

JOURNAL OF THE FACULTY SENATE (Norman campus)  
The University of Oklahoma

Regular Session -- December 13, 1976 -- 3:30 p.m., Dale Hall 218.

The Faculty Senate was called to order by Dr. Alex J. Kondonassis, Chairperson.

Present:

Alsip	Cronenwett	Henkle	Lee	Scheffer
Atherton	Davis	Hibdon	Lewis	Schmitz
Bell, Digby	Dewey	Joyce	Marchand	Shahan
Bell, Robert	Foote	Kendall	McDonald	Shellabarger
Blick	Fowler	Kitts	Merrill	Streebin
Buhite	Gillespie	Kondonassis	Mouser	Verrastro
Butler	Goff	Kunesh	Rasmussen	Wilbanks
Christian	Gross	Laguros	Rice	York
Cox, Donald				

UOSA representative: Carpenter

AUOPE representatives: Cowen McClish

Provost's Office representative: Langenbach

Visitor: Ben Reeves, ACE Fellow

AGSE representative: Jones

Absent:

Blair	Braver	Crim	Snider	Unruh
Bohland	Cox	Donnell	Tolliver	
UOSA representatives:	Blakey	Carnes	Haddad	Schoolfield
AUOPE representatives:	Burger	Guyer	James	Spaulding

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## APPROVAL OF MINUTES

The Journal of the Faculty Senate for the regular session on November 8, 1976, was approved with the following correction:

Page 6 (Group Health Insurance Program), Senate Action: At the beginning of the first paragraph, "Professor Foote moved Senate adoption of the above resolution," should read: "Professor Fowler moved . . ."

## ACTIONS TAKEN BY PRESIDENT SHARP

(1) Senate Resolution -- Group Health Insurance Program: On November 19, 1976, President Paul F. Sharp addressed the following letter to Dr. Alex Kondonassis, Senate Chairperson, concerning the resolution approved by the Senate on November 8, 1976:

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I have reviewed the Norman Faculty Senate resolution concerning the group health insurance program that Professor Lis sent me on November 9. I am sympathetic to the concern expressed in that resolution. Our first concern was the same as that in the resolution, namely that the collapse of vital insurance coverage be avoided. Our second important concern was that the new insurance program meet the needs of the faculty, and the rest of the University community covered by the policy as well, for continuous coverage responsive to the needs of faculty and staff at a reasonable cost consistent with these objectives. The Fringe Benefits Committee recommended the Atlas proposal as being the one most closely meeting these objectives and the one that the University should adopt. I concurred in that recommendation, and the Regents approved it.

With regard to the additional costs, the new costs for dependents seem especially large because the old rate was much below the rates of the other bidders in February, 1975. This made the increase much bigger than it otherwise would have been. I presume that it is now fairly well known that the increase that we have experienced would not have been nearly as large had the recommended carrier been selected. The rates for that carrier would have been higher and in the opinion of the Fringe Benefits Committee and the administration been closer to the amount that would have permitted and encouraged continuous, satisfactory coverage.

With regard to the University paying the increased costs, I should mention that the University is doing that with regard to all such costs arising during the interim contract period--August 1 to November 1, 1976. In addition, the increased cost for insurance for each faculty member and staff member beyond that period is being paid by the University. Unfortunately, however, we cannot pay the additional cost for the optional dependents' coverage. Finding funds even for the four months mentioned in the resolution to cover the increased costs is impossible in view of the estimated \$860,000 shortfall.

I understand that the Fringe Benefits Committee soon will be surveying faculty and staff to determine whether the dependents' benefits should remain the same or be modified in view of rising costs.

We now should be able to expect good insurance coverage at a cost in line

with such coverage in this region. In addition, steps have been taken to see that the regrettable termination of insurance coverage such as happened last August is not repeated.

(Also see pages 6 and 7 of the Senate Journal for November 8, 1976.)

(2) Faculty Committee on Discrimination (Norman campus): On November 12, 1976, President Paul F. Sharp approved the Senate election of the faculty Committee on Discrimination (Norman campus). (See pages 9 and 10 of the Senate Journal for November 8, 1976.)

(3) Election of Faculty Replacements -- University Councils: On November 12, 1976, President Paul F. Sharp approved the Senate election of Drs. Gwenn Davis and Marion Phillips as faculty replacements on the Academic Program and Research Councils, respectively. (See page 9 of the Senate Journal for September 8, 1976.)

