

JOURNAL OF THE FACULTY SENATE (Norman campus)

The University of Oklahoma

Regular Session -- February 14, 1977 -- 3:30 p.m., Dale Hall 218

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

Present:

Atherton	Crim	Hibdon	Marchand	Shahan
Bell, Robert	Davis	Joyce	McDonald	Shellabarger
Blair	Dewey	Kendall	Merrill	Snider
Blick	Donnell	Kitts	Mouser	Streebin
Braver	Foote	Kondonassis	Nicewander	Tolliver
Butler	Fowler	Kunesh	Rasmussen	Unruh
Christian	Gillespie	Laguros	Rice	Verrastro
Cox, Donald	Goff	Lee	Scheffer	York
Cox, Michael	Henkle	Lewis	Schmitz	

Provost's Office representative: Langenbach

UOSA representative: Haddad

AUOPE representatives:	Burger	Guyer	McClish
	Cowen	James	

Absent:

Alsip	Bell, Digby	Buhite	Cronerwett	Gross	Wilbanks
UOSA representatives:		Blakey	Carnes	Carpenter	Schoolfield
AUOPE representative:		Spaulding			

TABLE OF CONTENTS:

	<u>page</u>
Actions taken by Acting President Barbara Uehling:	
✓ Faculty Replacements -- Councils and Judicial Tribunal	1
✓ Internal Support for Faculty Research	2
✓ State Regents' Policy Statement on Articulation	2
Action taken by Senate Executive Committee:	
✓ Appointment of Senate <u>ad hoc</u> Committee to study report on University copyright policy	3
Announcements:	
Spring semester meeting of the General Faculty	3
Joint meeting of Executive Committees of OU Faculty Senate and OSU Faculty Council	3
✓ Spring semester meeting of the Inter-Senate Liaison Committee	3
✓ Reports of University Councils and Publications Board for the Fall (1976) semester:	3
Remarks by Senate Chair: Status of School of Home Economics	8
✓ Proposed Changes: Norman Campus Policy on Outside Employment and Extra Compensation	9
✓ Proposed Changes: University Retirement Plan	10
✓ State Regents' Policy Statement on Articulation	13
✓ Proposed Changes: Senate By-Laws	14

APPROVAL OF MINUTES

The Journal of the Faculty Senate for the regular session on January 17, 1977, was approved.

ACTIONS TAKEN BY ACTING PRESIDENT BARBARA UEHLING

- (1) Faculty Replacements -- Councils and Judicial Tribunal: On January 19, 1977, Acting President Uehling approved the Senate election of Professors Harold Huneke and Loy Prickett to the Academic Personnel Council and the Academic Program Council, respectively. At the same time, Dr. Uehling selected Professor James Mouser to serve on the Judicial Tribunal. (See page 5 of the Senate Journal for January 17, 1977.)
- (2) Internal Support for Faculty Research: On January 20, 1977, Dr. Uehling, Acting President, acknowledged receipt of the Senate resolution of January 17, 1977, with the following message to Dr. Alex Kondonassis, Senate Chairperson:

"I am pleased to receive the January 17 resolution of the Faculty Senate (Norman campus) regarding internal support for faculty research that Professor Lis sent me on January 18.

"Please know that we share the concern and commitment of the Faculty Senate for appropriate internal support for faculty research. The gains in 1974-75 and 1975-76 which the Faculty Senate notes are manifestations of this concern. We regret as much as does the Faculty Senate the need to forgo the planned \$100,000 enrichment from indirect cost reallocation this year because of the budget shortfall.

"Please rest assured that we will make every effort in preparing the 1977-78 budget if at all possible to reinstitute the indirect cost reallocation and to work in future years to increase internal support for faculty research within the limits of the funds that are available. Obviously, given the prospects of tight funding, to move toward these objectives probably will require reallocation from other worthwhile objectives and responsibilities."

(See pages 9-10 of the Senate Journal for January 17, 1977.)

- (3) State Regents' Policy Statement on Articulation: In responding to the Senate resolution of January 17, Dr. Uehling, Acting President, wrote as follows to Dr. Alex Kondonassis, Senate Chairperson, on January 20:

"I have received and reviewed Professor Lis' January 18 memorandum with which he transmits the Faculty Senate's resolution of January 17, 1977, concerning the State Regents' statement on articulation.

