

JOURNAL OF THE FACULTY SENATE (NORMAN)
The University of Oklahoma

Regular Session -- September 9, 1974 -- 3:30 p.m., Dale Hall, 218

The Faculty Senate was called to order by Dr. Martin C. Jischke, Chairman.

<p><u>Present:</u> Baker, Marvin Barefield, Paul Bell, Digby Bethel, Audrey Blair, Laura B. Braver, Gerald Buhite, Russell D. Calvert, Floyd O. Cronenwett, William de Stwolinski, Gail Donnell, Ruth Duchon, Claude E. Fife, James Ford, Robert A. Fowler, Richard G.</p>	<p>Graves, William H. Henderson, Bill Huff, William Huneke, Harold V. Jischke, Martin C. Kendall, Jack L. Kidd, Gerald Kraynak, Matthew Larson, Raymond D. Lehrman, G. Philip Letchworth, George Levinson, R. Saul Mouser, James W. Pollak, Betty</p>	<p>Prickett, Wilson B. Reid, W. T. Reynolds, Osborne M. Scheffer, Walter F. Schmitz, Francis J. Shahan, Robert W. Starling, R. E. Sutherland, Patrick K. Swank, David Tolliver, Lennie-Marie Tomberlin, Irma Unruh, Delbert L. Uptegraft, Jo Ellen Wells, Richard S. Whitecotton, Joseph Wilson, Wm. H.</p>
<p><u>Absent:</u> Estes, James R. Hodgson, John S.</p>	<p>Marchand, Alan Tolson, Melvin B.</p>	

APPROVAL OF MINUTES

The Journal of the Faculty Senate for the regular session on May 6, 1974, was approved

ROSTER OF SENATE MEMBERS, 1974-75

For the roster of the members of the Faculty Senate for the academic year, 1974-75, see page 21 of this Journal.

ANNOUNCEMENT: Schedule of Senate Meetings, 1974-75

The Faculty Senate will meet in regular session at 3:30 p.m., in Room 218, Dale Hall on the following Mondays during the 1974-75 academic year.

- (1) September 9, 1974
- (2) October 14, 1974
- (3) November 11, 1974
- (4) December 9, 1974
- (5) January 13, 1975
- (6) February 10, 1975
- (7) March 10, 1975
- (8) April 14, 1975
- (9) May 5, 1975

ANNOUNCEMENT: Fall meeting of the General Faculty

The General Faculty of the University of Oklahoma will meet at 3:30 p.m., on Thursday, October 24, 1974, in Room 150, Adams Hall Annex (College of Business Administration).

ACTION TAKEN BY THE UNIVERSITY REGENTS: Faculty Charter Revision

On July 26, 1974, President Paul F. Sharp notified the Senate Chairman that the Regents of the University of Oklahoma had approved the recommendation of the Faculty Senate and the General Faculty of the University for revising the Charter of the General Faculty and the Faculty Senate of the University to reflect the recent establishment of a separate faculty governance system at the Health Sciences Center in Oklahoma City.

President Sharp also advised the Senate Chairman that the Charter revisions (i.e., limiting Senate membership to the Norman faculty and providing for liaison between the two faculties through an Inter-Senate Liaison Committee) would go into effect immediately.

(See pages 11 and 12 of the Faculty Senate Journal for March 11, 1974.)

ACTIONS TAKEN BY PRESIDENT PAUL F. SHARP

(1) Copyright Policy: On August 1, 1974, President Paul F. Sharp wrote as follows to the Chairman of the Faculty Senate:

"You will recall that I referred the proposed copyright policy sent to me by Professor Lis to our Legal Counsel for analysis and study. Their preliminary report suggests that the proposed policy is inconsistent with patent policies already adopted and in effect, is materially different from the policy in effect at the Health Sciences Center, and differs materially from copyright policies adopted by other universities.

"Our Legal Counsel wishes, therefore, to pursue their study to suggest proposals for unity between campuses and policies. As soon as this is completed, I shall return to you for further consultation."

(See pages 8-10 of the Senate Journal for May 6, 1974.)

(2) David Ross Boyd Professorships: On August 19, 1974, Dr. Paul F. Sharp, President of the University, addressed the following letter to the Senate Secretary:

In the interval since receipt of the Faculty Senate's action concerning the David Ross Boyd (DRB) Professorships, Provost Hunsberger has consulted with members of the Deans Council, with some members of the Council on Faculty Awards and Honors, and with his own staff. In addition, he and I have given the matter much thought within the context of other revisions which probably should be made in our faculty personnel policy.

The Senate's recommendations concerning the DRB Professorships would require cumbersome negotiations from the department through the Dean to the Provost on behalf of each DRB Professor each year. While it is true that analogous negotiations are specified in the Faculty Handbook on behalf of each George Lynn Cross (GLC) Professor it has proven virtually impossible to implement all of these vague and cumbersome negotiations, particularly in the rush which usually accompanies budget preparation.

It would appear that the Faculty Handbook needs modification with respect to both the DRB and the GLC Professorships, perhaps in the direction of specifying in dollar terms the special support to be accorded both kinds of Distinguished Professorships. Also, the procedures for selecting both DRB and GLC Professors may be susceptible to improvement. For example, perhaps the Council on Faculty Awards and Honors should be involved in the nomination of GLC Professors as well as DRB Professors. The eligibility of Health Sciences Center faculty for distinguished professorships and for the Regents' Awards for Superior Teaching probably should be re-examined, particularly because HSC faculty no longer are represented in the Faculty Senate.

For the above and other reasons, it seems unwise for me to take any action at this time on the Senate's recommendations of May 6. Instead, I plan to appoint in the near future a Task Force whose charge will be to make any recommendations which seem likely to improve any aspects of our Faculty Personnel Policy. You will recall that in my address to the faculty last Spring, I suggested certain areas of our current policies which need revision and improvement, and the Provost has compiled a rather long list of proposals for consideration.

While the precise format of the Task Force study has not yet been decided, it seems likely that a subcommittee of this Task Force could be given the charge to improve current policies concerning Distinguished Professorships and other faculty awards and

honors, with the aim of increasing the distinction accruing to the faculty so honored while simultaneously devising more feasible administrative processes for implementing these policies. I shall, of course, turn over to the Task Force the Senate's recommendations concerning DRB Professors, and any Task Force recommendations would be presented to the Senate for its consideration in accord with our usual policy.

Please be assured that the Senate's work on this subject is appreciated and will provide valuable input to the work of the Task Force.

(See pages 12-13 of the Senate Journal for May 6, 1974.)

(3) Task Force on Questionnaire Evaluation of Deans: In approving the Senate proposal for evaluation deans, President Paul F. Sharp wrote as follows to the Senate Chairman on May 17, 1974:

"I have approved the proposal for faculty evaluation of deans approved by the Faculty Senate on April 8, 1974, which Professor Lis sent me on April 10. Before indicating that approval, I had requested the opinions of the Provost and deans regarding this matter. I am pleased to report that they have endorsed the proposal.

"I have also approved the recommendation that I appoint a task force with one-half of its membership drawn from the full-time faculty to develop the questionnaire. I want to have a task force of three faculty members and three deans. I would appreciate receiving from the Senate's Executive Committee the names of six faculty members from whom I might select three to serve on the task force. I hope to be able to have that task force established during the first part of June.

"Finally, I agree that our goal ought to be to administer the questionnaire sometime during the Fall semester of the 1974-75 academic year.

"If done well, I believe that the review can be beneficial to all concerned, and I look forward to it being undertaken."

(See pages 6-9 of the Senate Journal for April 8, 1974.)

