

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

Regular Session -- May 2, 1977 -- 3:30 p.m., Dale Hall 218

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

Present:

Alsip	(0)	Cox, Michael	(0)	Goff	(0)	Laguros	(0)	Schmitz	(1)
Bell, Digby	(0)	Crim	(0)	Gross	(2)	Lee	(0)	Snider	(0)
Bell, Robert	(3)	Cronenwett	(2)	Henkle	(0)	Lewis	(0)	Streebin	(0)
Blair	(0)	Davis	(0)	Hibdon	(0)	McDonald	(0)	Tolliver	(2)
Blick	(2)	Dewey	(0)	Joyce	(0)	Merrill	(1)	Unruh	(2)
Braver	(0)	Foote	(0)	Kendall	(1)	Rasmussen	(0)	Verrastro	(0)
Calvert	(0)	Fowler	(0)	Kondonassis	(0)	Rice	(2)	Wilbanks	(2)
Cox, Donald	(0)	Gillespie	(1)	Kunesh	(0)	Scheffer	(0)		

Provost's Office representative: Langenbach

AUOPE representatives: Burger James McClish

Absent:

Atherton	(0)	Butler	(1)	Kitts	(2)	Mouser	(2)	Shahan	(3)
Buhite	(2)	Christian	(1)	Marchand	(2)	Nicewander	(3)	Shellabarger	(2)

UOSA representatives: Blakey Carpenter Schoolfield
Carnes Haddad

AUOPE representatives: Cowen Guyer Spaulding

(NOTE: The numbers in parentheses indicate the total number of absences during the 1976-77 academic year when 9 regular and 2 special sessions were held. Attendance at special sessions has been used to offset other absences as reported on page 3 of the Senate Journal for April 25-27, 1977.)

TABLE OF CONTENTS

	<u>page</u>
Actions Taken by President Paul F. Sharp:	
✓ Faculty Evaluation of Administrators	2
✓ Changes in Retirement Plan	2
✓ Remarks by Mr. Thomas R. Brett, President, Board of Regents	2
✓ Report on Conference of Oklahoma Faculty Organizations	4
✓ Action Taken by State Regents: Articulation Policy	4
✓ Faculty Personnel Policy	5
Nomination of Faculty Representatives:	
✓ Physical Fitness Center Advisory Task Force	5
✓ Committee on Energy Matters (Norman campus)	5
✓ Report of Senate/UOSA Subcommittee: Student Evaluation of Faculty	6
✓ Election/Nomination of Faculty Replacements: Councils, Committees, etc.	6
✓ Report of Senate/UOSA Subcommittee: Graduate Assistants	10
✓ Report of Senate ad hoc Committee: Faculty Concerns	11
✓ Policy on Outside Employment/Extra Compensation	14
✓ Pass/No Pass Option	14
✓ Seven-Year Limit on Temporary Faculty Appointments	15
✓ Administration Proposals: Program Evaluation, Program Discontinuance, and Financial Emergency	15
✓ Presentation of Certificates to Members Completing 3-yr. Terms	16
✓ Election of Senate Chairperson-Elect, 1977-78	16
✓ Reelection of Senate Secretary, 1977-78	16
✓ Senate Resolution: Appreciation to Senate Chair	16
✓ Presentation of Plaque to Senate Chair	17

ACTION TAKEN BY PRESIDENT PAUL F. SHARP:

- (1) Faculty Evaluation of Norman campus administrators: On April 19, President Paul F. Sharp addressed the following comments to the Senate Secretary: (See pages 7 and 8 of the Senate Journal for April 11, 1977.)

"I have discussed the concerns you express regarding evaluation of Norman campus administrators with Provost Uehling.

"She informs me that the addition of 'department' to the form will not identify faculty members and that the forms themselves will not be returned to Deans. A summary of the results will be provided the administrator being evaluated, along with comments which will be typed before sending. No 'identification' of a faculty person will be possible.

"A summary of the number of forms sent and returned, along with a general statement regarding the process, will be provided the Budget Council and the Executive Committee of the Faculty Senate. However, the results for a specific administrator will not be made available. Results for specific faculty are not released to students without that faculty person's consent. The results will be used, however, to consult with the administrator being evaluated as part of a professional development process."

- (2) Changes in University Retirement Plan: On April 26, 1977, President Paul F. Sharp addressed the following letter to the Senate Chair concerning changes proposed by the Senate in the University Retirement Plan: (See pg. 2 of the Senate Journal for March 14, 1977.)

"The Fringe Benefits Committee's recommendations, with one exception, endorse the changes suggested by the Faculty Senate with but minor modifications. They believe action on the Faculty Senate's recommendations to change the TIAA-CREF program (Retirement Addition) to provide 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' should be deferred and considered as part of the comprehensive review of the TIAA-CREF program which the Committee is making. The question is an important one which I believe merits serious consideration. I agree that it should be made part of the comprehensive study rather than being acted upon at this time.

"I agree with the changes recommended to the University Retirement Plan by the Fringe Benefits Committee, and modified to incorporate suggested improvements by the Faculty Senate. At their May meeting, I will recommend to the University Regents that they approve the changes to become effective July 1, 1977."

REMARKS BY MR. THOMAS R. BRETT, PRESIDENT, UNIVERSITY BOARD OF REGENTS

At the invitation of the Senate Executive Committee, Mr. Thomas R. Brett, incoming President of the Board of Regents, addressed the Senate.

