

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

Regular session -- April 13, 1981 -- 3:30 p.m., Physical Sciences Center 108

The Faculty Senate was called to order by Professor Greg Kunesh, Chair.

Present:

Biro	Davis	Hardy	Lis	Smith
Brown, H.	Dunn	Hebert	Locke	Sorey
Brown, S.	Eick	Hibdon	Menzie	Thompson
Carpenter	El-Ibiary	Karriker	Murphy	Ward
Catlin	Etheridge	Kunesh	Patten	Welch
Cheung	Foster, J.	Lanning	Pfiester	Whitmore
Christy	Foster, T.	Lehr	Rinear	
Cozad	Graves	Lindstrom	Self	

PSA representatives: Cowen Little Edwards

Absent:

Baker	Gabert	Moriarity	Scherman	Wainner
Covich	Hayes	Neely	Unguru	West
Flowers	Kiacz	Rowe	Vardys	Wispe

Provost's office representative: Ray

UOSA representatives: Graham Lee

PSA representatives: Guyer Clinkenbeard Eichenfield

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ANNOUNCEMENTS:

- (1) Spring meeting, General Faculty: The spring semester meeting of the General Faculty on the Norman campus will be held at 3:30 p.m., on Thursday, April 16, in Botany-Microbiology 123.
- (2) Spring, 1981, meeting of State Conference of Faculty Organizations: Central State University (Edmond) will host the spring conference of faculty organizations at colleges and universities throughout Oklahoma on Friday, April 17. The morning session will be devoted to a discussion of academic articulation in Oklahoma higher education. Speakers include the Honorable Dan Draper, Speaker of the Oklahoma House, and Professor Deirdre Hardy, OU College of Environmental Design. Faculty members desiring additional details were requested to contact the Senate Secretary, OMU 242 (5-6789).

ACTION TAKEN BY PRESIDENT BANOWSKY: Standardization of criteria--tenure, evaluation, advancement, and promotion

On March 19, President William S. Banowsky reported to the Senate Chair that on March 18, 1981, the University Board of Regents had approved the proposal for standardizing the criteria for faculty tenure, evaluation, advancement, and promotion. (Please see page 9 of the Senate Journal for January 19, 1981.)

REPORT OF SENATE EXECUTIVE COMMITTEE

Professor Greg Kunesh, Chair, Senate Executive Committee, reported on the following items:

- (1) Executive Committee meeting with Provost J. R. Morris on April 2:

(a) 1981-82 budget: The State Legislature is trying to decide on a budget between \$54 million and \$62 million. There is considerable uncertainty about reaching the \$62-million figure requested by the State Regents. A new drive has been undertaken throughout the state to present the case for higher education in the hope of reaching "full funding" before adjournment of the Legislature.

(b) Proposed unprofessional conduct policy: The administration's proposed revision apparently will not be available for Senate consideration until the May 4 meeting. Professor Kunesh urged Senate members to take action on May 4 so that this matter is not carried over to the 1981-82 Senate.

- (2) April 3-4 retreat of OSU and OU (Norman and HSC) Executive Committees: The following faculty members participated in the 1½-day retreat (April 3 and 4) at the Holidome, Shawnee:

Oklahoma State University, Stillwater campus:

Eddie Basler (Biological Sciences)
 Richard Frahm (Animal Sciences), Vice Chair, Faculty Council
 Claudette Hagle (Library)
 John Jewett (Math Sciences)
 Marvin Keener (Math Sciences)
 Jerald Parker (Mechanical Engineering), Chair, Faculty Council
 Robert Radford (Philosophy)
 Bill Segall (Curriculum and Instruction)
 Odell Walker (Agricultural Economics), Secretary, Faculty Council
 Neal Willison (Technology)

University of Oklahoma, Health Sciences Center:

Tom Pento (Pharmacy), Chair-Elect, Faculty Senate

University of Oklahoma, Norman campus:

Sidney Brown (History)
 William Eick (HPER), Chair,
 Faculty Senate Committee on Faculty Compensation
 Marilyn Flowers (Economics)
 Teree Foster (Law)
 Greg Kunesh (Drama), Chair, Faculty Senate
 Anthony S. Lis (Business Administration), Secretary, Faculty Senate
 Gary Thompson (Geography), Chair-Elect, Faculty Senate
 Steve Whitmore (Physics), Chair,
 Faculty Senate Committee on Faculty Welfare

Although Stillwater and Norman campus representatives have been meeting twice a year for the past ten years, the HSC Senate was represented for the first time. HSC representation is expected to increase in the future.

All participants agreed to schedule a similar session next April.

In-depth discussions covered the following topics:

- (a) Tax sheltering of OTRS contributions
- (b) Early retirement proposals
- (c) Other compensation benefit issues
- (d) Foreign-language requirement. This topic was raised by the OSU delegates who expressed a desire that a joint OSU-OU faculty committee be selected to study the proposal. There was consensus that both comprehensive universities should work together in this matter.

Commenting on the Shawnee retreat, Professor Thompson added that apparently there is great interest on the Stillwater campus in pursuing the issue of the foreign-language requirement. The OSU delegation felt that neither the scheduling of the athletic events during finals week nor the sexual harassment question was a particular problem on their campus.