On June 11, 1974, the Senate Executive Committee submitted the following nominations to President Sharp for the faculty positions on the above-mentioned Task Force:

- Mildred Andrews (Music)
- Doyle Bishop (Management)
- Sherril Christian (Chemistry)
- Cluff Hopla (Zoology)
- Tom Love (AMNE)
- R. Dale Vliet (Law)

Dr. Paul F. Sharp, President of the University, on June 14, 1974, appointed the following Task Force on the Questionnaire for the Evaluation of Deans:

- Deans Nicholas Baloff
- Paige E. Mulhollan
- William R. Upthegrove
- Professors Sherril D. Christian
- Cluff E. Hopla
- R. Dale Vliet

(On August 19, 1974, President Paul F. Sharp appointed Professor David Levy (History) as the replacement for Professor Sherril Christian who is on sabbatical leave in Norway during the current academic year.

(4) Noble Arena Financing: On June 7, 1974, President Paul F. Sharp made the following pertinent comments in a letter to Dr. Anthony S. Lis, Senate Secretary:

"Thank you for your May 31 memorandum which reached me on June 5 in which you call my attention to the remarks made to the Senate on February 14, 1972, by Vice President David Burr concerning operational costs for the Lloyd Noble Multi-Purpose Arena.

"Although I have not yet had a chance to read the interim report of the Task Force on the Management of the Arena because I have been away from my office, I know of no reason to believe that Mr. Burr's statement needs to be modified in any way. We have no plans at this time to budget 'Educational and General' funds for maintenance of the Arena. It may be that, when the Arena comes into use, some E & G funds may find their way to the Arena in the form of rent when the Arena is used for an E & G purpose, but that is a far different thing than budgeting E & G moneys for the maintenance of the Arena.

"I hope that this information is helpful to you."

Addressees of the above letter include Vice President Gene Nordby and Associate Vice President Robert Shapiro.

(See page 4 of the Senate Journal for May 6, 1974.)

(5) Definition of the Term, "General Faculty": In approving the Senate recommendation of May 6, 1974, concerning the definition of the term "general faculty," President Paul F. Sharp made the following additional comment in his August 20, 1974, letter to the Senate Chairman:

"I believe it is a good idea to move toward the standardization of the terms involved. On the other hand, the full impact of this standardization is difficult to assess. The terms involved appear many places. As time passes, we may discover instances in which exceptions from the uniform definition should be made. If that is the case, we will be back in touch with you."

(See page 7 of the Senate Journal for May 6, 1974, and also the pertinent comment under "Action Taken by the Senate Executive Committee" on page 6 of the Agenda for September 9, 1974.)

(6) Faculty Replacements -- University Councils and Committees: On June 24, 1974, President Paul F. Sharp approved the Senate election of faculty replacements and concurrently selected the following faculty replacements nominated by the Senate on May 6, 1974:

Athletics Council: Russell Buhite (History) 1974-77
Roy Male (English) 1974-77

Faculty Awards and Honors Council:
David Ross Boyd Professor: John Ezell (History) 1974-77
Regents Professor: Glen Snider (Education) 1974-77
Faculty at Large: Inez Haynes (HSC) (1974-75)

Academic Regulations Committee: Paul Risser (Botany/Micro.) 1974-78
Fred Miller (Law) 1974-78

Class Schedule Committee: Lloyd Iverson (Mathematics) 1974-78
Sabetai Ungaru (History/Science) 1974-78
Mary E. Saxon (Library) 1974-77

Commencement Committee: Tim Ragan (Education) 1974-77
Edwin Mumma (Management) 1974-77

Computer Advisory Committee: Henry Crichlow (P G & E) 1974-77
Roger Frech (Chemistry) 1974-77
Neal Hardin (HSC) 1974-77
William Graves (Education) 1974-77

Equal Employment Opportunities Committee: Jose Maldonado (Law) 1974-75

Patent Advisory Committee: Darrel Harden (AMNE) 1974-78

ROTC Advisory Committee: Ray Larson (Drama) 1974-77
 J. F. Harp (CEES) 1974-77
 John Fletcher (Botany/Micro.) 1974-77
 Casey Robinson (Pharmacy) 1974-75
 Burt Scanlan (Management) 1974-76
 Jane Zingale (Art) 1974-76

Scholarship and Financial

Aids Committee: James Henkle (Art) 1974-76
 Donald Menzie (P & G E) 1974-76
 Richard Williams (Education) 1974-76

University Book Exchange

Oversight Committee: Dortha Henderson (Home Economics) 1974-77

University Libraries Committee: Carolyn Swan (Modern Language) 1974-77
 Francis J. Schmitz (Chemistry) 1974-77
 Joseph Fritz (English) 1974-77

Judicial Tribunal: Juneann Murphy (Botany/Microbiology) 1974-77

Speakers Bureau: Tom Wilbanks (Geography) 1974-77
 Robert Shalhope (History) 1974-76
 James Yoch (English) 1974-75

(See pages 4-7 of the Senate Journal for May 6, 1974.)

(7) Changes in Faculty Handbook Statements concerning Student Cheating and Plagiarism: In May 17, 1974, President Paul F. Sharp approved for submission to the University Regents the changes recommended by the Faculty Senate in Faculty Handbook statements concerning student cheating and plagiarism.

(See pages 10 and 11 of the Senate Journal for May 6, 1974.)

(8) Advisory Committee on Parking: President Paul F. Sharp, on June 13, 1974, addressed the following to Dr. Anthony S. Lis, Senate Secretary:

"I regret taking so long to respond to your memorandum of April 10 in which you indicate the faculty nominations for a committee on parking. The delay was in large part due to our being uncertain as to how to treat the nominations which the Faculty Senate sent. I now know that the committee was to be an informal one and an informal request was made of the Senate for the name of the faculty member who could serve on the committee and for the name of another who could serve as alternate.

"We are very pleased to receive the names of Professor D. B. Turkington (Engineering) and Professor Charles Suggs (Drama). Since this is an informal committee to advise Mr. Woodrow Wiltse, the Parking Coordinator, it is not necessary for me to indicate approval of these names as I do for University councils, standing committees, and special task forces. I am seeing, however, that the names are given to Mr. Wiltse so that the faculty members involved can provide advice to him."

(See page 6 of the Senate Journal for April 8, 1974.)

ACTIONS TAKEN BY THE EXECUTIVE COMMITTEE, FACULTY SENATE

(1) Nominations for Faculty Representatives on the Task Force on the Questionnaire Evaluation of Deans: See item (3) of page 3 of this Journal in connection with the action taken by Dr. Paul F. Sharp, President of the University, in this matter.

(2) Invitation to Provost I. Moyer Hunsberger to Meet Monthly with the Senate Executive Committee: The Executive Committee of the Faculty Senate has extended an invitation to Dr. I. Moyer Hunsberger, Provost, Norman campus, to meet with the

Committee monthly for the purpose of exchanging information and ideas and to improve communication between the faculty and the Office of the Provost. These informal meetings will in no way either encroach on or duplicate the work of the University councils and standing committees. Provost Hunsberger has accepted this invitation.

(3) Definition of Term, "General Faculty": As directed by the Senate on May 6, 1974, the Senate Executive Committee rephrased the Senate proposal concerning the definition of "General Faculty." On July 2, 1974, the following revised proposal was submitted to President Paul F. Sharp:

"The term, 'General Faculty,' which is defined in 3.1 of the Faculty Handbook, is the only definition that is to be used for regular faculty members of the University of Oklahoma. This definition shall be used in interpreting the meaning of General Faculty, faculty, teaching staff, or elsewhere with reference to the faculty of the University of Oklahoma. In the next revision of the Faculty Handbook, the word 'faculty' shall be substituted whenever any of the above terms are employed."