"I understand the concern of the Faculty Senate about the articulation policy. Indeed, we all have been concerned about it. As Provost, I have been in touch with OSU officials and have drafted a letter jointly with the Vice President for Academic Affairs there to the Chancellor expressing concern and asking for an opportunity to discuss in detail our concerns personally with Chancellor Dunlap. I will do my best when we meet with the Chancellor to reflect the concerns of the Faculty Senate. As Provost, I will keep the Faculty Senate informed of where we stand through conversations with you."

(See pages 6-9 of the Senate Journal for January 17, 1977.)

On February 3, 1977, Acting President Barbara Uehling addressed the following self-explanatory message to Professor Anthony S. Lis, Senate Secretary:

"Thank you for sending me your January 31 letter in which you transmit

the additional information about the Faculty Senate's resolution of January 17, 1977, concerning the State Regents' statement on articulation. As I understand the additional information you have supplied, the Faculty Senate wishes to 'memorialize the Oklahoma State Regents for Higher Education through the Office of the Provost,' as described in the resolution.

"In view of this additional information, I shall be happy to transmit the resolution to the Chancellor of the Oklahoma State Regents for Higher Education. In line with our standard procedures, I shall do that as Acting President rather than as Provost."

On February 7, 1977, Acting President Uehling forwarded to Chancellor E.T. Dunlap the Senate resolution of January 17, 1977.

ACTION TAKEN BY THE SENATE EXECUTIVE COMMITTEE

On January 27, 1977, the Senate Executive Committee appointed the following Senate ad hoc Committee to study the Conference Committee report on a proposed University copyright policy:

Michael Cox (Law), Chairperson
Mary Dewey (Education)
Junetta Davis (Journalism)

(See page 2 of the Senate Journal for March 15, 1975.)

ANNOUNCEMENTS

- (1) Spring semester meeting of the General Faculty of the University: The General Faculty on the Norman campus of the University will hold its spring (1977) semester meeting at 3:30 p.m., on Thursday, April 14, 1977, in Adams Hall 150.
- (2) Spring semester joint meeting of the Executive Committees of the Oklahoma University Faculty Senate and the Oklahoma State University Faculty Council: The Executive Committees of the Faculty Senate, University of Oklahoma, and the Faculty Council, Oklahoma State University, will hold their spring (1977) semester joint meeting on the Oklahoma State University campus in Stillwater on Wednesday, March 9, 1977.
- (3) Spring (1977) semester meeting of the Inter-Senate Liaison Committee: The Inter-Senate Liaison Committee, representing the Faculty Senates on both campuses, will meet at the Health Sciences Center, Oklahoma City, on Wednesday, March 2, 1977.

REPORTS OF UNIVERSITY COUNCILS FOR THE FALL (1976) SEMESTER

- (1) Academic Personnel Council - submitted by Professor Sarah R. Crim, Council Chairperson, on January 11, 1977:

The Academic Personnel Council is involved in most of its activities during the second semester of each academic year. Procedures were established to be followed by the Council in disputed cases, and consideration of tenure cases in the review process was initiated. Council recommendations on disputed tenure cases have been requested two weeks earlier in 1977 than in 1976.