#### ACTIONS TAKEN BY THE SENATE CHAIRPERSON

(1) Proposed Union Parking Garage: Dr. Alex Kondonassis, Senate Chairperson, has recently referred to Professor Fred Shellabarger (Chairperson of the joint Faculty Senate/UOSA Subcommittee on Parking and Traffic) the faculty concern over the proposed parking facility adjacent to the Oklahoma Memorial Union. (See page 12 of the Senate Journal for November 8, 1976.)

(2) Senate ad hoc Committee on Faculty Concerns: In consultation with the Senate Executive Committee, Dr. Alex J. Kondonassis, Senate Chairperson, selected the following ad hoc Committees to study the various concerns (research support, library allocations, articulation, and so forth) expressed recently in letters from several faculty members to the Senate Chairperson:

##### ad hoc Committee on Faculty Concerns

James Alsip (University Libraries)  
 Donald Cox (Microbiology-Botany)  
 James Hibdon (Economics)  
 Francis Schmitz (Chemistry), Chairperson  
 Lennie-Marie Tolliver (Social Work)

##### ad hoc Committee on Articulation

Charles Butler (Education)  
 Junetta Davis (Journalism)  
 Richard Fowler (Physics), Chairperson  
 Jack Kendall (English)  
 Cecil Lee (Art)

(See page 11 of the Senate Journal for November 8, 1976.)

(3) Senate Subcommittees to review forthcoming Task Force Report on Personnel Policy: The Senate Chairperson has decided to delay until the January 17, 1977, Senate meeting his announcement of the selection of Senate subcommittees to review the forthcoming Task Force Report on Personnel Policy, pending receipt of the Report from Provost Uehling. Interested faculty members willing to serve on either subcommittee (college and departmental administration and distinguished professorships) are urged to so advise the Senate Chairperson as soon as possible. (See page 11 of the Senate Journal for November 8, 1976.)



FACULTY PETITIONS: Air conditioning/Heating during Evenings,  
Weekends, and Holiday Periods

Background Information: On September 24, 1976, 42 faculty members of the College of Business Administration petitioned the Senate Chairperson for a Senate investigation of current University policies regarding the curtailment of air conditioning and heating during evenings, weekends, and holiday periods. On November 8, a similar petition, signed by 11 faculty members of the Mathematics Department, was called to the attention of the Senate along with the CBA faculty request. The Senate at that time forwarded this matter to a faculty ad hoc Committee. (See pages 8 and 9 of the Senate Journal for November 8, 1976.)

On December 9, 1976, the ad hoc Committee (Professors David Golden, Physics, Chair; Andy Magid, Mathematics; and Bart Ward, Accounting) submitted the following report distributed at the Senate meeting on December 13, 1976:

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We have investigated the near term policy regarding shut down for the above period as per your request. This investigation has involved discussions with many Faculty members, Department Chairs, College Deans, Physical Plant Personnel, and the Norman Campus Provost.

A picture emerges which is best described by saying that there is a lack of communication between Faculty, Administration, and Physical Plant regarding how the decision of what to shut down was arrived at. The assumption was made that the problem had been studied last year in detail and that minor changes were needed this year. This year, the Faculty were not consulted (with the exception of those in Engineering). The policy is that every building of academic function is to be shut down unless it contains animals of non-human variety. Again, the Engineering buildings are exceptions.

Many of the Faculty feel that this is a good period to engage in research because of the fact that classes are not in session. Furthermore, the shut down is, in essence, a conflicting message to the faculty. On the one hand, productivity regarding research and/or creative activity is a stated faculty duty and, on the other hand, access to laboratories, libraries, etc., (the materials with which to do research and/or creative activities) is denied to the faculty. Everyone surveyed agrees that we must conserve energy and would also agree to cooperate in an energy conservation policy. The Faculty feels that the present shut-down policy does not take into account the faculty needs. Furthermore, the shut down will accomplish a rather minimal energy savings with respect to what could be accomplished if a much longer range conservation policy were implemented.

We met with the Provost on December 8 to discuss the situation with her. She agreed that the period in question was a good period in which to work and said she was glad that the faculty desired to work during the period. After we had outlined the problem to her, she agreed that the faculty needs to be assessed again. She suggested that our committee could help in this regard by developing a questionnaire for this purpose so that a better policy could be developed for next year. With regard to this year, she said she would entertain implementing the heating of some buildings and/or areas which could be readily identifiable as serving useful research functions during the shut-down period. We would recommend that all areas of the University housing laboratory experiments, which will be

in operation during the shut down, be kept heated. This affects two departments on the campus (Physics and Chemistry) not yet scheduled to be heated.

Thus we recommend that the heating in Nielsen Hall be kept on during the above period and that the radiators be turned off in all unused areas.