In his 20-minute remarks, Mr. Brett discussed the following items:

- (1) University funding for the next academic year
- (2) The tenure "block"
- (3) University goals

Calling attention to the very small increase of \$200,000 in new money for the University (over and above mandated increases) for the next academic year, Mr. Brett stated that the future does not look bright unless there is infusion of money into the state coffers; e.g., the proposed increase in the natural gas tax.

In his opinion, the financial future of this University lies in the following three areas:

- (1) A persistent push to improve the funding of higher education in general
- (2) A strong effort to convince the Governor, the Legislature, and the State

Regents that the two major universities must be set apart for excellence and that this emphasis should be reflected in funding.

- (3) A more articulate and better-organized effort to obtain private funding. He added that, through the leadership of President Sharp and Vice President Burr, the University has done "reasonably well" recently.

With reference to the tenure "block" or "glut," Mr. Brett cited a pertinent article in the May, 1977, issue of the Scientific American.

As has been apparent for many years, higher education in this country cannot continue to grow faster than the population and the economy.

During the 1960's the universities hired a large number of doctoral scientists and engineers. Recently, there has been a sharp decrease in junior faculty openings throughout the country. During the 1980's, there will be practically no openings. In the meantime, the Ph.D. output continues to increase. As a result of these demographic processes, scientists will face a paucity of tenure openings during the next decade or two.

Some people feel that a holding pattern of some sort is needed. Suggestions for alleviating the tenure "block" problem include (a) highly competitive, renewable, 5-year tenure terms and (b) research fellowships for senior faculty that would remove them from the payroll and allow the hiring of young, gifted Ph.D.'s.

According to the fall, 1976, statistics supplied by Provost Uehling, a total of 705 Norman campus faculty either have tenure or are on the tenure track, for an overall average of 74.2%. The percentages for the individual colleges were as follows:

Arts and Sciences	77.9
Business Administration	73.0
Education	71.6
Engineering	71.5
Environmental Design	68.5
Fine Arts	68.3
Law	65.0
Libraries	54.5

Mr. Brett felt that the University of Oklahoma needs to study the situation here to determine (a) whether such a problem either exists or will exist in the future and (b) what steps the faculty feels need to be implemented to cope with the problem.

In commenting on long-range goals for the University, Mr. Brett stated, "We cry out for more money but we lack clearly defined goals. Both Oklahoma University and Oklahoma State University should strive for funding that will permit admission to the American Association of Universities, which consists of almost 100 of the country's outstanding institutions - public and private. In the Big Eight, every state except Oklahoma has a member school."

Such University goals should include increased funding for libraries, faculty salaries, and faculty-student ratios. Oklahoma funding now is in the lower quartile of AAU members and considerably below those of other Big Eight schools.

He added, "I know that the level of funding for OU and OSU will be on a par and that neither will achieve a significant advantage over the other. We need to join forces with OSU to achieve funding at a level to become at least eligible for consideration for AAU membership. Maybe both institutions would not obtain membership, but the real goal should be comparable funding."

A brief question-and-answer period followed.

A suggestion was made that the Regents (as the Faculty Senate did recently) study the possibility of withdrawing from the Social Security System and then using those funds for faculty increases. Mr. Brett asked Ms. Barbara James, Regents Secretary present at this meeting, to look into this matter.

A question was raised concerning the lower level of funding for OU and OSU in comparison with other institutions of higher education. Mr. Brett felt that the funding situation is the result of the proliferation of two-year community and junior colleges throughout the state.

In response to a question as to whether OU and OSU should have some type of lobby in the Legislature, Mr. Brett responded, "I don't know whether we should have a formal lobbying group but we do need some subtle representation."

REPORT ON THE APRIL 20 CONFERENCE OF OKLAHOMA FACULTY ORGANIZATIONS

Dr. Alex J. Kondonassis, Senate Chair, reported on the April 20, 1977, conference of faculty organizations in public and private colleges and universities throughout Oklahoma.

All seven members of the Senate Executive Committee attended the all-day session at Central State University, Edmond, with representatives from ten other institutions.

"In such joint meetings, we acquire a perspective and get the feeling that we are not alone." In Dr. Kondonassis' opinion, the OU Faculty Senate is the leading faculty organization in the state and is a front-runner in many of the issues discussed at that conference.

Professor Joyce was elected to the Convening Committee that will arrange a similar conference next fall on the Norman Campus.

ACTION TAKEN BY STATE REGENTS: Articulation Policy

Dr. Alex J. Kondonassis, Senate Chair, announced the receipt of a copy of a letter dated April 29, 1977, from the Chancellor of the Oklahoma State Regents for Higher Education, informing the Presidents of institutions in the state system of the following amendment approved by the Regents on April 25 to the articulation policy adopted in December, 1975:

Section II. Guidelines for the Transfer of Students among Institutions.

Substitute par. 1:

"A student who has completed the prescribed lower-division requirements of a State System institution developed in accordance with the standards set forth in Section I above, including the basic 33-semester-hour general education core, may transfer into a bachelor of arts or a bachelor of science degree program at any senior institution of the State System and be assured of completing his or her program in sequential fashion. Senior institutions may, with the approval of the State Regents, require that transferring students complete additional general education work for the degree. However, such additional work shall be programmed as a part of the upper-division requirements of the senior institution in order that any student shall be able to complete a baccalaureate program in a number of semester hours equal to the total specified for graduation published in the receiving institution's official catalog."