(See page 7 of the Senate Journal for May 6, 1974. Also see page 4 of this Journal for the report of pertinent action taken by President Paul F. Sharp.)

ACTION TAKEN BY FACULTY OF COLLEGE OF PHARMACY:
Computation of grade-point averages

Dean Charles Blissitt of the College of Pharmacy reported to President Paul F. Sharp that the College of Pharmacy faculty had voted unanimously on May 10, 1974, to continue computing grade-point averages on all work attempted. (See pages 2 and 3 of the Senate Journal for April 8, 1974.)

ITEM OF FACULTY INFORMATION: Higher Education Appropriation Bill

The attention of the faculty is called to the following pertinent excerpts from the Higher Education Bill approved by the Oklahoma Legislature last May:

SECTION 15. The Oklahoma State Regents for Higher Education are hereby authorized and directed to make a study of all employee benefit programs at institutions including group insurance, retirement, annuities, vacation leave, sick leave, sabbatical leave, and the like, and establish appropriate guidelines for meeting this type needs of personnel at institutions when allocating funds for budgetary support in pursuance of Section 3 of Article XIII-A of the Constitution of Oklahoma. It is the intention of the Legislature that guidelines formulated by the State Regents shall provide policy direction for the establishment and maintenance of uniform and equitable benefits to faculty, staff and other employees of the various institutions that make up the constituency of The Oklahoma State System of Higher Education.

SECTION 16. The Oklahoma State Regents for Higher Education shall make a study of salaries and other remunerative benefits of the faculty and staff of all colleges and universities in the State System and shall establish guidelines for compensation for services including salary ranges by position for said faculty and staff at institutions receiving state-appropriated funds when allocating funds appropriated by the Legislature to meet the needs of institutions pursuant to Section 3 of Article XIII-A of the Constitution of Oklahoma. Also, the Regents shall make a study of faculty and staff workloads and establish appropriate guidelines and standards for such at all colleges and universities in the State System.

REMARKS BY DR. PAUL F. SHARP, President of the University of Oklahoma

In accordance with the provisions of the Charter of the General Faculty and the Faculty Senate of the University, Dr. Paul F. Sharp, President of the University, addressed the Senate at its first meeting of the new academic year.

Dr. Sharp first extended a cordial invitation to any Senate members who may not have received the formal invitation to attend the reception honoring Dr. Martin C. Jischke, Senate Chairman, at the residence of Dr. and Mrs. Paul F. Sharp immediately following this meeting.

In his informal, 30-minute address, Dr. Sharp discussed the goals of the University administration and its current attempts to solve some of the problems.

Acknowledging the more favorable turnaround in public attitudes toward the University during the last few years, he stressed the point that interpreting the academic and intellectual community to society is always a difficult task. In his opinion, a truly great university has two basic needs--money and freedom. Continued inadequate funding and subsequent erosion of academic quality accentuate the great need for a more strenuous effort on the part of the State Regents and the State Legislature to underwrite an effective University program. He called attention to the forthcoming special program on television that will report to the citizens of Oklahoma on the quality of the faculty, the programs, and the students at this University.

Dr. Sharp reported that the University administration is promoting greater cooperation with Oklahoma State University during the next few years for reasons that should be obvious to all. He expressed appreciation to President Robert Kamm of Oklahoma State University for sharing fully with us this spirit of detente. Joint OU-OSU programs, in conjunction with HEACO and alumni groups, are being planned for presentation in several cities throughout the state to acquaint the citizens of Oklahoma with the unique differences between these two Universities and other forms of higher education in the state.

This inter-University cooperation will encompass other activities on both campuses because "there are many opportunities to upgrade the quality of both Universities for the greater benefit of the students and the taxpayers of this state."

Dr. Sharp reported favorable reaction of the University Regents to the Career Development Program proposed by the Faculty Senate Committee last year. If enrollment holds up, \$50,000 may become available this year to begin implementation of some of the recommendations of that Committee. He has designated the Provost as the Career Development Officer inasmuch as the duties specified by the Senate Committee for that officer are similar to those already prescribed for the Provost. As recommended by the Committee, President Sharp is appointing a Task Force on Personnel Policy to recommend changes in existing personnel policy, with the chief objective of developing on this campus a faculty that would compare most favorably with that of other state universities that are members of the American Association of Universities. Anticipating a final report by mid-May, 1975, Dr. Sharp added that the Task Force will establish numerous subcommittees with the staffing assistance of the Faculty Senate. The Task Force will coordinate the work of these subcommittees and will then prepare the final report. He added that he will urge the Provost to urge, in turn, the deans and the department chairmen to allow Task Force members some reduction in teaching loads so that members may devote the necessary time and energy to the very important task facing them.

Noting the current "great depression" in higher education, Dr. Sharp stated that, unlike the experiences of other institutions throughout the country, the University of Oklahoma is following the policy of maintaining its faculty positions even though we have not been able to give the salary increases that these positions warrant. We have not cut back on faculty size and do not plan to do so in view of the strong enrollment picture. Although enrollment gains (including the fall, 1974, semester) have not been impressive, the fact that enrollment has stabilized is evidence that students "are voting with their feet for this University." In his view, this stable enrollment is a real tribute to the quality of instruction and the environment provided by this University.

He commended HEACO for its efforts during the past few years in support of higher education in Oklahoma and urged increased faculty support of that organization.

Dr. Sharp called attention to the substantial gain in private support for the University during the past few years, for a total of \$12.6 million in money and pledges. Of that sum, \$10.7 million has already been received. During the past academic year, a total of \$4.6 million was raised; \$1.6 million was poured directly into the academic stream--an amount almost equal to the new monies received from the State Legislature!

President Sharp also mentioned such other topics as the proposed establishment of the title of University Professor, the proposed early retirement (if the final proposal is acceptable to the faculty and economically feasible), the proposed additional financial support for Distinguished Professorships, the current third attempt to revise the University policy concerning outside employment and extra compensation; the need for explicit statements in the Faculty Handbook regarding equal employment and affirmative action, the recently appointed Task Force on the Questionnaire for the Evaluation of Deans; the activities of the newly appointed Affirmative Action Officer, the laudable concern of the Student Congress and the Student Association for academic quality at this University, and the noteworthy participation of a growing number of University employees in their own continuing education.

REMARKS BY MS. CATHY KIDD, President, University of Oklahoma Student Association

Ms. Kidd first expressed appreciation for the opportunity of addressing the Faculty Senate.

Noting the need for more effective communication between students and faculty, she discussed her proposals for "pulling ourselves out of the current academic depression." Calling attention to recent hassles over faculty tenure, Ms. Kidd urged that the faculty close ranks and present a united front. "Until the faculty can communicate among themselves and can arrive at a consensus as to the role of the University, it will be extremely difficult to explain the University to the citizens and the State Legislature." She urged greater faculty involvement in community service to help increase our positive visibility throughout the state. She also mentioned the proposed appearances of joint student-faculty groups before audiences throughout the state to explain the University and its role in higher education of Oklahoma.

In her opinion, there is a great need for a University-wide handbook of course outlines and descriptions, names of instructors, size of the various classes, and so forth. The Geography and Political Science Departments have prepared such materials that are very helpful to students; the Zoology Department is planning similar action.