ACADEMIC PERSONNEL COUNCIL PROCEDURES, 1976-77

1. Each candidate will be given one hour to present his or her case to the Council.

2. Committee "A" members will be asked to appear separately and to limit their appearance to fifteen minutes.
3. If they wish, candidates may ask the Council to call three extra witnesses in their behalf to appear separately at a later date. The candidate should provide the Council chairperson with the names of the three witnesses to be called as soon as possible after candidate's notification to appear before the Council. The presentation of extra witnesses will be limited to fifteen minutes each.
4. If the candidate wishes, an attorney or other adviser may be present during the time that the candidate presents his or her case to the Council. But the attorney or other adviser may not ask questions or take part in any of the discussion.
5. No transcript of the Council proceedings will be permitted and all discussion, information, or questions either between witnesses and the Council or between Council members will be strictly confidential.
6. Unless called as a witness, no Council meetings will be attended by Administrative Personnel.
7. Council members will not let the candidate know the exact vote of the department, Committee "A," or the Deans in his or her case, only that the recommendations of at least one of the voting parties disagreed with others.
8. Council members of a budgetary unit from which a disputed case(s) arises shall not be present for interviews of candidates or witnesses and must abstain from voting on that case(s).
9. Abstention from voting on recommendation(s) will be accompanied by a statement indicating reason for this action by Council member(s).
10. Candidates, witnesses, or deans will not be told the recommendation of the Council. The Council recommendations will be transmitted only to the President.

(2) Academic Program Council - submitted by Professor Cecil Lee, Council Chairperson, on February 3, 1977:

During the 1976 fall semester, the Academic Program Council met four times. Cecil Lee was elected chairperson for 1976-77.

Four members of the Council served on the subcommittee formed by the Provost to develop criteria for comparative program evaluation.

The Academic Program Council recommended that the request of the College of Engineering to change the Department of Meteorology to the School of Meteorology be approved. The Council also recommended that the request of the College of Education to change the name of the program from Special Education to Exceptional Learner Education be approved.

The Academic Program Council approved the recommendations of its subcommittee on grading concerning the Pass/No Pass grading option and forwarded the proposal to the Faculty Senate.

The Academic Program Council recommended approval, with minor changes, of the policy statement concerning admission to programs in degree-recommending colleges presented to the Council by the Provost.

The Council recommended approval of a number of course changes and course additions.

Four members of the Council served on the subcommittee formed by the Provost to develop criteria for comparative program evaluation.

The Academic Program Council recommended that the request of the College of Engineering to change the Department of Meteorology to the School of Meteorology be approved. The Council also recommended that the request of the College of Education to change the name of the program from Special Education to Exceptional Learner Education be approved.

The Academic Program Council approved the recommendations of its subcommittee on grading concerning the Pass/No Pass grading option and forwarded the proposal to the Faculty Senate.

The Academic Program Council recommended approval, with minor changes, of the policy statement concerning admission to programs in degree-recommending colleges presented to the Council by the Provost.

The Council recommended approval of a number of course changes and course additions.

(3) Athletics Council - submitted by Professor Russell D. Buhite, Council Chairperson, on January 14, 1977:

The Athletics Council held two meetings during the fall semester of the 1976-77 academic year. It dealt with nothing save awards and schedules.

(4) Budget Council - submitted by Professor Samuel A. Kirkpatrick, Council Chairperson, on January 26, 1977:

The fall semester activities of the Budget Council have focused on data collection in several functional areas, reviews of University policy, and, most important, an assessment of budgetary requests from most areas of the University. In conjunction with recent income projections for 1977-78, the Council is devoting the early portion of the spring semester to an assessment of priorities which will be forwarded as recommendations to President Sharp. Since no ad hoc budgetary issues have been forwarded to the Council, no specific budgetary recommendations, with the exception of procedural matters, were sent to the President during the first semester.

<u>TOPIC</u>	<u>INFORMATION/DISCUSSION/ACTION</u>
Council Organization and By-Laws	The Budget Council began regular weekly meetings the last week in September, at which time it organized two standing subcommittees, one on the 1977-78 budget and a joint Academic Program Council Subcommittee on Program Evaluation. The Council adopted the Statement on Policies and Procedures used by previous councils, including its closed meeting provisions.
Program Review	During the fall semester, a joint Budget Council/Academic Program Council Subcommittee on Program Evaluation originally recommended by last year's Council met regularly with its chair, Provost Barbara Uehling, to develop criteria for academic program evaluation, review, and planning. A criteria policy statement will be considered by the Council in the immediate future.
Vice Provost for Institutional Research and Planning	By a poll of individual Council members, the Provost was advised on the position definition and qualifications associated with the new post of Vice Provost for Institutional Research and Planning which last year's Council had recommended to the President. At the beginning of the second semester, Council members began to participate in interviews of candidates for the new position.