The Chancellor's letter concludes with the following statement: "In the near future, we plan to establish an advisory articulation committee to work with the State Regents' staff in a continuous review and evaluation of the policy to make further recommendations for improvement as needed."

Dr. Kondonassis stated that apparently the Senate's work in this matter has had an impact and that the State Regents did take our input seriously.

FACULTY PERSONNEL POLICY

On April 27, 1977, the Senate authorized its Executive Committee, plus the two ad hoc Committees concerned, to participate in any negotiating sessions with the administration that might become necessary during the summer. (See page 2 of the Senate Journal for the special sessions on April 25 and 27, 1977.)

Dr. Kondonassis, Senate Chair, then offered Senate members (especially those who were not present at the two special sessions) an opportunity to raise questions and/or objections. The Chair interpreted the lack of any questions from the floor as concurrence with the Senate action of last week.

NOMINATION OF FACULTY REPRESENTATIVE: University Physical Fitness Center
Advisory Task Force

Background Information: On April 7, President Paul F. Sharp requested the Senate to select a faculty representative to the University Physical Fitness Center Task Force recently approved by him at the request of the Student Congress. The Task Force will "assist and advise the University President on matters pertaining to the funding and the construction of the Physical Fitness Center." Other members will include five UOSA representatives, one EEC representative, the Chair of the HPER Department, and the Associate Vice President for the University Community. Non-voting members will be the Chair of the Administrative and Physical Resources Council and the Director of Architectural and Engineering Services.

Senate Action: The Senate nominated the following two individuals for the above faculty vacancy:

Robert Lusch (Marketing)
Joseph Lee Rodgers (Regional and City Planning)

NOMINATION OF FACULTY REPRESENTATIVE: Committee on Energy Matters (Norman campus)

Background Information: On April 28, 1977, in a memorandum to the Senate Chair and others, President Paul F. Sharp announced that he was disbanding the Task Force on Energy Conservation (Professors Mankin and Francis and Mr. Robeson).

Moving into a second phase in the energy conservation measure on this campus, President Sharp has decided to establish an advisory committee to himself and Mr. Robeson on energy matters. In his memorandum, President Sharp added:

"I am also recommending to the Faculty Senate in accord with the 'Structure of University and Campus Councils and Committees' that this committee be made a standing committee. The committee will be composed of five voting members and two ex officio, non-voting members. The voting members will include one member from the Administrative and Physical Resources Council selected by that Council, one member from the Budget Council selected by that Council, one faculty member at large that I will select from nominations from the Faculty Senate, one student that I will select from nominations from the UOSA, and one member from the Employee Executive Council that I will select from nominations from that Council. Mr. Robeson in his capacity as energy coordinator and one member of the Media Information staff will serve on the committee in ex officio, non-voting capacities.

"The committee will have the responsibility of both reacting to proposals made to them about energy conservation and making proposals themselves for energy conservation. This advice will be directed to the President and the energy coordinator for consideration by the President as appropriate."

Senate Action: The following faculty members were nominated by the Senate for the above vacancy:

David Golden (Physics)
Bart Ward (Accounting)

REPORT OF JOINT SENATE/UOSA SUBCOMMITTEE ON STUDENT EVALUATION OF FACULTY

Background Information: Last fall, the Senate Chairperson and the UOSA President appointed several subcommittees to study specific areas of common interest on this campus. One such subcommittee has been studying student evaluation of faculty. (See page 10 of the Senate Journal for November 8, 1976.)

On April 11, 1977, Dr. James Hibdon, Subcommittee Chairperson, submitted the following report to the Senate:

The committee met several times to identify and consider issues surrounding student evaluations of faculty. Sources of information used were (1) the diverse experiences of committee members--faculty from three departments in two colleges and students from three classes and majors; (2) a questionnaire sent to all Deans that elicited about a fifty per cent response; and (3) survey results provided by the Provost's Office. The following conclusions were reached:

1. Student evaluations of faculty are necessary instruments under current policy but are insufficient, though useful, measures of faculty performance. Weaknesses suggested were:
 - a. evidence of varying degrees of seriousness by students in completing the forms.
 - b. an incomplete perspective on the part of some students who, nevertheless, are conscientious.
 - c. some criticism of specific questions.
2. Despite limitations with respect to the accuracy of results from student faculty evaluations, exaggerated importance is attached to them by both administrators and faculty in matters concerning salary increases, promotion, and tenure, disclaimers to the contrary notwithstanding. Presumably this occurs because of the seeming preciseness of measures which perhaps are better characterized as "quantification of hearsay evidence," as one person put it.
3. The practice of allowing faculty discretion in the release of results is a desirable policy which has only recently been implemented by all colleges.
4. Supplementary methods of evaluation should be explored including, perhaps, expressions by alumni.

Faculty: James E. Hibdon (Economics), Chair
 Junetta W. Davis (Journalism)
 Alan P. Marchand (Chemistry)

UOSA: Nancy Norman
 Bill Worthington
 Mark Wright

Senate Action: Dr. Kendall moved that the report be accepted. Without further discussion, the Senate approved the motion without dissent.

ELECTION/NOMINATION OF FACULTY REPLACEMENTS: University Councils, Committees, Boards, and Judicial Tribunal.

At the April 11 session, Dr. Donald Cox, Chairperson of the Senate Committee on Committees, distributed copies of that Committee's slate of nominations to fill end-of-year faculty vacancies on University Councils, Committees, Boards, and the Judicial Tribunal.