Ms. Kidd concluded her 15-minute presentation with an invitation to faculty members to submit to her written proposals for innovative teaching programs. Awards of \$200-\$300 will be made to individual faculty members submitting outstanding proposals. Ms. Kidd announced the establishment of a \$2000 fund for this purpose at the suggestion of Dr. Paige Mulhollan, Dean of the Arts and Sciences College.

SENATE RESOLUTION: Honoring the Induction of Professor C. M. Sliepceвич,
George Lynn Cross Research Professor of Engineering

The Senate Executive Committee has approved for Senate consideration the following resolution on the occasion of the induction of Professor Cedomir M. Sliepceвич, into the Oklahoma Hall of Fame at a formal ceremony next November:

"RESOLVED THAT THE FACULTY SENATE, ON BEHALF OF THE FACULTY OF THE UNIVERSITY OF OKLAHOMA, congratulates Dr. Cedomir M. Sliepceвич, George Lynn Cross Research Professor of Engineering, on his selection to the Oklahoma Hall of Fame.

"This recognition of Professor Sliepceвич's accomplishments in research, technological innovation, and education is well deserved. The University of Oklahoma has been strengthened during the past nineteen years of his efforts.

"We, his colleagues on the faculty, take pride in his accomplishments and the recognition and honor that his induction into the Oklahoma Hall of Fame brings to the University of Oklahoma."

Dr. Jischke, Senate Chairman, commented that this proposed resolution in no way is intended to detract from the importance of the induction of several other University of Oklahoma faculty members into the Oklahoma Hall of Fame in years past. Hopefully, the Senate will henceforth see fit to follow this precedent.

The Senate approved the resolution without dissent.

COUNCIL REPORTS FOR THE SPRING, 1974, SEMESTER:

Academic Personnel Council: Dr. Marilyn Affleck, Chairman of the Academic Personnel Council, submitted the following report to the Faculty Senate:

The Academic Personnel Council met with the Provost I. Moyer Hunsberger at its first meeting of the semester and invited him to attend the hearings during this semester. Provost Hunsberger attended most of the hearings. He was not present during the voting on the Academic Personnel Council recommendations for tenure.

Hearings were conducted twice weekly during January and February. On March 4, 1974, the Council concluded its hearings on the nine cases in which there were disputes concerning the granting of tenure. The Provost met with the Council on March 18th to discuss his tentative recommendations to the President. The President met with the Council on April 3rd to inform the members of his recommendations to the Regents. The Academic Personnel Council recommendations on six of the nine cases were concurred with by the Provost and the President.

The Council continued to meet during March and April to discuss changes in procedures for next year. Some of the more important changes are as follows:

1. The Council will review the recommendation of all tenure cases next year with the objective of achieving a more systematic judgment of the disputed cases. (The Council will vote only on the disputed cases.)
2. The Council will request that all Deans provide written statements to substantiate all recommendations regarding tenure.
3. The Council also discussed the Provost's participation in the hearings. The members believe that the Provost's attendance has been beneficial and intends to renew the invitation to the Provost next year.

The Standards for tenure were also discussed during the March and April meetings. The Council members raised the following questions for possible reconsideration by the Senate.

1. Should all three categories (teaching, research and service) be applied to each faculty member for granting tenure?
2. If only some are applied, which ones?
3. What does "research" mean?
4. Should there be a fourth category, namely, collegiality?

Dr. Harold Huneke registered a protest to item 3 of the above Council report concerning the presence of the Provost at hearings conducted by that Council in view of the pertinent action taken by the Senate on December 18, 1972. At that time, the Senate approved the recommendation of Dr. Pete Kyle McCarter, Provost, that the Provost be deleted from membership on the Council (see page 8 of the Senate Journal for December 18, 1972). Dr. Huneke felt that, although the Provost might not participate in the deliberations, his very presence could affect the vote in that Council. Dr. Jischke, noting that no member of that Council was present at this meeting of the Senate, offered the comment that the Council had the prerogative of

inviting whomever they wish to any of their sessions. In answer to a question from Dr. Richard Wells, Provost Hunsberger, who was present at this meeting of the Senate, replied that he was asked to leave the room whenever the Council was ready to vote on tenure matters.

Another question was raised from the floor concerning the definition of the term "collegiality" in item 4 of the last paragraph of the Council report.

The Senate took no formal action in this matter.

Athletics Council: Professor Wilson B. Prickett, Chairman of the Athletics Council, submitted the following report to the Faculty Senate for the period, July, 1973, through June, 1974:

During 1973-74 the Athletics Council met on eleven occasions.

The first meeting of the fiscal year, still chaired by Professor Alan Velie, was a special meeting of the Basketball Coach Search Committee wherein Vice President Morris presented the general guidelines established to give structure to the deliberations. This meeting on September 17, 1973, was followed by another special meeting of the search committee on September 19 wherein four candidates previously selected by a sub-committee were interviewed. At the conclusion of the meeting, three names were forwarded to the President in response to his request.

The first regular meeting was held on October 8, 1973. Professor Wilson B. Prickett was elected Chairman by acclamation, and Professor David B. Kitts was elected Vice Chairman, also by acclamation.

The following items of business were considered by the Council during the 1973-74 fiscal year:

wards in eleven varsity sports as recommended by the Athletic Director were approved. The stadium expansion plan was reviewed by Vice President J. R. Morris and Athletic Director Wade Walker.

At the request of Dr. Sharp, the Council considered a suggested set of guidelines for colleges and universities to use in the employment of coaches for intercollegiate athletics as recommended by the American Football Coaches Association. The Council reported to the President that the guidelines were very good and that many of them should be considered and possibly contained in contracts for coaches at such time as the existing letter of intent policy was changed or modified.

Throughout the year, the varsity schedules, previously approved in accordance with Big Eight Conference regulations by the Faculty Representative, were approved by the Council in addition to two junior varsity schedules. In all instances, the Council gave consideration, time and thought to the number of class cuts that would occur as result of the away-from-home games. Two varsity coaches were called before the Council for the purpose of defending their proposed schedules, which exceeded the number of class cuts the Council considered justifiable.

Considerable time involving a number of meetings was devoted to a study of means to finance women's athletics. A program was eventually adopted and funded by the Athletic Department to become effective July 1, 1974. The amount of \$1,500 was provided during the 1973-74 fiscal year as a stopgap measure to assist the existing teams in their travel plans. Prior to the development of a budget for women's athletics, the Council asked the President who was to have administrative responsibility for the proposed women's program.

On March 21, 1974, the Council voted unanimously to make this request. At the April meeting, the Council was informed that President Sharp had advised the chairman in response to the inquiry that the administrative placement of the women's athletic program would be in the Athletic Department.

The Council requested that the President approve the retention of the interlocking OU as the Athletic Department logo and permission was granted for the department to maintain the interlocking OU in the center of the field and on the football helmets.

A new ticket policy was adopted for area PeeWee teams enabling them to attend freshman football games as guests of the Athletic Department.

The 1974-75 ticket prices recommended by the Athletic Department were reviewed and approved.

Considerable discussion was devoted to the energy crisis, how it affected the athletic program, and what steps the Athletic Department had taken to comply with national and institutional requests. The Athletic Department also kept the Council advised of how team travel had been affected by the energy crisis.

At the February meeting, the Council adopted a definite policy governing class cuts for athletic teams. Prior to this time, a rule-of-thumb guide had been employed.

The Council about mid-year expressed concern over Phase II of the stadium expansion and requested that Dr. J. R. Morris, Vice President for the university community, come before the Council and explain the plans for Phase I and Phase II. Dr. Morris appeared on March 14 and explained that the Regents were quite definite and emphatic in that there would be a donor program, previously referred to as Phase II. Dr. Morris advised also that no decisions had been made concerning the administration of the arena, but that the President was to soon appoint an arena management committee.