Preliminary Budget Requests to Regents and Budget Time-table	The Council received a written statement and heard a personal presentation from Vice President Nordby on preliminary budgetary needs for 1977-78 which the University administration was required to forward to the State Regents for Higher Education in advance of the first Budget Council meeting. The Council recommended to President Sharp that future budget councils organize for meetings during the summer months in order to more adequately advise on preliminary budgetary needs which must now be formulated in early September.
Library Budgetary Requests	At Council request, Dr. James Zink, Director of University Libraries, submitted comparative data on the relative holdings and budgetary position of the various functional areas of the Library. The Council met with both Provost Uehling and Dr. Zink to review Library budgetary needs and comprehensive data which compared the budgetary support for and holdings of the University Library to other institutions in the Big Eight and to national norms.
1976-77 Budgetary Shortfall	The Council requested and received information from Vice President Nordby on the projected shortfall caused by enrollment decreases and the system of fee collection implemented during the fall semester. It subsequently met with Provost Uehling to discuss the manner in which the shortfall would be recovered and requested findings from a study of non-returning students to be presented to the Council in January.
Physical Plant and Utilities	The Council requested policy information and data relevant to the operation of the Physical Plant, especially that focusing on labor/service charges and utility expenditures. Subsequent to a meeting with Mr. Vic Robeson, Director of the Physical Plant, the Council organized a special subcommittee to review University policy and actions associated with energy conservation. This subcommittee will recommend policy guidelines and mechanisms for more comprehensive energy conservation planning to the entire Council and to the President.
Academic Dean and Provost Area Budgetary Requests	The Provost presented a comprehensive categorization of dean-level and provost-area budgetary requests and priorities for the 1977-78 budget. The Council subsequently requested and received a list of "mandatory" and preferred commitments from the Provost to assist the Council in making spring budgetary recommendations to the President.
Comparative Data on Big Eight Institutions	In early fall, the Council requested a report on the University's relative standing in the Big Eight across all major university functions. A comprehensive study by Dr. Van Hauen was already under way and findings were subsequently reported in January.
Research Administration Budgetary Requests	The Council met with Vice Provost Atkinson to review budgetary needs and priorities to support the research mission of the University, to examine enrollment trends and stipend support, and to analyze the indirect cost reallocation scheme which was deferred in 1976-77 due to the budgetary shortfall.
OCCE	The Council met with Vice President White to review data on the operation of OCCE, future plans in the field of continuing education, and state money budgetary requests for his area.
University Community	The Council met with Vice President Morris to review budgetary needs for the University Community area, and it subsequently requested and received data relevant to new University placement service activities.

Academic Program Data	The Council requested and received data on student-faculty ratios, graduate assistant appointments, and new and unfilled positions from Provost Uehling relevant to budgetary priorities for the coming year.
Mandatory Commitments	In addition to administrative preferences for mandatory and preferred commitments in the academic areas reviewed with Provost Uehling, the Council on several occasions has requested and received projections on mandatory commitments for fringe benefits and utilities, as well as projections on expected income for 1977-78 from Vice President Nordby.

(5) Council on Faculty Awards and Honors - submitted by Professor Glenn R. Snider, Council Chairperson, on January 20, 1977:

The Faculty Council on Awards and Honors had four meetings during the Fall semester of 1976. Our new Provost, Dr. Barbara Uehling, met with the Council at an early meeting to become familiar with the work of the Council and to call the attention of the Council to a new type of distinguished award, which the offices of the President and Provost were considering. The Council later considered this matter and recommended to the office of the President that the title "distinguished lecturer" be awarded to outstanding individuals, both in and out of the university to whom it was felt such a title would be appropriate.

The Council, during the fall, forwarded several recommendations on sabbatical leaves, but the major attention of the Council during three December meetings was given to the consideration of nominations submitted by the various colleges and departments for David Ross Boyd Professorships, the Regents Superior Teaching Award, and the AMOCO Teaching Award. The Council hopes to complete recommendations for these awards at its January meeting.

