

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

Regular Session -- January 16, 1978 -- 3:30 p.m. -- Dale Hall 218

The Faculty Senate was called to order by Dr. Donald C. Cox, Chairperson.

Present:

Artman	Christian	Goff	Lee	Rice
Atherton	Coulter	Hackler	Lis	Saxon
Bishop	Cox	Herrick	McDonald	Seaberg
Blick	Crim	Joyce	Merrill	Shahan
Braver	Crites	Kunesh	Murray	Snell
Caldwell	Davis	Kutner	Rasmussen	
Calvert	Foote	Lancaster	Reynolds	

AUOPE representative: Burger

UOSA representative: Stillwell

Absent:

Bell	Gillespie	Kitts	Snider	Yeh
Brown	Hill	Larson	Thompson, Gary	
Carmack	Hockman	Lewis	Thompson, Steve	
Dewey	Huettner	Scheffer	Walker	

Provost's Office representative: Langenbach

AUOPE representatives: Campo Cowen Guyer James Timmons

UOSA representatives: Bruton Foster Gold Magnus

AGSE representative: Jones

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APPROVAL OF MINUTES

The Journal of the Faculty Senate for the regular session on December 12, 1977, was approved.

ACTIONS TAKEN BY PRESIDENT PAUL F. SHARP

- (1) Selection of faculty members, Search Committee, VP for Administrative and Financial Services: On December 15, 1977, Dr. Paul F. Sharp selected the following faculty representatives for the Search Committee for the Vice President for Administrative and Financial Services: Profs. Laura Gasaway, Joe Hobbs, Hillel Kumin, and Donald Murry, Chair. (See page 4 of the Senate Journal for December 12, 1977.)

Other Committee members include Vice President John R. Morris and Ms. Judith Murphy. Appointment of the student member is awaiting UOSA nominations.

- (2) Election of faculty replacement, Administrative and Physical Resources Council: On December 13, 1977, President Paul F. Sharp approved the Senate election of Dr. Floyd Calvert to the Administrative and Physical Resources Council. (See page 4 of the Senate Journal for December 12, 1977.)

- (3) Ad hoc Committee to develop a program discontinuance plan for non-academic programs: On November 23, President Paul F. Sharp included the following pertinent comments in his memorandum to the Chairs of the Norman campus Administrative and Physical Resources Council and Budget Council:

"The Budget Council has noted that it appears that our declining enrollments will result in declining increases in State appropriations and, thus, will require funding of new programs largely through reallocations of existing funds. In view of this situation, the Council has recommended that a plan be developed by which non-academic programs may be assessed and criteria be applied for continuance or discontinuance of those programs in a fashion similar to the Program Discontinuance Policy for academic programs approved by the University Regents at their November 10 meeting. This is an excellent idea.

"The Budget Council has also recommended that a draft of the plan be developed by an ad hoc committee appointed by the President from among the membership of the Budget Council and the Administrative and Physical Resources Council."

Accordingly, President Sharp on December 23, 1977, announced the following membership of that ad hoc Committee:

Mr. Jeff Akins
 Mr. Pat Corley
 Professor Cecil Lee
 Dr. Milford Messer
 Professor Jerry Purswell
 Ms. Becky Sellers
 Interim Vice President Steve Van Hauen, Chair

- (4) Proposed Graduate Assistant Handbook: In acknowledging pertinent Senate action of December 12, President Paul F. Sharp addressed the following comments to the Senate Secretary:

"Thank you for informing me of the consideration by the Norman Faculty Senate of the proposed Graduate Assistant Handbook for the Norman campus including the fact that the draft of the Handbook is now being distributed to all of the Norman campus department chairs. I think it

is an excellent idea for the department chairs to review the draft.

"As I believe you know, the draft of the Handbook is also being reviewed by the Executive Officers and their staffs. I anticipate some changes in the draft to come as a result of that review. My plan is to let you know of any changes resulting from that review as soon as it is completed so that you may know of those points as well."

(See pages 4 and 5 of the Senate Journal for December 12, 1977, and the item of this Journal immediately following.)