The Council reviewed the award requirements and made recommendations for the annual Ray Myers and Big Eight Conference achievement medals.

The Council from time to time, as in the case of the March meeting, studies and makes recommendations concerning advertising proposals such as the one presented by Mr. John W. Fisher at the March 21 meeting. Mr. Fisher desired, on behalf of a nationally known breakfast cereal, to use cutouts of Sooner players as a means of promoting the sale of the cereal. The Council voted unanimously and respectfully to turn down the request.

The Council reviewed a letter Dr. Sharp had received from the NCAA regarding athletic dormitories, and after a lengthy discussion it was voted unanimously to recommend to the President that the Council was in favor of continuing the use of the athletic dormitories since the Athletic Department already had them and since it is not a violation of any NCAA policy for an athletic department to operate them.

Upon the recommendation of the Athletic Department, the Athletics Council approved the establishment of radio rights fees for sports other than football and basketball for all commercial stations. The amounts were: wrestling \$25, baseball \$15 (single or doubleheader), gymnastics \$10, swimming \$10 and track \$10.

The Athletic Department budget, previously reviewed on a line by line basis by a subcommittee headed by Professor David Kitts, was approved at the April meeting. For the first time since 1959, a balanced budget was submitted and included 8% pay increases for all employees and merit raises for seven members of the professional and administrative staff.

It was reported at the May meeting, however, that since the unanimous approval by the Council of the 1974-75 budget additional expense items had been made the responsibility of the Athletic Department and that the budget was now a deficit budget. In addition to the new expenditures, the Athletic Department felt the necessity of reducing the proposed estimate of television income since the NCAA television schedule had been announced and only one Big Eight team had been scheduled. The reduction in television money, plus the salaries of the Sports Information Department and additional debt service responsibilities, combined with a reduction of capital improvements, caused the final budget expenditures to exceed the proposed estimated income by \$55,051.00. It was pointed out to the Council, however, that the estimated

surplus that would be available on July 1 would be \$69,000.00 and sufficient to cover the deficit.

At the May meeting the Athletic Department reviewed for the Council how the swimming coach would be hired and emphasized that it would be in accordance with the Affirmative Action Plan.

In view of a special request from a new facility on the campus, the faculty ticket price policy was reviewed by Mr. Harold Reid, the ticket manager.

Throughout the year the Faculty Representative to the Big Eight Conference and a member of the Athletics Council, Mr. David Swank, kept the body apprised of Big Eight Conference legislation and regulations, as well as regulations and legislation enacted by the NCAA. In matters involving policy and legislation of both the NCAA - of which Mr. Swank is a member of the Council - and the Big Eight Conference, he was most valuable in rendering assistance throughout the year.

Council on Faculty Awards and Honors: Dr. Mark F. Twonsend, Chairman of the Council on Faculty Awards and Honors, submitted the following report to the Senate on August 29, 1974:

The Council on Faculty Awards and Honors met four times during the Spring semester 1974 and once during the summer session. Meetings generally lasted about two hours and members probably spent an equal number of hours of individual work on the Council's business; in addition, the chairman probably spent three or four hours preparing for and following each meeting. Meetings were well attended by the members of the Council and were characterized by the display of outstanding concern for the best interests of both the faculty and the University.

Nominations for David Ross Boyd Professorships and Regents' Awards for Superior Teaching were sent to President Paul F. Sharp. Working jointly with Provost I. Moyer Hunsberger a recommendation was submitted to the President concerning the procedure to be followed in awarding the Amoco Foundation Good Teaching Award. Also, nominations for the award were submitted.

Recommendations were made to the Provost on 26 applications for sabbatical leaves of absence. Also, recommendations were made to the Provost regarding 1) the computation of time which counts toward sabbatical leave, and 2) emeritus ranks for retired faculty.

In answer to a request from Dr. William H. Maehl, Jr., Chairman of the Faculty Senate a report was prepared and submitted to him concerning 1) secretarial help for David Ross Boyd Professors and 2) a separate budget for all distinguished professors.

Faculty Appeals Board: On July 29, 1974, Dr. Jerry L. Purswell, Chairman of the Faculty Appeals Board, submitted the following report to the Faculty Senate:

The initial organization meeting of the Faculty Appeals Board was held on March 9, 1973. Dr. Sharp in his letter of appointment for Board members asked Dr. Purswell to convene the meeting as interim Chairman. Dr. Purswell was subsequently elected as Chairman of the Faculty Appeals Board for the 1973-1974 academic year. The first meeting of the Faculty Appeals Board was spent in an examination of the Regents' statement regarding the operation of the Faculty Appeals Board.

The Faculty Appeals Board received a request to hear the case of Dr. Tzannes and a meeting was convened on Thursday, May 3, 1973, to consider the request of Dr. Tzannes for a hearing before the Faculty Appeals Board. Chairman Purswell asked that he be allowed to vacate the chair in favor of another Board member for purposes of hearing the case of Dr. Tzannes because Dr. Tzannes was a member of the same college as Dr. Purswell. Dr. Whinery was subsequently elected by the Faculty Appeals Board to hear the case of Dr. Tzannes.

A subsequent meeting of the Faculty Appeals Board was convened on May 7, 1973, to establish procedures for conducting an informal hearing as requested by Dr. Tzannes. After an extended amount of discussion, it was agreed that a hearing committee of seven members of the Faculty Appeals Board would be utilized to conduct the informal hearing for Dr. Tzannes. Those selected for this hearing were Professors French, Keys, Staples, Weinheimer, Primeaux, Wickham, and Whinery. After conducting a number of hearings in the case of Dr. Tzannes, the informal hearing committee found that a formal hearing was justified by the evidence reviewed.

The full Faculty Appeals Board was subsequently convened again by Dr. Whinery and a committee was selected by lot from the full Faculty Appeals Board to conduct the formal hearing for Dr. Tzannes. Those selected were Professor Morgan, Chairman, and Professors Clark, French, Hengst, MacNiven, Staples, and Weinheimer. This formal hearing committee continued to hear evidence in the case throughout the fall semester of 1973 and produced a finding on January 3, 1974, in the case.

The Board met again on February 19, 1974, to review a number of suggestions for changes in the operation of the Faculty Appeals Board which were presented by Dr. Martin Jischke after consultation with members of the formal hearing committee who had heard the Tzannes case. The Board discussed a number of these suggestions and reached a position on each point. These recommendations were then transmitted by Dr. Jischke and Dr. Morgan to President Sharp for subsequent action by the University. The Faculty Appeals Board also considered a request by Dr. Leonard Jordan for a hearing before the Faculty Appeals Board.

The Faculty Appeals Board was convened on March 5, 1974, to receive a report from Professor Morgan concerning his meeting with President Sharp and Dr. Jischke, during which the suggestions for procedural changes were reviewed. No formal action had been taken by the University at the time of the report from Dr. Morgan. The Board then proceeded to select by lot an informal hearing committee to hear the case of Dr. Leonard Jordan. Those selected for the hearing committee were as follows: Professor Bienfang, Chairman, Professors Keown, Levy, Wickham, Cameron, Keys, and Petty. This informal hearing committee conducted hearings over the succeeding weeks and reached a finding on May 13, 1974, that the evidence presented did not warrant a formal hearing of the case. The entire Faculty Appeals Board met on May 17 and accepted the finding of the informal hearing committee. After discussion of the hearings conducted during the past year, the Faculty Appeals Board passed the following resolution for submission to the Faculty Senate: "It is the experience of the Faculty Appeals Board that administrative procedures for reappointment of non-tenured faculty members need to be reviewed and clarified by the Faculty Senate." The motion to adopt this resolution was passed unanimously.