(6) Research Council - submitted by Professor Karl H. Bergey, Council Chairperson, on February 1, 1977:

The following major actions were taken by the Research Council during the period July 1976 - December 1976:

1. The Faculty Research Fund and the Research Development Fund were combined into a single surviving account, the Faculty Research Fund. The change avoids ambiguities in the application for research support and in the allocation of funds.
2. The Research Council expressed to the administration its extreme disappointment in the cancellation of the indirect cost reallocation program for faculty research support during the academic year 1976-1977. The Research Council believes that such support is basic to the role of the University and to the needs of a vital and productive faculty.
3. As a part of its program to measure the value of internal support for faculty research, the Council sent a questionnaire to 154 faculty members who had received such support during the past three years. One hundred and thirty-one faculty members responded. Of those, 23 reported that they later obtained outside support for the research activity funded by the Council. The total outside support

of \$1,295,918 was received from 18 agencies and represents a very favorable benefit/cost ratio. Other less tangible benefits included papers, monographs, art shows, and other forms of public recognition. The Research Council continues its efforts to measure the value of faculty research to the University.

4. The Research Council received applications from 63 faculty members for a total of \$65,010.79. Awards were made to 38 faculty members for a total of \$33,047.05.

(7) Board on Student Publications - submitted by Professor Paul Dannelley, Board Chairperson on January 26, 1977:

Student Publications ended fiscal 1975-76 with a net operating margin of approximately \$15,000. This occurred despite the loss of more than \$7,000 by the Sooner Yearbook.

(The yearbook is now in the first year of a three-year trial period. The board unanimously accepted the recommendations of a study committee that had been looking into yearbook losses. The resulting arrangement is that the yearbook can lose no more than \$9,000 this year, no more than \$7,000 the following year, and no more than \$5,000 the third year. At the end of that time, the matter is to be re-studied. If the imbalance in income/expenditures continues to increase, the matter will be re-studied before that time.)

In August of 1976, the new editing and typesetting system was installed for Student Publications. The system provides students with the opportunity to acquire job experience and training on "state-of-the-art" equipment.

On Oct. 1, 1976, the Oklahoma Daily was converted to broadsheet in size. The reaction to this change has been mostly favorable.

Remodeling of the Oklahoma Daily and Sooner Yearbook offices was completed in January of 1976. This remodeling has resulted in a faster flow of copy and a more efficient production system.

The continuing growth of Oklahoma Daily income is more than offsetting the increases in expenditures. The outlook at this point is that Student Publications will end fiscal 1976-77 with another positive operating margin.

The Oklahoma Daily won an All American rating in the Associated Collegiate Press competition in Chicago. The award was presented for the Daily in November.

REMARKS BY THE SENATE CHAIR: Status of the School of Home Economics

Dr. Kondonassis, Senate Chairperson, reported that on February 8 several individuals had expressed to him their concern regarding the scheduled discussion of the status of the school of Home Economics at the meeting of the Regents' Academic Affairs Committee on Wednesday, February 9, 1977.

Dr. Kondonassis attended that Committee meeting as a representative of the Faculty Senate. He suggested to the Regents that no particular academic department be singled out for abolishment unless comprehensive criteria are established, disseminated, and applied consistently throughout the University. He urged that, in all cases, there should be sufficient input from the faculty concerned.

As reported in the press, the Regents on April 10 had approved the recommendation of the administration regarding the continuation of the Home Economics program with the curriculum thrust of the last three years with the understanding that (1) the continuation will be until such time as the faculty develops a comparative study of all departments so that the Regents can evaluate Home Economics against other priority needs of the University and that, (2) with the exception of normal, incremental salary increases, no additional funds will be placed in the department during that time.

The Provost's Office is now developing the pertinent criteria that, in time, will be brought to the attention of the Senate for its consideration.

PROPOSED CHANGES IN NORMAN CAMPUS POLICY ON OUTSIDE EMPLOYMENT
AND EXTRA COMPENSATION

Background Information: On January 17, 1977, Dr. Barbara Uehling, Provost, Norman campus, requested Senate reaction to several changes proposed in the Norman campus policy on outside employment and extra compensation, including the following three changes relating specifically to the faculty: (Section 5.5)

FACULTY

First paragraph, last sentence:

"Such arrangements will be subject to evaluation and approval by appropriate authorities as part of a faculty member's total professional activity during the year with reference to department, college, and University criteria for merit salary increases, tenure, and promotion, and the University of Oklahoma Regents."