Dr. Cox expressed his appreciation to the Committee members (Profs. Blair, Braver, Scheffer, Verrastro, and York) for their valuable service during the past year.

Additional nominations were made from the floor at the May 2 meeting. Subsequently voting by written ballot, the Senate selected the following faculty replacements:

FACULTY REPLACEMENTS ELECTED BY THE FACULTY SENATE (Norman campus)
ON MAY 2, 1977:

Academic Personnel Council:

Gene Pingleton (Education) 1977-80)
Junetta Davis (Journalism) 1977-80 : replacing Sarah Crim, George Fraser,
Robert Petry (Physics) 1977-80) and Seymour Feiler

Academic Program Council (Norman):

Carl Locke (Chemical Engineering) 1977-80)
Bobbie Biggs (Home Economics) 1977-80 : replacing Cecil Lee, Gwen Davis,
Bruce Govitch (Music) 1977-80) and Leon Zelby

Administrative & Physical Resources Council (Norman):

Robert Goins (Regional & City Planning) 1977-80)
Julia Norlin (Social Work) 1977-80 : replacing James Kenderdine, Charles
Johnnie Gentry (Botany-Microbiology) 1977-80) Mankin, and R. Dale Vliet

Budget Council (Norman):

Don Perkins (Zoology) 1977-80)
Cecil Lee (Art) 1977-80 : replacing Sam Kirkpatrick, Joe Hobbs,
David Egle (AMNE) 1977-80) and Cluff Hopla

Research Council (Norman):

Loren Hill (Zoology) 1977-80)
Arne Henderson (Architecture) 1977-80 : replacing Karl Bergey, Robert Magarian,
Win Steglich (Sociology) 1977-80) and Donald Cox

Faculty Appeals Board:

Ned Hockman (Journalism) 1977-81)
LaVern Hoag (Industrial Engineering) 1977-81 :
James Alsip (Library) 1977-81) replacing Richard Kuhlman, Ruth Donnell,
David Whitney (Sociology) 1977-81 : Mary Clare Petty, L. R. Wilson, Wilson
V. Stanley Vardys (Political Science) 1977-81) Prickett, Hillel Kumin, Alan Nicewander,
Sarah Crim (Home Economics) 1977-81 : Ralph Olson, Gary Schnell, and James
Lloyd Williams (Education) 1977-81) Wainner
Susan Caldwell (Art) 1977-81 :
Steve Sloan (Political Science) 1977-81)
Lois Pfiester (Botany-Microbiology) 1977-81 :

Committee on Discrimination:

Lahoma Friedlander (Education) 1977-80)
Thomas Carey (Music) 1977-80 : replacing Joseph Moore, Mack Palmer,
Robert Shapiro (Industrial Engineering) 1977-80) and Stephen Whitmore

Faculty Advisory Committee to the President

Beverly Joyce (Library) 1977-79)
Ken Starling (Chemical Engineering) 1977-79 : replacing Dwight Morgan, Irma Tomberlin,
William McGrew (Accounting) 1977-79) David Levy, and James Hibdon
Mack Palmer (Journalism) 1977-79 :

FACULTY REPLACEMENTS NOMINATED BY THE FACULTY SENATE (Norman campus)
ON MAY 2, 1977:

Athletics Council:

Greg Kunesh (Drama) 1977-80)	
Paul Risser (Botany-Microbiology) 1977-80)	
Michael Cox (Law) 1977-80	:	replacing Russell Buhite
Sam Chapman (Political Science) 1977-80)	and Keever Greer

Faculty Awards and Honors Council:

Alex Kondonassis (Economics) (DRB) 1977-80)	
Elroy Rice (Botany) (DRB) 1977-80)	
George Reid (Civil Engineering) 1977-80	:	replacing Glenn Snider
Lowell Dunham (Modern Lang.) (Regents) 1977-80)	and John Ezzell

Academic Regulations Committee (Norman):

Neal Huffaker (Physics) 1977-81)	
Richard Gipson (Music) 1977-81)	
William Graves (Education) 1977-81	:	replacing David Smith
W. B. Prickett (Finance) 1977-81)	and Gregory Kunesh

Campus Tenure Committee (Norman):

Joyce Shealy (Music) 1977-80)	
Laura Blair (Education) 1977-80	:	
Marvin Baker (Geography) 1977-80)	replacing Billie Holcomb, Fred Miller,
Tom Murray (Civil Engineering) 1977-80)	and Thomas Smith
Chipman Stuart (Education) 1977-80	:	
Ben Taylor (Economics) 1977-80)	

Class Schedule Committee (Norman):

James Paschal (Journalism) 1977-81)	
Subramanya Gollahalli (AMNE) 1977-81)	
Alan Langdon (Drama) 1977-81	:	replacing Claude Duchon
Irma Tomberlin (Library Science) 1977-81)	and Mary Saxon

Commencement Committee:

Maggie Hayes (Home Economics) 1977-80)	
Barbara Nelson (Education) 1977-80)	
Jim Estes (Botany-Microbiology) 1977-80	:	replacing Tim Ragan
John Green (Mathematics) 1977-80)	and Dennis Crites

Computer Advisory Committee:

(Only 2 Norman campus vacancies)

Donald Hurst (Library Science) 1977-80)	
Loy Prickett (Education) 1977-80	:	replacing Roger Frech, Neal Hardin,
Richard Andree (Mathematics) 1977-80)	and Martin Jischke
Dan Wheat (Civil Engineering) 1977-80)	