Chairman Purswell subsequently received a letter from Dr. Jischke requesting further elaboration of the points raised concerning review of University administrative procedures. He then transmitted to Dr. Jischke a more detailed statement of the areas which the Faculty Appeals Board thought the Faculty Senate should consider for further action. The transmittal of this letter by Chairman Purswell then completed the business of the Faculty Appeals Board for the 1973-1974 academic year.

FACULTY NOMINATIONS: Search Committee for Dean, Graduate College

Background Information: On August 20, 1974, Dr. Paul F. Sharp, President of the University, requested Senate nominations for the seven faculty positions on the Search Committee for the Dean of the Graduate College, to replace Dr. Arthur Gentile who recently left the University.

Senate Action: Dr. Gail de Stwolinski, Chairman of the Senate Committee on Committees presented the following list of fourteen nominees for submission to the President:

- | | |
|----------------|--------------|
| 1. Digby Bell | Music |
| 2. Robert Bell | Anthropology |

3.	Doyle Bishop	Management
4.	Larry Canter	CEES
5.	Robert DuBois	Geology and Geophysics
6.	John Ezell	History
7.	Eugene Kuntz	Law
8.	Alex Kondonassis	Economics
9.	Tom Love	AMNE
10.	Robert Magarian	Pharmacy
11.	Joanna Rapf	English
12.	Paul Risser	Botany/Microbiology
13.	Mary Whitmore	Zoology
14.	Tom Wiggins	Education

Dr. Richard Fowler moved approval of the nominations as presented by the Committee on Committees. Without dissent, the Senate accepted the motion.

ELECTION OF FACULTY REPLACEMENT: Administrative and
Physical Resources Council

In accepting the recommendation of its Committee on Committees, the Senate elected Professor Robert Lehr (Regional and City Planning) as the replacement for the unexpired term (1974-75) of Robert Goins on the Administrative and Physical Resources Council.

FACULTY NOMINATIONS: Parking Violation Appeals Committee

Background Information: Dr. Paul F. Sharp, President of the University, addressed the following letter to the Senate Chairman on August 20, 1974:

Upon the recommendation of the Parking Advisory Committee and Mr. W. W. Wiltse, Parking and Traffic Coordinator, I am establishing a Parking Violation Appeals Committee. For some time, students have had an opportunity to contest parking tickets before the student courts. The Committee will now provide a faculty and staff body before which faculty and staff members may contest any tickets they might receive.

Parking is a problem on most campuses, and the University of Oklahoma is not an exception. We are trying to take steps, however, to improve the situation. One of the problems which many of the faculty have voiced to us is the difficulty in finding parking spaces in lots for which they have the proper decal. This difficulty results from several factors, one of which is the parking in those lots of automobiles of those not eligible to park there. Up to now, one of our main means of trying to dissuade those improperly parked and thus provide spaces for those who have proper stickers has been the ticketing of the improperly parked cars. Many of these tickets however, have gone unpaid. This loss of enforcement has removed an important way to improve the parking situation given the spaces we have. We believe that by providing an equitable means to deal with faculty and staff parking charges, the Parking Violation Appeals Committee, together with the expansion of the lots now being made, will help us achieve this objective.

The Parking Violation Appeals Committee will be composed of six faculty members nominated by the Faculty Senate and six staff members nominated by the Employee Executive Council. The members of the Committee should represent a cross section of the faculty and staff, administrative, and classified employees. In addition, if feasible, they should represent various geographic areas of the campus. From the Parking Violation Appeals Committee, three panels will be drawn to hear contested parking violations.

In order that all members of the Parking Violation Appeals Committee will not need to be involved constantly with parking ticket contests and in order that contests may be heard soon after they are raised, the Committee will be divided into three subgroups composed of three members, each with an alternate member for each subgroup. On a rotational basis these subgroups will sit to hear contests.

It is my understanding that this proposal has been discussed with representatives both of the Faculty Senate and of the Employee Executive Council and that they support it. I hope that you concur, and I ask that you supply me with the names of six faculty members who will be willing to serve on the Appeals Committee through September 1, 1975. If you would like to handle this Committee in a manner similar to the councils and committees already established, I suggest that we stagger the terms so that three faculty members are appointed for one year ending September 1, 1975, and three for two years ending September 1, 1976. Thereafter, each replacement could be for two years. I look forward to your early response.

Senate Action: Dr. Gail de Stwolinski, Chairman of the Senate Committee on Committees, reported that the Committee desired some consideration of this question by the Senate before presenting a slate of nominees for the six faculty positions on the new Parking Violation Appeals Committee. A number of faculty members have expressed dissatisfaction with the policy recently announced by the Parking Coordinator, particularly concerning the payment of parking violation charges. The Senate Chairman announced that this item would be considered later in this session under "New Business."
Secretary's note: The Senate adjourned before this matter could have been raised later. Accordingly, this question will be placed on the Agenda for the October 14, 1974, meeting.)

ELECTIONS: Standing Committees of the Senate

Noting by written ballot, the Senate elected the following replacements to the standing Committees of the Senate as designated below:

Committee on Committees: Robert Ford (Business Administration) 1974-77
 George Letchworth (Education) 1974-76
 Francis J. Schmitz (Arts and Sciences) 1974-76
 Osborne Reynolds (Law) 1974-77

Executive Committee: Gerald Braver (Arts and Sciences) 1974-75
 Richard Wells (Arts and Sciences) 1974-75
 William Cronnewelt (Engineering) 1974-75

Faculty Welfare Committee: William Huff (Arts and Sciences) 1974-75
 Laura Blair (Education) 1974-77
 R. Saul Levinson (Pharmacy) 1974-77

CHANGE IN SENATE BY-LAWS: Composition of Executive Committee

Background Information: At its May 6, 1974, meeting, the Senate received formal, required notice of the proposal of its Executive Committee to change the Senate By-Laws so as to include the Chairman of the Senate Committee on Faculty Welfare in the membership of the Senate Executive Committee. (See page 4 of the Faculty Senate Journal for May 6, 1974.)

Senate Action: The Senate approved the change in its By-Laws without further discussion and without dissent.

PROPOSED REVISIONS: University Policy on Outside Employment[✓] and Extra Compensation

Background Information: On April 9, 1973, the Faculty Senate proposed to the President of the University several changes in the University policy on outside employment and ~~outside~~ ^{EXTRA} compensation approved by the University Regents on December 9, 1971. President Paul F. Sharp then appointed a Task Force to study the Senate recommendations. (See pages 7 and 8 of the Senate Journal for October 8, 1973.)

On July 10, 1974, President Paul F. Sharp wrote as follows to the Senate Chairman concerning the report of the Task Force:

I am enclosing for your referral to the Faculty Senate for review and comment the report submitted to me by the Task Force on Outside Employment and Extra Compensation. The Task Force consisting of Professors Shahan and de Stwolinski, Vice President White, Vice Provost Gentile, Mr. Ray and Provost Hunsberger has worked long and faithfully to produce these recommendations.

I would like to draw to your attention the special features of this report. The Task Force decided it would be necessary to draft an entirely new policy to replace Section 5.5 of the current Faculty Handbook. In its draft, the report proposes a new definition of the term "extra compensation" to include all "special compensation within the University or outside the University." Payments received for all University assignments up to 1.0 FTE during the two summer months are not considered extra compensation.