Third paragraph, last sentence:

"Absence from the campus for more than a week at-a-time per semester during the period when classes are in session will be approved only in the most exceptional circumstances and then only with the prior approval of the President, or his/her designee."

POLICY

(7) Last sentence:

"All activities performed inside the University for extra compensation must be arranged, as all in-load assignments are, with the agreement of the department chairperson, and dean, and Provost."

(For the complete text of the policy, see either Section 5.5 of the Faculty Handbook, October 1976, or pages 7-10 of the Faculty Senate Journal for April 14, 1975.)

On February 4, the Senate Executive Committee approved the following recommendation concerning the above-cited changes:

"Although the three items relating to the faculty individually appear minor and innocuous, taken collectively, however, they appear to indicate an undesirable trend.

"Specifically, the first and last items would add more administrative layers of control that may adversely affect the flexible and efficient implementation of the policy. Furthermore, the second item (i.e., restricting faculty absences to one week per semester) could hamper unnecessarily the missions (viz., teaching, research, and professional service) of the academic units.

"The Faculty Senate (Norman campus), therefore, recommends that the present wording of the Norman campus policy be retained."

Senate Action: Professor Donald Cox moved approval of the Committee's recommendation. Five Senate members (Professors McDonald, Shahan, Scheffer, Fowler, and Snider) objected to various aspects of the proposed changes and called them "pernicious," "repugnant," "dead wrong," and "very restrictive." Comments were made concerning the fact that the 1975 Norman campus policy is included in the October 1976 edition of the Faculty Handbook now being distributed to the faculty, that the proposed changes would result in unnecessary additional administrative layers, that some off-campus classes are being taught on an in-load basis, that the one-week limit per semester is ambiguous, and that the University would be hampered in performing its professional service and continuing education missions assigned by the State Regents.

In a voice vote without dissent, the Senate approved the Executive Committee recommendation to reject the proposed changes.

PROPOSED CHANGES IN THE UNIVERSITY RETIREMENT PLAN

Background Information: On January 4, 1977, President Paul F. Sharp requested Senate reaction to the University Fringe Benefits Committee proposal for several changes in the University Retirement Plan.

The Senate Executive Committee referred this matter to the Senate Committee on Faculty Welfare. On January 31, 1977, Dr. Laura Blair, Chairperson of the Senate Welfare Committee, distributed to all members of the Faculty Senate a 19-page compilation of the following pertinent items:

- (a) A summary of the University Fringe Benefits Committee proposals
- (b) A revised draft of the University Retirement Plan
- (c) The 1951 University of Oklahoma Retirement Plan and
- (d) The 1970 Addition to the 1951 Retirement Plan

The Agenda for the February 14, 1977, Senate meeting included a one-page list of recommendations of the Senate Faculty Welfare Committee.

Senate Action: Dr. Francis Schmitz, Secretary of the Faculty Welfare Committee, commented at length on each of the 10 recommendations of that Committee.

Drs. Bob Foote and Donald Childress, members of the University Fringe Benefits Committee, made additional comments. Professor Childress, with a background of over 20 years of service on the University Committee, gave a detailed history of the University Retirement Plan and stressed the need for continuing faculty participation in decisions to alter any aspect of the retirement program.

Dr. McDonald mentioned current "rumors" that the University administration feels that there is no binding commitment regarding the University contribution to TIAA-CREF. He then moved that the Senate Executive Committee be instructed to study the legal ramifications of the Regents' commitment (a) to continue increasing the TIAA-CREF contribution annually until the maximum of 15 per cent is reached and (b) to maintain the current basis of \$9600. The Senate approved the motion without dissent.

Professor Schmitz then moved adoption of the 10 recommendations of the Senate Committee on Faculty Welfare. The Senate approved the motion without dissent.

(The Senate Committee's recommendations and the University Fringe Benefits Committee's related summary of proposed changes in the University Retirement Plan are reproduced on pp. 11-12 of this Journal.)