In addition, we recommend that the heating in DeBarr Hall be kept on during the same period in compliance with the desires of the Chemistry Department.

We also recommend that departmental libraries be kept open where feasible so that the concerned faculty members will have a place to work and have access to the books of their disciplines.

We have agreed to develop a questionnaire regarding energy usage during weekends and periods of shut down and feel that this will be helpful towards the end of a sensible long-range energy policy.

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Senate Action: Dr. Kondonassis, Senate Chairperson, commented that the ad hoc Committee, either as presently constituted or expanded in the future, could continue to study the problem and propose an effective energy policy for the campus that would conserve energy without adversely affecting the goals and the missions of this University. He noted that the University at present, like the nation, lacks such an important policy. He requested interested faculty to offer appropriate suggestions and recommendations for further consideration of the Committee.

After moving the approval of the ad hoc Committee's report, Dr. Atherton noted, with some concern, that the report does not address itself to the original petition submitted by the faculty of the College of Business Administration. Dr. McDonald added that he had understood from a recent conversation with Prof. Magid that the Mathematics Library would be heated during the forthcoming holiday period, December 24, 1976--January 2, 1977. Dr. Atherton repeatedly urged that some consideration be given to the CBA faculty.

Subsequently, Dr. Kunesch moved that the following recommendation be added to the Committee report:

"That academic buildings, or parts thereof, remain heated and open for the purposes of faculty research during the Christmas holidays (December 24, 1976 through January 2, 1977) if faculty members in specific academic units so desire and request."

The Senate approved without dissent both the amendment and the amended motion.

ELECTION OF REPLACEMENT: Senate Committee on Committees

Voting by written ballot, the Faculty Senate elected Professor John York (Architecture) to complete the unexpired portion of Professor Osborne Reynolds' term (1974-77) on the Senate Committee on Committees.

ELECTION OF FACULTY REPLACEMENT: Academic Personnel Council

In accepting the nomination of its Committee on Committees, the Senate elected Professor Ruth Hankowsky (Speech Communication) to fill the unexpired portion of Professor Paul Barefield's term (1975-78) on the Academic Personnel Council.

## INCREASED HSC REPRESENTATION ON FACULTY AWARDS AND HONORS COUNCIL

Background Information: On November 8, 1976, the Faculty Senate voted to study further President Sharp's proposal of November 3 to increase the Health Sciences Center faculty representation on the Council on Faculty Awards and Honors. (See pages 11 and 12 of the Senate Journal for November 8, 1976.)

The Senate Executive Committee on November 30 agreed to recommend Senate approval of the proposal to increase the HSC faculty representation from one to two members on the University Council on Faculty Awards and Honors and thereby increase the membership of that Council from nine to ten, with the proviso that HSC representatives be elected on the same basis as those elected by the Norman campus Senate and that, as soon as possible, the HSC representatives represent the various categories of distinguished professorships and awards.

Senate Action: Dr. Rice moved approval of the Senate Executive Committee's recommendation as reported by Dr. Kondonassis. Without further discussion and without dissent, the Senate approved the proposal to increase the HSC faculty representation.

## PROPOSAL TO CHANGE THE "PASS/FAIL" OPTION TO A "PASS/NO PASS" OPTION

Background Information: On May 3, 1976, the Faculty Senate requested the Academic Program Council to study a College of Arts and Sciences proposal for a CR/NCR grading system. (See pages 14 and 15 of the Senate Journal for May 3, 1976.)

The Council submitted the following report and recommendations to the Senate on November 30, 1976:

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- (1) That the current Pass/Fail option within all colleges be changed to a Pass/No Pass option, whereby the minimum level of attainment shall be a "C."
  - (2) That both grades ("Pass" and "No Pass") be considered neutral grades in the computation of grade-point averages.
  - (3) That, to prevent any discrimination in grading, the student's choice of either the regular letter-grade scale or the "Pass/No Pass" option not be made known to the instructor. The computer would be programmed to assign the final grade automatically on the basis of the grade report submitted by the instructor.
  - (4) That, wherever deemed appropriate, college faculties be encouraged to consider the Pass/No Pass option to satisfy college requirements.

This recommendation is offered in lieu of the one that was proposed by the Arts and Sciences Executive Committee last spring.

Rationale:

- (a) It appears that the Pass/Fail option currently in use is encouraging students to set minimal attainment (i.e., "D" level work) as their goal in courses when the P/F option is chosen. This seems to us to be counterproductive and contrary to the intent of the system.

By raising the minimal passing grade to "C," the students will be encouraged to raise their goals to above the marginal quality of the "D" level.