The Task Force's report further recommends that all extra compensation be measured as appropriate fractions of an individual's full-time effort. This means that work done inside the University for extra compensation or outside the University for extra compensation can be compared immediately and a single time standard applied universally. Finally, Section 7 of the report defines a new payment procedure in the Oklahoma Center for Continuing Education. All flat fees would be eliminated, and all activities would be paid in proportion to full-time effort and, therefore, in proportion to the individual's base salary. This will mean, among other things, that the full professor and the assistant professor will both be permitted to engage in an equivalent number of activities (that is, expend similar proportions of effort) before reaching the maximum permitted in extra compensation.

I would like also to call attention to the fact that when the attached copy of the Task Force's report was discussed with the Dean's Council, there seemed to be general agreement that the following sentence be inserted as the penultimate paragraph in the report: "If this policy creates demonstrable hardship for a University program, exceptions can be granted by the President in response to a written request." I agree that this is an important addition to the Task Force's report.

I suggest that any questions you or your colleagues may have concerning the report be addressed to the Provost for I know that he will be eager to visit with you on any provisions about which you have questions.

Task Force Report dated June 3, 1974:
OUTSIDE EMPLOYMENT AND EXTRA COMPENSATION POLICY
(Norman Campus)

FACULTY

The missions of the University are teaching, research, and service. As professional University of Oklahoma faculty are responsible for arranging their time among such academic functions as teaching assignments, research, service, continuing education, consultation. Such activities will be evaluated as part of a faculty member's total professional activity during the year and will be evaluated against department, college, and University criteria for merit salary increases, tenure, and promotion.

All professional activities, whether within the University or without, whether for extra compensation or for no compensation of any kind, should contribute to the faculty member's growth and efficiency as a professional and contribute to his teaching and scholarly competence.

A person who accepts full-time employment in the University of Oklahoma owes his first duty and his first loyalty to the University. Any other employment or enterprise in which he engages for income must be understood to be definitely secondary to his University work, and he must be willing to accept the judgment of the President and the Regents as to whether he may engage in such outside employment and retain full-time employment on the University faculty or staff. In addition, the chairman should know and approve of arrangements which are made to dismiss classes or provide substitute teachers for them when the faculty members are to be absent from these duties.

Absence from the campus for more than a week at a time will be approved only in the most exceptional circumstances and then only with the prior approval of the President.

POLICY

- (1) After prior arrangement, faculty members on 9-month contracts may engage in professional activities for extra compensation (within the University or outside the University or in any combination of the two) to a maximum of $1/4$ of the 9-month full-time effort.
- (2) After prior arrangement, faculty members on 12-month contracts may engage in professional activities for extra compensation (within the University or outside the University or in any combination of the two) to a maximum of $1/4$ of their 12-month full-time effort. Faculty on 12-month contracts may not receive extra compensation for teaching in Summer Session or for performing sponsored research.
- (3) For faculty members on 9-month contracts, summer teaching (Summer Session, BLS seminars, Advanced Programs) and summer work on sponsored grants, programs, or contracts are considered as amendments to the basic 9-month contract; such amendments are limited to assignments up to 1.0 full-time equivalent for any two summer months, and payments for such work are not considered extra compensation.
- (4) After prior arrangement, faculty members on amended 9-month contracts may engage in professional activities for extra compensation (within the University or outside the University or in any combination of the two) during any two summer months to a maximum of $1/36$ per month of their 9-month full-time effort ($1/4$ times $1/9$). Hence, during the 11 months covered by the amended 9-month contract, the total time devoted to extra compensation activities cannot exceed $11/36$ of the 9-month full-time effort $[(1/4 + 1/36 + 1/36)]$; see (1).
- (5) Any payment received from the University for professional work of any kind during the third summer month is considered extra compensation. After prior arrangement, a faculty member may engage in such work during the third summer month only if, by so doing, the total time devoted to extra compensation activities (within the University or outside the University or in any combination of the two) over the entire 12-month period (September 1 - August 31) does not exceed $11/36$ of the 9-month full-time effort.
- (6) During any portion of the summer in which a faculty member is not employed by the university, he may engage in outside employment without restriction.
- (7) Within the University the time required for all extra compensation assignments during the entire year (most often overload teaching through the Oklahoma Center for Continuing Education and the College of Liberal Studies) and for all professional assignments during the summer will be determined by those responsible for the various programs as an appropriate fraction of the faculty member's full-time effort, and the University will pay him the corresponding fraction of his base salary rate. The time required for all professional activities for extra compensation outside the University will be determined by the faculty member as an appropriate fraction of his full-time effort when approval for such activity is requested.
- (8) Approval of outside employment is requested on a form, "Application for Permission to Engage in Outside Employment" available from the Deans' Offices or the Office of Personnel Services. All activities performed inside the University for extra compensation must be arranged, as all in-load assignments are, with the agreement of the department chairman and dean. Such applications and arrangements must be resubmitted at the beginning of each contract year. Resubmission is the responsibility of the faculty member.
- (9) It is expected that outside employment and extra compensation activities will be selected so as to enhance the professional competence of the faculty member and in no instance should such activities prejudice the performance of the University responsibilities. Faculty should also be concerned to avoid possible conflict of interest with the University in all outside employment. Questions regarding potential

conflict of interest should be addressed to the dean who may wish to consult the University's Chief Counsel.

(10) No faculty member may hold a split (joint) appointment which reflects more than a total of 1.0 full-time equivalent.

(11) The Regents look with disfavor upon any University employee's accepting either part-time or full-time employment in any political organization or in connection with the campaign of any candidate for public office.

STAFF

(12) The policy for 12-month faculty shall apply to University staff who are not classified personnel. With prior approval, such individuals may engage in professional activities for extra compensation (within the University or outside the University or in any combination of the two) to a maximum of 1/4 of their 12-month full-time effort, but they may not receive extra compensation for teaching in Summer Session or for performing sponsored research.

(13) University staff who are not classified personnel may request approval of outside employment on a form, "Request for Permission to Engage in Outside Employment," available from the Office of Personnel Services. All activities performed inside the University for extra compensation must be arranged, as regular assignments are, with the agreement of the appropriate department head and vice-president.

* * * * *

(14) These regulations for both faculty and staff supersede the regulations on outside employment adopted by the Regents in 1931, 1948, 1958, and 1971.

The Senate standing Committee on Faculty Welfare on August 28, 1974, submitted its own comments to the Senate Chairman regarding the report of the Task Force:

Pursuant to your request of July 13, 1974, the Faculty Senate Welfare Committee reviewed the proposed policy on Outside Employment and Extra Compensation which was transmitted to you by President Sharp on July 10, 1974. This report covers the recommendations of the Committee on the said policy. However, before stating the recommendations, we feel that we should review the developments which led to this policy.

. Historical Developments

At the September 1972 meeting of the Faculty Senate, questions were raised concerning the policy which had been approved by the OU Regents and printed in the Faculty Handbook, Section 5.5, April 1972. The Faculty Senate appointed a committee composed of Professors Chipman Stuart (chairman), C. R. Hayden, Dr. Kershen, J. G. Laguros, and Paul Tharp to study the policy and report to the Faculty Senate. The committee presented its report to the Faculty Senate at the March 1973 meeting. The Faculty Senate, in turn, acted favorably on the report and transmitted it to President Sharp in April 1973.

In reviewing the Senate recommendations, President Sharp felt that they were significantly different from the existing policy. As a result, he appointed a Task Force to study the recommendations of the Faculty Senate. With the appointment of Dr. Hunsberger in Summer 1973, the Task Force under his Chairmanship spent the academic year 1973-1974 interviewing a number of faculty members and finalized its report to President Sharp. We understand that this report - which constitutes the proposed policy in question - was also discussed at the Deans Council this summer and met with their approval.