PROPOSAL FOR OPTIONAL, EARLY RETIREMENT OF FACULTY

Dr. Whitmore, Chair, Senate Welfare Committee, distributed at this meeting copies of that Committee's proposal for optional, early retirement of faculty and stated that final action would be taken at the May 4 Senate meeting.

He noted that in 1973 a Senate committee had submitted a career development program proposal that included optional, early retirement. Apparently, this suggestion was "placed on the shelf" and no action was ever taken by the Senate.

The Committee, after studying the matter thoroughly during the current academic year, has prepared the proposal that, for the first time, includes a provision for partial retirement. The group feels that the proposed early retirement is desirable for individual faculty members, as well as the University. Noting that the University is not facing that problem at the moment, Professor Whitmore reported that some comparable institutions are experiencing the problem of an "overly tenured" (80 percent plus) faculty. The Committee sees its proposal as "a way of preventing such an event."

Professor Whitmore discussed the various aspects in detail and answered a few questions from the floor, primarily concerning TIAA-CREF.

The complete text of the Committee proposal follows:

Faculty Senate (Norman) Proposal for Optional, Early Retirement

(1) Full Retirement

Eligibility: age 58 with 30 years' service
age 60 with 25 years' service
age 62 with 10 years' service

Income Protection

Amount: with 30 years' service, 52.5 percent of average salary rate for highest five consecutive years. (Average salary rate is 11/9 of 9 months' salary.)

with 25 years' service, 50 percent of average salary rate for

with 10 years' service, but less than 25, an amount equal to the number of years of service times 2 percent of the average salary rate for

Sources: Social Security at age 62
Oklahoma Teachers Retirement System at age 58
TIAA-CREF annuity at age 65
University Supplemental Benefit, as necessary, for income protection

Indexing: Protected income will be indexed in entirety to average OU faculty salaries until age 65. Thereafter, only the University Supplemental Benefit will be indexed.

Fringe Benefits

TIAA-CREF: Contributions from University to be continued to age 65 at full rate (currently 15 percent of salary over \$9,000) on salary for last full year of service as indexed to faculty salaries.

Health Insurance: Premium contributions from University to be continued for life.

Life Insurance: Premiums from University to be continued until mandatory retirement age (currently age 70).

(2) Partial Retirement

Eligibility: age 56 with 30 years' service
age 58 with 25 years' service
age 60 with 10 years' service

Appointment: Two years at .50 FTE for 75 percent of contract salary (9 or 12 months), with option for two more years at .25 FTE for (a) 40 percent of contract salary or (b) 100 percent of protected income available with full retirement, whichever amount is larger.

Fringe Benefits: Contributions from University to be continued at full value as described above.

DISSOLUTION OF THE ACADEMIC PERSONNEL COUNCIL

Dr. Thompson, Chair of the Senate Committee on Committees, reported that Dr. Richard Hilbert, Chair of the Academic Personnel Council, had informed him recently that the Council had finished its business for the year and has submitted its final report. In view of the fact that the Council is being phased out in accordance with the provisions of the new faculty personnel policy, the records of that Council must be either stored or destroyed.

Professor Thompson suggested that the Senate officially recognize the dissolution of the Academic Personnel Council, effective at the end of this academic year, and that all Council records be turned over to the Senate Secretary for appropriate storage. The Senate approved without dissent Dr. Rinear's motion to that effect.

PROGRESS REPORTS: Senate ad hoc Committees, Faculty Position Papers

Progress reports were presented by the following individuals on behalf of the ad hoc Committees preparing 1981 faculty position papers:

George Cozad: Budgetary Priorities	Alice Lanning: Academic Standards
Ted Hebert: University Governane	David Rinear: Career Development
Jay Smith: Educational Priorities	

Final reports are to be distributed in advance of the May 4 Senate session.

NOMINATING PROCESS FOR COLLEGE OF ARTS AND SCIENCES SENATE VACANCIES

Dr. Pfeister expressed her concern over the lack of faculty input regarding nominations for Senate vacancies in the College of Arts and Sciences. Dr. Davis indicated that the Assistant to the A & S Dean did ask him about his being nominated for another Senate term, but he did not know where A & S faculty nominations came from.

Dr. Eick commented that, in a letter dated March 4 to chairs and directors, Dean Burwell had requested nomination of "no more than one eligible faculty member who is willing to serve as an Arts and Sciences representative to the Faculty Senate. This person need not be a member of your faculty but should be from one of the departments belonging to the same general area of the College as your department (sciences, social sciences, humanities, or professional)." Dr. Eick added, "That is the way it is done in a number of other colleges."

Professor Pfeister then moved that the Faculty Senate recommend to Dean Burwell that the entire A & S faculty be notified of the elections of Senate replacements and that nominations be solicited in writing from all individual faculty members of that College.

Dr. Sidney Brown noted that elections for 1981-82 Senate vacancies have been completed and moved that the proposal be amended to specify the spring, 1982, elections. In a tally of 14 affirmative and 13 negative votes, the amendment was approved. The Senate next approved, with some dissent, the motion as amended.

ADJOURNMENT

The Senate adjourned at 4:46 p.m. The Faculty Senate will meet in regular session at 3:30 p.m., on Monday, May 4, 1981, in Physical Sciences Center 108.

Respectfully submitted,



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