- (b) If the "Fail" grade is eliminated, much of the risk is averted for students who wish to take courses outside their normal realm of competence; thus, the original intent of Pass/Fail is maintained while lowering the risk and increasing the attainment goals.
- (c) Recognizing that the specific use of a particular grade system rests with the faculty of each college, we recommend that the Pass/No Pass option be allowed to satisfy college requirements. This is possible only because of the minimum "C" level of attainment in the proposed system and is recommended with some degree of uncertainty by some members of the subcommittee.
- (d) Assuming that this system adequately replaces the A & S proposal, it also (if adopted) unifies the system for the entire Norman campus. We feel that the proposal removes the bad from the current P/F option and replaces it with the good of the CR/NCR option.

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Senate Action: After moving the adoption of the above proposal, Dr. Lee, Chairperson of the Academic Program Council, commented further on the Council's rationale for offering this substitute proposal for a University-wide system.

Dr. Messer, University Registrar, referred to his previous remarks at the May 3 Senate meeting and reported the following Pass/Fail enrollments, by colleges, during the current (fall, 1976) semester:

Arts and Sciences	747
Business Administration	70
Education	16
Engineering	17
Environmental Design	0
Fine Arts	52
Law	32
Liberal Studies	0
University courses	<u>2</u>
Campus total . . . . .	936 (out of total course enrollment of 86,766)

In his opinion, removing the punitive aspects of the Pass/Fail option may result in some minor grade inflation. He expects no problems in his office in implementing the proposed system, if approved.

In the ensuing discussion, a number of questions were answered concerning various aspects of the proposal.

Dr. Gross noted that the proposal has the advantage of encouraging students to enroll in courses outside their major fields but has the major disadvantage of favoring the affluent students who have the time and the funds to repeat courses often enough to accumulate a sufficient number of hours to graduate eventually. In responding to this specific point, Dr. Lee commented that the



current University withdrawal policy, in effect, has the same potential disadvantage. Dr. Messer urged that the Senate specify an effective date of fall, 1977, for the proposed "Pass/No Pass" option. In response to Dr. Christian's question, Dr. Lee stated that the proposed option would in no way affect the current rights of departments concerning "major" requirements. Dr. Lee rephrased his original motion to include the effective date of the fall (1977) semester. With one dissenting vote, the Senate approved the "Pass/No Pass" proposal.

#### PROPOSED DIGEST OF UNIVERSITY GOVERNANCE PROVISIONS IN OKLAHOMA STATUTES

Background Information: Dr. Richard Fowler has recently submitted for Senate consideration the following resolution:

"That the President of the University be requested to prepare a digest of the provisions of the Oklahoma Constitution and other significant statutes relating to the governance of the University of Oklahoma for the assistance of Senators and other interested faculty members and with the view of making the digest a part of the Faculty Handbook."

(Secretary's note: A somewhat similar project was undertaken by the Senate late in 1972. (See page 7 of the Senate Journal for December 18, 1972.) With an unexpected midyear change in Senate leadership, this matter did not go beyond the point of ascertaining the fact that the State Regents for Higher Education had published a revised Oklahoma Higher Education Code in 1972.)

Senate Action: After Dr. Fowler had moved acceptance of his resolution, several members of the Senate endorsed the proposal. Dr. Christian subsequently moved that the words ". . . with the possible view of . . ." be changed to ". . . with the purpose of . . ." The Senate approved the resolution as amended.

#### TRIENNIAL REAPPORTIONMENT OF THE FACULTY SENATE (1977-80)

Background Information: In compliance with the Charter of the General Faculty and the Faculty Senate (Norman campus), a Senate ad hoc Committee (Bernard McDonald, Mathematics, Chair; Ruth Donnell, University Libraries; and Leale Streebin, Civil Engineering) was appointed to recommend the 1977-80 reapportionment of the Norman campus Senate. (See pages 7 and 8 of the Senate Journal for November 8, 1976.) On November 30, 1976, the Committee presented the following proposal for the 1977-80 reapportionment of the Norman campus Senate.