On August 1, 1974, Professors Jischke and Laguros met with Provost Hunsberger. The purpose of the meeting was to clarify certain statements in the proposed policy, which appeared to be somewhat unclear and ambiguous, rather than to present the views of the Faculty Senate Welfare Committee.

II. Recommendations

The Committee welcomes the flexibility implied in the proposed policy and considers it an improvement over the present policy, as it is stated in the Faculty Handbook, Sections 5.5, January, 1974.

The Committee would, further, like to present the following recommendations:

1. Throughout the document the term "full-time effort" should be modified to read "full-time professional effort". As it was indicated by Provost Hunsberger the exclusion of the word "professional" was an oversight.
2. Inasmuch as the full-time professional effort of faculty members is not limited to the labor-inspired 40-hour week but it appears to be in the neighborhood of 60 hours per week, it is necessary to identify the definitive elements of this effort. This can be accomplished by adding the following sentence at the end of the second paragraph:

". . . his teaching and scholarly competence. Because faculty members are involved in a number of activities related to teaching, research and public service, the full-time professional effort of a faculty member may be in excess of the hourly time implied by his teaching load. Therefore, it is the responsibility of the faculty member to determine his or her full-time professional effort in a way that it meets with the approval of his or her academic dean and chairman.
3. Article 5 of the proposed policy is unacceptable. The third summer month (August) should be treated in a manner similar to any other month during the year. We propose that it read as follows:

After prior arrangement, faculty members who have an August contract with the University may engage in professional activities for extra compensation (within the University or outside the University or in any combination of the two) to a maximum of 1/36 per month of their 9-month full time professional effort. Hence, during the 12 months covered by the 9-month contract plus the 3-month summer contract, the total time devoted to extra compensation activities cannot exceed 12/36 or 1/3 of the 9-month full time professional effort.
4. Article 7 of the proposed policy indicates that extra compensation is based both on the full-time effort (time basis) and on salary rate. In other words, a professor will be receiving a higher remuneration than an assistant professor assuming that their time efforts are equal. We recognize this inequity, but the argument is as to whether or not the salary differences (justified on the basis of experience etc.) should be extended to extra compensation. No specific recommendation has been formulated other than that this point should be brought to the attention of the Faculty Senate.
5. Similarly, and in a general sense, the proposed policy makes no mention of what happens in the case of violations. This is an area which we think is important and crucial and yet loading the document with descriptions of penalties may not be helpful. Hopefully, there will be no violations; if there are, they can be resolved at the Departmental and/or Deans' level. Or, is it possible that a violation be considered a breach of contract by the University?

Respectfully submitted,

Raymond D. Larson (Drama)
 Wilson B. Prickett (Finance)
 David Swank (Law)
 Joakim G. Laguros (CEES), Chairman

Senate Action: In the absence of Dr. J. Laguros, former Chairman of the Senate Committee on Faculty Welfare, Professor David Swank reported that the Provost informally accepted the Committee's first recommendation; i.e., to change the term "full-time effort" to "full-time professional effort."

Professor Swank then moved acceptance of the second recommendation of the Committee. The Senate, without further discussion and without dissent, approved the motion. He later moved acceptance of the third recommendation; the Senate likewise approved the motion without further discussion and without dissent.

Professor Swank reported that the Committee had no specific recommendations concerning items 4 and 5 of its report other than to call these two items to the attention of the Senate for any discussion and action deemed appropriate.

At this point, Dr. Gail de Stwolinski moved that further consideration of this question be deferred until the October 14 meeting of the Senate. The Senate approved the deferral.

ADJOURNMENT

The Faculty Senate adjourned at 5:15 p.m. The next regular meeting of the Senate will be held at 3:30 p.m., on Monday, October 14, 1974, in Room 218, Dale Hall. Items for the Agenda should reach the Secretary of the Faculty Senate, EAP Division, Adams Hall 9-A, Norman, no later than Wednesday, October 2, 1974.

Respectfully submitted,

Anthony S. Lis, Secretary

ROSTER OF THE FACULTY SENATE, 1974-75

	<u>Name:</u>	<u>Representing:</u>	<u>Term:</u>
1.	*Baker, Marvin	Arts & Sciences	1974-75
2.	*Barefield, Paul A.	Arts & Sciences	1974-76
3.	*Bell, Digby B.	Fine Arts	1974-77
4.	*Bethel, Audrey	Fine Arts	1974-77
5.	*Blair, Laura B.	Education	1974-77
6.	Braver, Gerald	Arts & Sciences	1973-76
7.	*Buhite, Russell D.	Arts & Sciences	1974-77
8.	Calvert, Floyd O.	Environmental Design	1973-75
9.	*Cronenwett, William T.	Engineering	1974-77
10.	de Stwolinski, Gail	Fine Arts	1972-75
11.	*Donnell, Ruth	Provost Direct	1974-77
12.	Duchon, Claude E.	Engineering	1973-76
13.	Estes, James R.	Liberal Studies	1972-75
14.	Fife, James	Arts & Sciences	1973-76
15.	Ford, Robert A.	Business Administration	1973-76
16.	*Fowler, Richard G.	Arts & Sciences	1974-77
17.	Graves, William H.	Education	1973-76
18.	*Henderson, Bill	Provost Direct	1974-75
19.	*Hodgson, John S.	Business Administration	1974-77
20.	*Huff, William	Arts & Sciences	1974-75
21.	Huneke, Harold V.	Arts & Sciences	1972-75
22.	Jischke, Martin C.	Engineering	1972-75
23.	*Kendall, Jack L.	Arts & Sciences	1974-77
24.	*Kidd, Gerald	Education	1974-77
25.	Kraynak, Matthew	Arts & Sciences	1973-76
26.	Larson, Raymond D.	Fine Arts	1973-76
27.	Lehrman, G. Philip	Pharmacy	1973-76
28.	Letchworth, George	Education	1972-75
29.	*Levinson, R. Saul	Pharmacy	1974-77
30.	*Marchand, Alan	Graduate College	1974-77
31.	*Mouser, James W.	Business Administration	1974-77
32.	Pollak, Betty	Arts & Sciences	1972-75
33.	Prickett, Wilson	Business Administration	1972-75
34.	Reid, William T.	Arts & Sciences	1973-76
35.	*Reynolds, Osborne M.	Law	1974-77
36.	*Scheffer, Walter F.	Arts & Sciences	1974-76
37.	*Schmitz, Francis J.	Arts & Sciences	1974-77
38.	Shahan, Robert W.	Arts & Sciences	1972-75
39.	Starling, R. E.	Engineering	1973-76
40.	Sutherland, Patrick K.	Arts & Sciences	1972-75
41.	Swank, David	Law	1973-76
42.	*Tolliver, Lennie-Marie	Arts & Sciences	1974-77
43.	*Tolson, Melvin B.	Arts & Sciences	1974-77
44.	*Tomberlin, Irma	Provost Direct	1974-76
45.	*Unruh, Delbert L.	Fine Arts	1974-77
46.	*Uptegraft, Jo Ellen	Arts & Sciences	1974-75
47.	*Wells, Richard S.	Arts & Sciences	1974-77
48.	Whitecotton, Joseph	Arts & Sciences	1973-76
49.	Lis, Anthony S.	Business Communication	Senate Secretary

*New Members

Vacancies awaiting elections:

- 1 - Engineering (1974-77) replacement for Laguros
- 1 - Environmental Design (1974-77) replacement for Wilson