and passed.

The matter was immediately referred by the Vice Chairman of the Senate to the Committee on Student and Public Relations.

RELATIONSHIP OF UNIVERSITY SENATE TO UNIVERSITY ADMINISTRATION

Report from the University Committee on Organization, Budget, and Publications

At the meeting of the Senate in January, 1959 a report from this committee was approved. This report, dealing with the relationship of the University Senate to the University Administration, noted that "Although the Senate is described in the Faculty Handbook as a legislative body, . . . the Senate is an advisory body recommending to the President, who in turn is directly and solely responsible to the Regents." President Cross, in discussing this report before the Senate, noted that there is no legal basis for the existence of the Senate, even through it is called a legislative body in the Faculty Handbook. Dr. Cross also stated that it may be that the time has arrived for the Board of Regents to receive recommendations about giving the Senate some legal basis.

At the February meeting of the Senate further discussion was devoted to this matter, and the President of the Senate referred to our committee a request that we recommend to the Senate the size of committee, method of appointment, nature of duties, and related matters for a proposed committee which might work on the task of securing a legal basis for the Senate.

Relationship of University Senate to University Administration -- continued

The Secretary of the University Regents, in response to a request from our committee, reports that the minutes of the Board of Regents make the following principal references to the University Senate.

From the minutes of the Board of Regents, November 7, 1941: "The President reported. . . that the General Faculty had voted to create a Faculty Senate consisting of forty-three members to be made up of representatives of all schools and colleges comprising the University."

From the minutes of the Board of Regents, January 14, 1942: "President Brandt discussed the action of the General Faculty in approving the organization of the legislative body to be known as the 'Senate' . . . (brief details as to membership, election procedures, and eligibility were discussed). . . President Brandt stated he was recommending approval of the organization of the Senate because 'I feel it will do much to create a more wholesome and democratic feeling on the part of the Faculty and that they will have a larger part in determining the policies of the University. . . It was explained that if the Board approved the above recommendation, the Senate would assume the functions of the Administrative Council, which is composed of the deans of the various schools and colleges, and that the Administrative Council would be abolished.

"After some discussion a motion was made, seconded, and carried that President Brandt's recommendation, creating the University Senate and the abolition of the Administrative Council, become effective when provision has been made to include the Medical School in the organization, be approved."

Except for a change in the basis for representation of the various college and school faculties noted in the minutes of the Board of Regents, September 10, 1947, there are no further references to the Senate reported in the records of the Regents. In response to the request referred to our committee from the February meeting of the Senate, therefore, it is hereby recommended that an ad hoc University Organization Study Committee be established for the following purpose:

To study, prepare, and present to the Senate and to the President a plan designed to recommend for official approval by the Regents of the University of Oklahoma a current and explicit definition of the continuing role of the University Senate in the affairs of the University.

It is further recommended that this committee consist of five members, to be selected by the President of the University from a list of ten persons to be nominated by the University Senate. It is suggested that the Senate Committee on Committees be asked to submit a list of ten persons, selected from throughout the University for this purpose, for Senate approval. An important criterion for selection should be a genuine, active interest in the welfare of the University and its faculty. This committee suggests also that a desirable characteristic for at least some members of the committee would be a considerable amount of experience with and knowledge of the development of faculty participation in University administration and policy.

Relationship of University Senate to University Administration -- continued

The objective of the foregoing recommendation, of course is to secure a formal recognition of the role which should be played by the Senate in the affairs of the University, a recognition which would be of special importance in the event of any significant change in the administrative leadership of the University. At the present time this recognition is limited to the references cited from the minutes of the meetings of the Regents.

Because this recommendation is obviously a result of concern about the role which will be played by the faculty in the direction of the University, it seems appropriate to point out that the only coordinated, integrated long-term objectives or plans stated for the University as a whole, were last prepared in 1944. Objectives or plans of this sort are ones in which faculty participation seems most important. Perhaps an additional task for this committee would be a consideration of whether and how a new or revised long-term plan should be developed. The role of the Senate as well as of other University agencies--and indeed the welfare of the entire University--appears to be dependent to a large extent upon such a long term plan. Therefore, we recommend that the proposed ad hoc University Organization Study Committee be assigned the additional task of recommending to the Senate whether and in what manner a new or revised long-term plan for the University should be developed.

THE COMMITTEE ON UNIVERSITY ORGANIZATION,  
BUDGET AND PUBLICATIONS

C. T. Almquist	Wm. E. Livezey
Robert Bell	Lawrence Poston
John M. Hale	Edith Steanson
Dennis Crites, Chairman	

Senate Action

Dr. Crites, Chairman of the committee which prepared the foregoing report, commented briefly about it and then moved as follows:

That the University Senate recommend that an ad hoc University Organization Study Committee be established for the following purpose:

To study, prepare, and present to the Senate and to the President a plan designed to recommend for official approval by the Regents of the University of Oklahoma a current and explicit definition of the continuing role of the University Senate in the affairs of the University.

That it be further recommended that this committee consist of five members, to be selected by the President of the University from a list of ten persons to be nominated by the University Senate. That the Senate Committee on Committees be asked to submit a list of ten persons, selected from throughout the University for this purpose, for Senate approval.

The motion by Dr. Crites was seconded, and following a brief discussion, was passed by the Senate.

Relationship of University Senate to University Administration -- continued

Following the passage of the motion by which an ad hoc committee was recommended, Dr. Crites made a motion:

That the proposed ad hoc University Organization Study Committee be assigned the additional task of recommending to the Senate whether and in what manner a new or revised long-term plan for the University should be developed.

His motion was seconded and discussion followed. The Senate then voted to approve the motion and submit the recommendation to President Cross.

ADJOURNMENT

The University Senate adjourned at 5:20 p.m. The next regular meeting will be held on Monday, April 26, 1959, at 4:10 p.m. Material for the Agenda should be in the Office of the Secretary by April 15.

Gerald A. Porter, Secretary