PROPOSED TRIENNIAL (1977-80) REAPPORTIONMENT OF THE FACULTY SENATE (Norman campus)

<u>Division:</u>	(Oct. 28, 1976) <u>Faculty FTE</u>	<u>% of Total</u>	<u>Seats</u>	<u>Total Seats</u>	<u>(Current)</u>
Arts and Sciences	407	51.07	20.94	21 + 1 = 22	21
Business Administration	75	9.41	3.86	4 + 1 = 5	4
Education	51	6.40	2.62	2 + 1 = 3	4
Engineering	87	10.92	4.49	4 + 1 = 5	5
Environmental Design	16	2.00	.82	1 + 1 = 2	2
Fine Arts	74	9.28	3.80	4 + 1 = 5	5
Law	33	4.14	1.70	2 + 1 = 3	2
Provost Direct	54	6.78	2.78	3 + 0 = 3	3
Univ. Libraries (29) Mil. Sci., Naval Sci., Aviation, Aero. Space (25)				41 + 7 = 48	
Graduate College				1	1
Liberal Studies				1	1
	<hr/> 797			<hr/> 50	<hr/> 48

The Faculty FTE was supplied by the Provost's Office. The division of seats was made according to the following:

- (1) Each degree-granting division (9) received automatically one seat (see Charter of the General Faculty and the Faculty Senate).
- (2) The remaining 41 seats were apportioned according to percentages, with those with highest linearly ordered decimal values being rounded to next highest number until available seats were exhausted (i.e., Arts and Sciences, Business, Environment. Design, Fine Arts, Law, and Provost Direct going to next highest integer while Engineering and Education dropping to next lowest integer).

Senate Action: In presenting the Committee report, Dr. McDonald called attention to the following significant changes since the 1974-77 reapportionment:

- (1) The College of Pharmacy has moved to the Health Sciences Center.
- (2) The School of Library Science has been moved to the College of Arts and Sciences.
- (3) The College of Arts and Sciences, the College of Business Administration, and the College of Law will each gain an additional member in the Faculty Senate.
- (4) The College of Education, the only degree-granting division to show a loss in total faculty during the current triennial, will lose one member in the Senate.

Dr. Goff moved approval of the proposed 1977-80 Senate reapportionment. Without further discussion and without dissent, the Senate approved the motion.

(Secretary's note: This announcement of the Senate approval of the 1977-80 reapportionment serves as the required advance notice for considering this matter at the April, 1977, meeting of the General Faculty (Norman campus).)

PROPOSED RESOLUTION: Indirect Cost Reallocation

Dr. Rice moved Senate approval of the following resolution (copies of which were distributed for the first time at this meeting) concerning indirect cost reallocation:

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Externally supported research projects on this campus were administered by the University of Oklahoma Research Institute from 1941 through the first half of 1973. During that time, a substantial part of indirect costs was returned to faculty for research, either through direct grants to individual faculty members or through reallocations to the departments which generated the funds. Any such funds returned to departments had to be used specifically for faculty research.

Since the University assumed the administration of sponsored research projects in 1973, none of the indirect costs have been returned to departments for support of faculty research. The result has been a marked decline in internal research support on this campus.

It appeared recently that a token reallocation of \$100,000 of indirect costs would finally be made to departments this fiscal year for faculty research. However, this did not occur because when the large budget deficit surfaced, the \$100,000 was immediately sacrificed to help alleviate the crisis. It is obvious that funds had to be found to cover the deficit, but why should research funds be the first to be sacrificed? It would seem more logical to reallocate only a percentage of the \$100,000 to the budget deficit just as was done with other budgets.

We have been told that the extent to which departments have had to absorb the budget deficit reflected funding which would have been received from indirect cost reallocation. This may have been the intent, but the result was meaningless in terms of research support. Funds were taken chiefly from departmental "C" budgets to make up the deficit and such funds are not used to support faculty research. In most departments, "C" budget funds are insufficient to properly support the teaching function.

The Faculty Senate (Norman campus) urges the University administration to take positive steps to insure that a substantial portion of the indirect costs from sponsored research projects be returned to departments for support of faculty research. It is imperative that reallocation of indirect costs be returned to at least the percentage level which existed when the University took over the administration of all sponsored research on this campus from the University of Oklahoma Research Institute.

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Dr. Rice added that the proposal was being offered with the additional intent of providing new University administrators and faculty members with some historical perspective to this question on this campus.

Immediately thereafter, Dr. Shahan moved that the resolution be tabled until the January 17, 1977, Senate meeting to permit appropriate redrafting. Although agreeing with the essence of the resolution, he took exception to some of the implications therein. He urged that more time be given to revising this resolution so as to express more effectively the concerns of the science and the humanities faculties regarding several facets of research funding. The Senate approved the tabling motion in a tally of 17 affirmative and 15 negative votes.

#### ADJOURNMENT

The Faculty Senate adjourned at 4:53 p.m. The next regular meeting of the Senate will be held at 3:30 p.m., on Monday, January 17, 1977, in Dale Hall 218.

Respectfully submitted,

*Anthony S. Lis*

Anthony S. Lis  
Professor of Business Communication  
Secretary