REPLACEMENTS NOMINATED BY THE FACULTY SENATE ON MAY 2, 1977Film Review Committee:

T. H. Milby (Botany-Microbiology-
University Libraries) 1977-79 : replacing Lynda Kaid
Sam Olkinetzky (Art) 1977-79

Fringe Benefits Committee:

Donald Childress (Finance) 1977-81 :
Barbara Lewis (Law) 1977-81 : replacing Donald Childress

Intramural Committee:

Ed Blick (AMNE) 1977-80 :
Billie Turner (Geography) 1977-80 : replacing Richard Hilbert

Judicial Tribunal:

Richard Wells (Political Science) 1977-79 :
Mary Whitmore (Zoology) 1977-79 : replacing Juneann Murphy

Parking Violation Appeals Committee (Norman):

Charles Barb (Civil Engineering) 1977-79)
Gerald Tuma (Electrical Engineering) 1977-79 :
Ed Carter (Journalism) 1977-79) replacing Charles Butler, Junetta
Wilson B. Prickett (Finance) 1977-79) Davis, and Phyllis Phelp
Edward Klehr (Civil Engineering) 1977-79 :
Robert Bryson (Journalism) 1977-79)

ROTC Advisory Committee:

Michael Bruno (Library Science) 1977-80)
James Kimpel (Meteorology) 1977-80 :
Gene Thrailkill (Music) 1977-80) replacing Raymond Larson, Jimmy Harp,
John Seaburg (Education) 1977-80) and John Fletcher
Harley Brown (Zoology) 1977-80 :
Vincent Liesenfeld (English) 1977-80)

Patent Advisory Committee:

John Thuren (Petroleum Engineering) 1977-81 :
Ron Kantowski (Physics) 1977-81 : replacing Robert St. John

Scholarships and Financial Aids Committee:

Jo Ellen Uptegraft (Home Economics) 1977-79)
Henry Crichlow (Petroleum Engineering) 1977-79 :
Edith Steanson (Education) 1977-79) replacing Marilyn Flowers, Melvin
Howard Haines (Zoology) 1977-79) Tolson, and Ruth Hankowsky
Christopher Smith (Geography) 1977-79 :
Howard Clemens (Zoology) 1977-79)

REPLACEMENTS NOMINATED BY THE FACULTY SENATE ON MAY 2, 1977Speakers Bureau (Norman):

Ron Snell (History) 1977-80 :
 John Fletcher (Botany-Microbiology) 1977-80 : replacing Tom Wilbanks

University Book Exchange Oversight Committee (Norman):

Win Steglich (Sociology) 1977-80 :
 Jye Liaw (AMNE) 1977-80 : replacing Dortha Henderson

University Libraries Committee (Norman):

Barbara Davis (Human Relations) 1977-80)
 Larry Hill (Political Science) 1977-80 :
 David Rinear (Drama) 1977-80) replacing Carolyn Swan, Francis
 Robert Hanham (Geography) 1977-80) Schmitz, and Joseph Fritz
 John Green (Math) 1977-80 :
 Harley Brown (Zoology) 1977-80)

REPORT OF JOINT SENATE/UOSA SUBCOMMITTEE ON GRADUATE ASSISTANTS

Background Information: The Senate Chairperson and the UOSA President last fall appointed several subcommittees to study specific areas of common interest. One such subcommittee has been studying the matter of graduate assistants. (See page 10 of the Senate Journal for November 8, 1976.)

On April 28, 1977, Dr. Christian, Subcommittee Chair, submitted the following report to the Faculty Senate:

 The Subcommittee met to consider problems related to the appointment and performance of graduate (teaching) assistants. Problems and proposals which could be identified included:

1. Graduate assistants (GA's) are often employed without a written contract specifying their duties and rights and the rights of their academic unit. Procedures for terminating or renewing GA appointments are seldom described to GA's accepting a position. Standardized contracts should be drawn up for GA appointments.
2. Policies for waiving or reducing GA's tuition need to be better formulated and fairly applied.
3. Additional help in training new GA's is needed. GA's generally find teacher training sessions valuable, both in providing useful information about classroom teaching and in letting them meet other GA's in similar situations.
4. We should consider establishing a grievance committee to hear complaints by both undergraduate and graduate students relating to the performance and rights of GA's. (GA's concerns may relate mostly to conditions of employment and GA status, whereas undergraduates will probably be more concerned with the quality and uniformity of GA's teaching.)
5. Faculty members in many areas should improve their attitudes regarding the status of GA's. The entire University Community should recognize the valuable role GA's perform in many teaching programs. We should resist outside pressure to limit the involvement of GA's in undergraduate education.

 Faculty: Sherril Christian (Chemistry) UOSA: N. Shields
 Virginia Gillespie (HPER)
 David Gross (English) AGSE: C. O'Neill

Senate Action: In commenting on the report, Dr. Christian stated that the group had no input from the AGSE representative. The subcommittee, however, has learned recently that AGSE and the Graduate Dean have already made a great deal of progress regarding the grievance committee mentioned in par. 4 of the report.

Some discussion followed concerning paragraphs 4 and 5. Subsequently, Dr. Gross moved approval of the report. The Senate approved the motion without dissent.