Recommendations approved by the Faculty Senate (Norman campus) on
 February 14, 1977, regarding proposed changes in the University Retirement Plan:

(The numbers below correspond to the paragraphs in the "Summary of Significant Changes" included with President Paul F. Sharp's memorandum of January 4, 1977.)

1. Years of Service. Recommend approval.
 2. Normal Retirement. Recommend approval of the changes, in principle, with the following specific modifications:
 - (a) Recommend that the language on page 3, sentence 3, of NORMAL RETIREMENT SECTION be clarified to make sure that the mandatory retirement age of 65 applies only to persons employed by the University on or after September 2, 1977.
 - (b) Recommend that, for any exceptions to the mandatory retirement age, the requirement for a recommendation by an all-University faculty-administration committee be retained. (See page 2, last paragraph, of the current Retirement Plan.)
 3. Optional Retirement. Recommend approval.
 4. Disability Retirement.
 - (a) Recommend that the wording of the current Retirement Plan be retained to insure that recommendation for disability retirement be made by a faculty-administration committee rather than by the administration alone.
 - (b) Recommend that approval of disability retirement require reports by committees and Deans as stipulated in the current retirement plan.
 - (c) Recommend approval of the change to "reasonable medical evidence" as opposed to the previous certification by a medical board.
 - (d) In view of the failure of the University to make timely payments on the hospitalization insurance, recommend that the Fringe Benefits Committee carefully monitor the renewal of the contract on October 1, 1977, for the disability retirement plan.
 5. Supplemental Benefits.
 - (a) Recommend that any new retirement plan include the specific, detailed schedule of rate of premium contributions to TIAA/CREF, paragraph V, "An Addition to the Retirement Plan," as well as the specific portion of salary (above \$9,000) to which the schedule applies. (This inclusion is of vital importance.)
 - (b) Recommend that, for persons on 9-month contracts, the summer salary paid through the University of Oklahoma be included in the base on which TIAA contributions are made.
 6. Supplemental Benefits. This section states the practice established and publicized a few years ago.
 7. Supplemental Benefits. Recommend approval.
 8. Supplement for Disability Allowance. Recommend approval.
 9. Other Retirement Benefits. Recommend approval.
 10. Supplemental Employment after Retirement. (Note that there is no corresponding paragraph number in the "Summary.") Recommend retaining the requirement that employment after retirement require faculty-administration committee approval rather than administrative approval only (as proposed).
-

Summary of Significant Changes
University of Oklahoma Retirement Plan

(Forwarded to the Faculty Senate by President Paul F. Sharp on January 4, 1977.)

The attached recommendations for revisions to the University of Oklahoma Retirement Plan will bring about several significant changes. There are nine such changes as follows:

1. Years of Service. The definition has been updated to incorporate a long-standing practice of including years of service to the University following age 65 for the purpose of establishing years of service in making Supplemental Benefits computations.
2. Normal Retirement. The definition of Normal Retirement has been changed to provide for (a) continuation of the present Normal Retirement provisions for persons employed prior to July 1, 1977, (b) Normal Retirement at age 65 for persons employed after July 1, 1977 and (c) exceptions to Normal Retirement upon approval by the President on a year-to-year basis.
3. Optional Retirement. The effective date of Optional Retirement has been changed to June 30, rather than July 1, in order to give retirees the benefit of any increases in Teachers' Retirement System or Social Security benefits that become effective on July 1 of the year in which they retire.
4. Disability Retirement. This paragraph has been changed to provide for administrative approval of applications for Disability Retirement upon submission of reasonable medical evidence that an individual is incapable of further performance of duties.
5. Supplemental Benefits. Benefits from the Retirement Addition (TIAA-CREF) have been included as an offset to Supplemental Benefits. This was taken care of in the policy statement concerning the Retirement Addition but has not been included to this point in the Retirement Plan.
6. Supplemental Benefits. Provision has been made to use the highest level of wages and salaries upon which contributions may be made to TRS for the computation of TRS benefits to be used as an offset in the Supplemental Benefits computation.
7. Supplemental Benefits. Provision has been made to continue Optional Retirement with full benefits at age 60 with 30 years' service but lower Optional Retirement for others to age 62 with 10 years' service.
8. Supplement for Disability Allowance. This provision has been changed to reflect eligibility for Disability Retirement benefits at age 62 following 10 years' of service.
9. Other Retirement Benefits. An addition has been made to point out some of the other benefits available to employees upon retirement including health insurance benefits for life.