ACTION TAKEN BY SENATE SECRETARY: Proposed Graduate Assistant Handbook

In accordance with the Senate directive of December 12, Dr. Anthony S. Lis, Senate Secretary, on December 16, 1977, distributed copies of the draft of the proposed Graduate Assistant Handbook to all department chairs on the Norman campus with the request that they submit their reactions to the Senate by January 16, 1978.

At the same time, the Senate Secretary in a separate memorandum reminded Senate members of the Senate Chair's invitation to offer their own, individual comments concerning that draft also by January 16.

(See pages 4 and 5 of the Senate Journal for December 12, 1977, and preceding item (4) of this Journal.)

By noon, January 16, 1978, seven (7) departments submitted their comments to the Senate Secretary for subsequent submission to the Senate ad hoc Committee.

SELECTION OF FACULTY REPLACEMENTS: Faculty Appeals Board and
Campus Tenure Committee

The Faculty Senate approved without dissent the selection of the following faculty replacements as recommended by its Committee on Committees:

Faculty Appeals Board (Norman campus): elected Professor Harry Clark (Library Science) to complete the unexpired portion of the 1976-80 term of Professor Donald Woolf (Management).

Campus Tenure Committee (Norman campus): nominated Professors William McNichols (Law) and Albert Smouse (Education) to complete the unexpired portion of the 1976-79 term of Professor James L. Henkle (Art).

PROGRESS REPORTS: Senate ad hoc Committees preparing "position papers"

In accordance with the previously announced schedule (see pages 7-8 of the Senate Journal for October 10, 1977), Dr. Cox, Senate Chair, called on the Chairs of the following five Senate ad hoc Committees for informal progress reports on their preparation of appropriate Faculty Senate "position papers":

(1) Budget Priorities: Dr. Merrill, Committee Chair, reported that in its deliberations the Committee is involving itself with the budget-making process rather than merely setting budget priorities.

Not necessarily ranked in order of importance, the following topics are receiving serious study: (a) salaries, (b) library, (c) career development, and (d) aid to students (fellowships, scholarships, etc.).

In the Committee's opinion, the Budget Council needs to be "revitalized and restored to its former position" to provide for more effective faculty input.

"Questionable" priorities include new programs and expansion of faculty.

Dr. Merrill solicited faculty input at public hearings to be held during February.

In responding to a question from the floor, Professor Merrill commented that the Committee is confining its discussions to academic affairs and is not getting involved with the issue of wages and salaries for classified employees.

(2) Educational Priorities: Dr. Lancaster, Committee chair, reported that the Committee had already met with Provost Barbara Uehling and that similar sessions are planned with deans.

Every department has been requested to select a representative to meet with a subcommittee. Hopefully, these individuals will consult with their colleagues so that they can present the valid views of their groups.

The Committee expects its report to establish educational priorities that should serve as guidelines in facing the inevitable changes within the next few months and years.

Documents being studied include the University 5-Year Plan and the State Regents' revised (1976) Plan for the 70's.

(3) Governance and Faculty Prerogatives: Dr. Atherton, Committee Chair, reported that the Committee had a difficult time with arriving at acceptable definitions of "faculty governance" and "faculty prerogatives."

The Committee is now focusing its attention on delineating the issues in which the faculty has a "governance right" and those in which the faculty has only an "advisory role."

The Committee is still gathering appropriate data to be used as a basis for its report that should be completed within a month or two.

(4) Image: Dr. Kunesh, ex officio member, reported in the absence of Dr. Carmack, Committee Chair.

Like the Committee on Governance and Faculty Prerogatives, this group also had some difficulty with definitions. The Committee decided to include image as perceived not only by the faculty but also by others—State Legislature, Regents, alumni, students, and so forth.

An appropriate questionnaire will be distributed shortly to a random sample of faculty concerning general faculty information and such specific areas as teaching, administrative support, legislative support, scholarships, services, Regents, and alumni.

In addition, interviews are being scheduled with individuals representing the Legislature, State Regents, University of Oklahoma Regents, alumni, the press, and the administration.

In her meeting with this Committee, Provost Uehling discussed the recent student survey conducted by her office.

(5) Salaries and Fringe Benefits: Dr. Snell, Committee Chair, reported that, in the opinion of that Committee reasons and justifications concerning this topic "must go beyond simple greed."