REPORT OF SENATE AD HOC COMMITTEE ON FACULTY CONCERNS

Background Information: Last December, the Senate Chairperson appointed a Senate ad hoc Committee to study various concerns expressed by several faculty members. members included Professors James Alsip (University Libraries), Donald Cox (Microbiology-Botany), James Hibdon (Economics), Lennie-Marie Tolliver (Social Work), and Francis J. Schmitz (Chemistry), Chairperson.

The following report of that committee was distributed at the May 2 Senate meeting:

This committee was constituted for the spring semester 1977. A number of questions given to the committee for study were found to be already under in-depth investigation by other committees and were not pursued by us. Responses to a few minor specific questions were made directly to the Chair of the Faculty Senate.

We report below on two of the questions assigned to this committee: (a) financial support for the OU library and (b) comparison of OU administrators' salaries with those of other Big Eight school administrators, and OU faculty salaries relative to those of faculty at other Big Eight schools.

Financial Support for the OU Library

The plight of the library system of the University of Oklahoma, Norman Campus, has been well documented on numerous occasions. It is an accepted fact that the library falls well below any and all available standards in such basic areas as total budgets, material and collections budgets, and number of total staff.

The committee was able to ascertain that the needs of the library are considered to be high priority in nature by the Provost and the Chairperson of the Budget Council. Unfortunately, neither source was willing to commit themselves as to the specifics of the library's 1977-78 budget.

It is the committee's recommendation that the Faculty Senate join the Employee Management Council, along with other elements of the University community, in support of substantial and continuous additional funding for the University Library system. Furthermore, the committee asks that all Senate members go back to their respective colleges and departments and encourage those units to take similar stands in support of the library, and, in turn, convey their support on to the general administration.

To insure that the sentiment of the Senate is forwarded, we propose the following resolution:

- (a) Be it resolved that the Faculty Senate urge the Administration to give a high priority to allocating substantial and continuous additional funding to the University Libraries in order to provide a quality literature resource for our teaching and research programs.
- (b) In order to express to the administration the widespread concern for the maintenance of the library, be it resolved that the Senate leadership communicate with all college deans and department heads urging them to each convey to the administration in writing their concern over the current low level of funding and their support for substantial increased library funding.

Comparison of OU Administrator and Faculty Salaries to
Their Equivalents within the Big Eight Schools

The following analysis is based on three compilations of budgetary information that were made available to our committee and which are available to all the faculty:

- (a) "A Study of Big Eight Universities and Related Budgets for 1976-77," a report prepared by the OU administration and submitted to the Regents in December, 1976.
- (b) "Comparisons of Big Eight Salary Rates of Selected Positions, 1974-77," a salary analysis prepared by the OU administration.
- (c) Salary analyses prepared by the OU chapter of the AAUP for the years 1975-76 and 1976-77.

The first document is available in the Faculty Senate Office or in the Western History Collection of the main library. The second can be reviewed upon request in Dr. Steve Van Hauen's office, Associate Vice President for Administration and Finance and Budget Director. We wish to thank Dr. Sharp for making these documents available to us and for the help that his staff gave us.

It should be noted at the outset that it is difficult to make completely valid comparisons among administrators' salaries in the Big Eight schools for several reasons: (a) positional responsibilities are not equivalent in each of the schools in spite of identical titles, (b) not all schools have all the positions listed in the study (e.g., only 3 schools have a V-P for research), (c) average salaries for administrators are affected much more by a single high or low value because of the small number of persons being compared, (d) there is considerable variation in the years in rank for persons at the different institutions. Items (a) and (d) also apply in analyzing faculty salaries, but differences affect the overall analysis less owing to the larger groups being averaged.

The data in the following tables have several limitations. The approximate overall average salaries for the different professorial ranks were obtained by taking averages of the averages reported for each school and are not weighted for the number of persons in each rank at the different schools (information was not available to us). Furthermore there is some discrepancy between the AAUP calculated average faculty salaries at OU and the averages found in our "a" above. We do not know why these averages are different (presumably different criteria were used for determining which faculty were included in the analyses). The comparisons in the tables below and the generalizations that follow should be viewed with these limitations in mind.

TABLE 1
PERCENTAGE OF OU ADMINISTRATORS PAID IN EXCESS OF AVERAGE
SALARY IN BIG EIGHT FOR THAT POSITION

Position	1974-75	1975-76	1976-77
President, Ass't to Pres. and Five V-P (total=7)	5/7 (71%)	3/7 (43%)	4/7 (57%)
Deans (total=8)	5/8 (63%)	3/8 (38%)	4/8 (50%)
Other Reported Admin. Positions (total=17; 16)	8/17 (47%)	9/16 (56%)	12/16 (75%)
Chairs (total=34)			21/34 (62%)

TABLE 2

PERCENTAGE OF OU FACULTY EARNING IN EXCESS OF THE APPROXIMATE
OVERALL AVERAGE SALARY OF GIVEN RANK WITHIN THE BIG EIGHT

	1975-76*	1976-77*
Professor	93/262 (36%)	103/256 (40%)
Associate Prof.	60/135 (36%)	86/181 (46%)
Ass't. Prof.	99/223 (44%)	115/253 (45%)
Instructor	15/38 (39%)	10/44 (23%)
All Ranks	310/688 (45%)	290/734 (40%)

*Numbers of faculty taken from the 1975-76 and 1976-77 Salary Reports for OU prepared by the local AAUP chapter. Approximate average salaries determined from data in source (a) above, "A Study of Big Eight Universities and Related Budgets for 1976-77." Numbers include only full-time faculty members all converted to a nine-month basis. Department chairs are included in these numbers; this most likely makes the Full Professor category come to a slightly higher percentage than it would be if chairs were excluded.