Approval of these changes will make the retirement plan for the Health Sciences Center and Norman campuses essentially the same. The principal difference is that the HSC Plan will retain both a \$15,000 maximum Supplemental Benefits stipulation and a definition of "Salary" which is not required on the Norman campus.

Professor Schmitz next moved the adoption of the following proposed Senate resolution:

"BE IT RESOLVED that the Faculty Senate (Norman campus) commends the University administration for its achievement to date in providing for the welfare of the faculty through its development and implementation of the employee fringe-benefit plan currently in effect, and

"BE IT FURTHER RESOLVED that the Faculty Senate applauds the continued efforts of the administration to improve and enhance this fringe-benefit plan as evidenced by the currently proposed amendments to the plan, and

"BE IT FURTHER RESOLVED that, while the Faculty Senate realizes the limitations imposed on the University by economic conditions, it also recognizes the years of effort that it has taken to reach this present level of fringe benefits,

"NOW THEREFORE, the Faculty Senate (Norman campus) strongly urges that the University take no action that would in any manner reduce the present level of fringe benefits and, further, that the University acknowledge and continue its commitment to the implementation of the 1970 Addition to the Retirement Plan."

The Senate approved the resolution without dissent.

STATE REGENTS' POLICY STATEMENT ON ARTICULATION

Background Information: On January 17, 1977, the Faculty Senate considered its ad hoc Committee's detailed report that included four specific recommendations. At that time, recommendation (1) was approved for submission to the President of the University and the remaining three recommendations were tabled until the February Senate meeting. (See pages 6-9 of the Senate Journal for January 17, 1977.)

Senate Action: Dr. Fowler, ad hoc Committee Chairperson, moved adoption of recommendation (2) with minor rewording of the original text. The Senate approved without dissent the recommendation rephrased as follows:

"The Faculty Senate recommends to the Dean and the Faculty of the College of Arts and Sciences that consideration be given to certifying that all qualified departmental degrees, as well as degrees in already recognized professional areas, fulfill professional objectives of their fields."

Professor Fowler next moved adoption of recommendation (3) that subsequently was reworded in response to several questions from the floor. The Senate approved without dissent the recommendation rephrased as follows:

"The Faculty Senate recommends to the Office of the Provost that a program leading to the Associate of Arts or Sciences degree be studied, with the view to its possible adoption as an integral part of the University program, presumably in the University College."

Professor Fowler then moved that final action on recommendation (4) be postponed until the March 14 Senate meeting. The Senate approved the tabling motion without dissent.

PROPOSED REVISIONS: Senate By-Laws

Dr. Kondonassis, Senate Chairperson, formally presented the recommendation of the Senate Executive Committee to amend the Faculty Senate (Norman campus) By-Laws as follows:

B. MEETINGS

Add the following as a new paragraph:

At the beginning of each academic year, the Executive Committee of the Faculty Senate shall elect a member of the Senate to serve as the Parliamentarian at all meetings of the Senate, as well as the General Faculty, during that year.

E. COMMITTEES

2(a) Standing Committees (Executive Committee)

Add the following paragraph at the end:

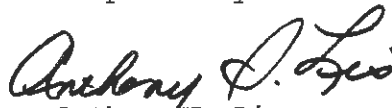
"The three immediate past chairpersons of the Faculty Senate shall also be given ex officio membership on the Executive Committee, without voting privileges, provided they remain qualified to serve in the Senate and are teaching on the Norman campus.

In accordance with Senate By-Laws, the proposed amendments must await final Senate action at the March 14, 1977, meeting.

ADJOURNMENT

The Faculty Senate adjourned at 5:09 p.m. The next regular meeting of the Senate will be held at 3:30 p.m., on Monday, March 14, 1977, in Dale Hall 218.

Respectfully submitted,



Anthony S. Lis
Professor of Business Communication
Secretary