Moreover, the Committee is finding the issue of fringe benefits much more difficult than the salary items. Here again, the problem is deciding exactly what is included in the item, "fringe benefits."

The Committee is attempting to establish reasonable levels for this institution in comparison with practices at comparable institutions in this region, including the Big Eight, Arkansas, and Texas.

Dr. Cox, Senate Chair, then expressed his appreciation to the Committee Chairs for these reports and for the continuing efforts of their groups in preparing the "position papers."

PROPOSED REWORDING: "Probationary Period" section,
Faculty Personnel Policy.

Background Information: On December 1, 1977, President Paul F. Sharp addressed the following letter to the Chairs of both Faculty Senates with his request for reactions to the following proposed rewording of the "Probationary Period" section of the Faculty Personnel Policy:

"As a result of suggestions from the Health Sciences Center Faculty Senate and the Provost for the Health Sciences, we have drafted possible revised wording of Section 3.7.3(c) of the Faculty Personnel Policy. This section pertains to what is included in probationary periods. The possible rewording is shown on the attachment with the changes underlined.

"The purpose of the changes is to allow a faculty member to exclude from the probationary period prior full-time service in professorial ranks at other institutions of higher education or service in the past at the University of Oklahoma in the rank of instructor or above if the faculty member wishes and if the appropriate Provost approves.

"It is my understanding that a number of faculty at the Health Sciences Center are concerned that particularly the option to exclude time as an instructor at the University of Oklahoma from the probationary period be available. They have this concern because there are times when individuals serve in an instructor rank before deciding clearly that they wish to commit themselves to an academic career and the mandatory application of their time in an instructorship as a part of the tenure probationary period might shorten the probationary period to the extent that it would make it impossible for them to meet the tenure criteria.

"Consequently, as a result of the concern expressed above, I ask each of you to review the attached possible rewording of the Faculty Personnel Policy at Section 3.7.3(c) concerning the probationary period as described on the attachment. I would appreciate receiving the reaction of your respective Senates to these possible changes."

Senate Action: In his prefatory remarks, Dr. Cox, Senate Chair, commented that this proposal had been initiated by the HSC Faculty Senate in the interest of individuals who move from the non-tenure to the tenure track either from other institutions or within this University, particularly those who in their non-tenured positions were not evaluated in the three areas that henceforth must be considered in tenure-granting decisions. The proposed change would grant such individuals the option of counting up to three years of such prior service.

Dr. Kunesch moved acceptance of the proposed rewording of the policy. During the ensuing discussion, the proposal was made that the rewording be further amended in two pertinent passages as follows:

from: " . . . and the Provost approves."

to: " . . . the academic unit, the dean, and the Provost approve."

Dr. Rice moved that the original motion be amended accordingly. The amendment was approved without dissent.

In accepting a motion by Dr. Bishop, the Senate approved the proposed rewording with the above additions. As thus amended, the proposal reads as follows:

3.7.3 (c) For a faculty members who is eligible for tenure and whose initial appointment is at the rank of assistant professor or associate professor, the probationary period shall be six academic years or twelve regular semesters, except in cases noted below in paragraph (d). Included in the probationary period is prior full-time service (up to a maximum of three years) in professorial ranks at other institutions of higher education unless the faculty member requests in writing at the time of the first regular appointment that such service should not be included and the ~~Provost/approves~~ academic unit, the dean, and the Provost approve. Included also is prior regular, full-time service (up to a maximum of three years) which the appointee may have performed in the past at the University of Oklahoma in the rank of instructor or above unless the faculty member requests in writing at the time the faculty member is most recently appointed to a tenure-track position that such service should not be included and the ~~Provost/approves~~ academic unit, the dean, and the Provost approve. Prior full-time service as instructor or in a comparable non-professorial rank at other institutions of higher education and prior full-time service on temporary appointments at the University of Oklahoma will be counted as part of the probationary period if this arrangement is agreed upon in writing at the time of the first regular appointment. The parties to such an agreement are the appointee, the academic unit, the dean, and the Provost.

ADJOURNMENT

The Senate adjourned at 4:31 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m., on Monday, February 13, 1978, in Dale Hall 218.

Respectfully submitted,



Anthony S. Lis
Professor of
Business Communication
Secretary, Faculty Senate