TABLE 3

COMPARISON OF AVERAGE FACULTY SALARIES AT OU VS
THOSE AT OTHER BIG 8 SCHOOLS.*

	1975-76		1976-77	
	Rank within Big Eight of OU Ave. Salaries	Range of Ave. Salaries in Big Eight	Rank within Big Eight of OU Ave. Salaries	Range of Ave. Salaries in Big Eight
Prof.	8	23,575-20,773	8	24,303-22,336
Assoc.	7	18,184-16,680	6**	18,727-18,407
Asst.	8	14,709-13,975	8	15,238-14,621
Instr.	6	12,194-9,797	8	12,630-10,597
All Ranks	5	19,852-14,817	5	20,396-17,017

*Data taken from "Comparisons of Big Eight Salary Rates of Selected Positions, 1974-77."

**OU and Missouri have same Assoc. Prof. Ave. Salary.

It would appear from the above that salaries for administrators at OU are more competitive with the salaries for other administrators in the Big Eight than are salaries for OU faculty relative to other Big Eight faculty.

The average salaries for Full Professors and Instructors at OU are considerably farther below (\$1,067 and \$823, respectively) the corresponding Big 8 approximate average salaries than are those of Associate and Assistant Professors (\$364 and \$316, respectively).

Senate Action: Dr. Michael Cox moved that the proposed resolution (a) concerning the University Libraries be amended by the addition of the following sentence:

"Be it further resolved that particular attention be given to improving the especially low salary schedule of the Libraries faculty."

The Senate approved without dissent the resolution as amended.

Subsequently, Dr. Rice moved that the entire report be accepted. The Senate approved the motion without dissent.

POLICY ON OUTSIDE EMPLOYMENT AND EXTRA COMPENSATION (Norman campus)

Background Information: On January 17, 1977, Provost Barbara S. Uehling requested Senate consideration of proposed revisions in the Regents' Policy on Outside Employment and Extra Compensation (Norman campus). On February 14, 1977, the Senate rejected the proposed revisions. (See pages 9 and 10 of the Senate Journal for February 14, 1977.)

On April 13, Provost Uehling submitted the following compromise proposal that was approved by the Senate Executive Committee on April 19:

5.5.1 - Faculty Handbook -- October, 1976

- (1) Add "the University of Oklahoma Regents" to the following paragraph that presents a historical documentation of the review procedure:

"The policy on outside employment and extra compensation has been under review by the faculty and the administration for several years. The revision proposed below has been approved by the Norman Campus Faculty Senate, the Employee Executive Council, and the University of Oklahoma Regents."

- (2) Substitute the following two sentences for the last sentence in third paragraph:

"Absence from the campus, for which extra compensation is paid, for more than one continuous week per semester when classes are in session, will require the prior approval of the Provost. Advanced programs and other University-sponsored programs that exceed one week are exceptions."

- (3) Add "and Provost" to the last sentence in Section 7:

"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, dean, and Provost."

Senate Action: Dr. Rice moved approval of the compromise proposal as recommended by the Executive Committee.

Dr. Fowler then moved that item (2) be amended by the addition of the following sentence: "Not more than one period per semester will be approved." The Senate rejected the proposed amendment.

Subsequently, the Senate approved the compromise proposal in a tally of 16 votes in favor and 11 against.

PASS/NO PASS OPTION

Background Information: On December 13, 1976, the Senate approved the proposed Pass/No Pass enrollment option. (See pages 6-8 of the Senate Journal for December 13, 1976.)

President Paul F. Sharp approved the proposal for the Norman campus only on January 4, 1977.

On April 11, 1977, Dr. Milford Messer, University Registrar, called attention to the fact that the Senate action of last December included no provision for a time limit for enrolling under that option. The Academic Regulations Committee on April 5 recommended setting a time limit to achieve consistency among the nine colleges and to make the policy workable administratively. This lack of a time

limit creates problems in interpreting when a student may select the option and with whose approval, inasmuch as the faculty member is not notified of a student's enrollment under this option.

The Senate Executive Committee, on April 19, agreed to recommend a two-week time limit for the Pass/No Pass enrollment.

Senate Action: Professor Cecil Lee, Chairperson of the Academic Program Council, moved approval of the two-week limitation. Without further discussion and without dissent, the Senate approved the motion.

SEVEN-YEAR LIMIT ON TEMPORARY FACULTY APPOINTMENTS

Background Information: On March 21, 1977, Provost Barbara S. Uehling requested Senate consideration of the following proposed change in the last paragraph of Section 3.5.3 of the Faculty Handbook concerning the seven-year limit on temporary faculty appointments:

From: "Those appointed full-time to temporary rank may serve a maximum of seven years in this rank, after which any additional appointments must be regular."

To: "Except for faculty members with clinical/technical appointments, those appointed full-time to a temporary rank may serve a maximum of seven years in this rank, after which any additional appointment must be regular. The seven-year limitation on temporary appointments may be waived by the Provost with respect to clinical/technical appointments upon a showing that such a waiver would contribute to the accomplishment of the goals of the academic units in which the clinical/technical appointments are held."

The Senate Executive Committee on April 19 voted to recommend Senate approval of the proposed change.

Senate Action: Dr. Michael Cox moved that this question be tabled until the September 12 Senate meeting. Without further discussion and without dissent, the Senate approved the tabling motion.

ADMINISTRATION PROPOSALS: Program Evaluation, Program Discontinuance, and Financial Emergency

Background Information: During the current academic year, the Provost's Office took the initiative in preparing proposals for the following interrelated items: (1) guidelines for comparative program evaluation, (2) a program discontinuance plan, and (3) a financial emergency plan. (See pages 3 and 10-11 of the Senate Journal for March 14, 1977,) The Senate Executive Committee, in turn, has been reviewing various drafts of these proposals during the past few months.

At the April 11 meeting the proposed guidelines for comparative program evaluation were distributed to Senate members; on April 22, copies of the program discontinuance plan were mailed to all Senate members. The financial emergency proposal is expected momentarily from the Provost's Office. The administration has repeatedly expressed a desire to present all three items to the Regents during either late summer or early fall.

Senate Action: Dr. Kondonassis, Senate Chair, presented the above progress report on the three items and emphasized that, throughout its deliberations, the Senate Executive Committee at all times sought to ensure effective future faculty participation in all three items.

Professor Dewey moved that the evaluation guidelines and the discontinuance policy be approved with the proviso that the Senate Executive Committee be authorized to continue its discussions, and to negotiate, if necessary, with the administration. The Senate approved the motion without dissent.

Dr. Lewis later moved that copies of the forthcoming financial emergency plan be distributed to Senate members and that the Executive Committee be authorized to call a special Senate meeting, if warranted, on the basis of the reactions submitted by individual members. The motion was approved without dissent.

Dr. Michael Cox moved that the Executive Committee be authorized to negotiate, at its discretion, with the administration in any future discussions concerning the financial emergency plan. The motion carried without dissent.

PRESENTATION OF CERTIFICATES OF APPRECIATION TO SENATE MEMBERS COMPLETING
THREE-YEAR TERMS

A few months ago, the Senate Executive Committee unanimously approved a proposal to present certificates of appreciation to Senate members completing three-year terms.

Dr. Alex J. Kondonassis, Senate Chair, accordingly presented Certificates of Appreciation to the following Senate members who are completing their three-year (1974-77) terms:

Professors	Digby Bell	James Mouser
	Laura Blair	Francis Schmitz
	Russell Buhite	Fred Shellabarger
	William Cronenwett	Leale Streebin
	Richard Fowler	Lennie-Marie Tolliver
	Jack Kendall	Delbert Unruh
	Alan Marchand	

ELECTION OF SENATE CHAIR-ELECT, 1977-78

Dr. Laura Blair moved that Dr. Bernard McDonald (Mathematics) be elected Chairperson-Elect of the Faculty Senate for the 1977-78 academic year. The Senate approved the election by acclamation.

RE-ELECTION OF SENATE SECRETARY, 1977-78

Professor Beverly Joyce moved that Dr. Anthony S. Lis (Business Communication) be re-elected for his ninth consecutive term as the Senate Secretary for 1977-78. The Senate approved this election also by acclamation.

SENATE RESOLUTION: Appreciation to outgoing Senate Chair,
Dr. Alex J. Kondonassis

The Senate next approved the following resolution, presented by Dr. Bernard McDonald, expressing its appreciation to the outgoing Senate Chair, Dr. Alex J. Kondonassis:

WHEREAS Dr. Alex J. Kondonassis, David Ross Boyd Professor of Economics, has served the Faculty Senate (Norman campus) as its Chairperson-Elect (1975-76) and Chairperson (1976-77),

WHEREAS, during his term as Senate Chair, Professor Kondonassis has championed and personified a spirit of cooperation among the various elements of the University community on the Norman campus--the Board of Regents, the administration, the faculty, the student body, and the classified and professional staffs,

WHEREAS Professor Kondonassis, through his dedicated efforts, enhanced the vital role of the Faculty Senate as an effective voice of the general faculty on the Norman campus,

WHEREAS, under his leadership, the Senate has continued and strengthened its mutually beneficial relationships with the Faculty Senate of the Health Sciences Center and the Faculty Council of Oklahoma State University, and

WHEREAS Professor Kondonassis, through his patience, sincerity, and professionalism, has distinguished himself with a quality and a quantity of service to the University in providing responsible and articulate leadership in faculty governance on this campus,

BE IT THEREFORE RESOLVED that the Faculty Senate on the Norman campus of the University of Oklahoma express its sincerest appreciation to Professor Alex J. Kondonassis for increasing effectiveness of the Senate on this campus and for elevating the Senate in stature, achievement, and potential.

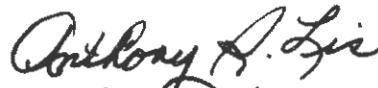
PRESENTATION OF PLAQUE TO OUTGOING SENATE CHAIR

Dr. Donald Cox, in assuming the Chair of the Senate for the 1977-78 academic year, presented to Dr. Kondonassis, the outgoing Senate Chair, an engraved plaque commemorating his outstanding service as Senate Chair, 1976-77.

ADJOURNMENT

The Senate adjourned at 5:35 p.m. The first regular session of the Faculty Senate for the 1977-78 academic year will be held at 3:30 p.m., on Monday, September 12, 1977, in Dale Hall 218.

Respectfully submitted,



Anthony S. Lis
Professor of
Business Communication
Secretary