

JOURNAL OF THE FACULTY SENATE (Norman campus)

The University of Oklahoma

Regular session -- December 13, 1982 -- 3:30 p.m., Conoco Auditorium,
Doris W. Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Teree Foster, Chair.

Present:

Baker	Foster	Howard	Love	Seaberg
Black	Gollahalli	Inman	McDonald	Slaughter
Bredeson	Goodman	Kiacz	Mills	Smith
Catlin	Graves	Kleine	Moriarity	Sonleitner
Cohen	Gross	Kutner	Patten	Stock
Conner	Harper	Lanning	Ragan	West
Dumont	Hauser	Lehr, Robert	Reynolds	Whitmore
Dunn	Hayer	Lehr, Roland	Scharnberg	
Fishbeck	Hebert	Levy	Schleifer	
Ford	Hibdon	Lis	Schmitz	

Provost's Office representative:

Ray

PSA representatives:

Boehme
Corcos

Guyer
Morrison

Powers

Liaison, Women's Caucus: Cleaver

Liaison, AAUP: Turkington

UOSA representatives:

Albert

Stanhope

GSA representative:

Walsh

Absent:

Christian

Grant

Karriker

Locke

Nicewander

PSA representative:

Cowen

UOSA representative:

Rodriguez

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APPROVAL OF MINUTES

The Journals for the regular sessions on October 18, 1982, and November 8, 1982, were approved.

ANNOUNCEMENTS

1) Distribution of 1982-83 roster, faculty membership, University groups.

The Senate office has distributed to all regular faculty members on the Norman campus individual copies of the 1982-83 roster booklet of the faculty membership of the various University Councils, Committees, Boards, and Tribunal.

Faculty members who have not received their personal copies of the booklet are requested to contact the Faculty Senate office, OMU 406, telephone 5-6789.

2) Revised membership, Joint Faculty Senate and Continuing Education/Public Service Liaison Committee.

Faculty Senate: Professors Homer Brown,
(no change) Ray Daniels,
David Huettner (Chair),
Donald Maletz, and
Don Perkins

CE/PS: Robert Martin, Associate Vice Provost
(revised) Jerry Hargis, Assistant Vice Provost
Charles Christian, Director, Urban/Community Program
John Steffens, Exec. Director, Public Responsibility and
Community Affairs

Ex officio: Joakim Laguros (Civil Engineering)
(added) representing Academic Program Council

(Please see page 5 of the Senate Journal for October 18, 1982.)

ACTIONS TAKEN BY PRESIDENT WILLIAM S. BANOWSKY

- (1) EEC/Senate recommendations - Problems of professional/administrative staff with advanced degrees: In acknowledging receipt of the EEC/Senate recommendations concerning problems of professional and administrative staff with advanced degrees, President William S. Banowsky addressed the following comments to the Senate Secretary on November 5, 1982:

" I have received the report of the EEC/Faculty Senate ad hoc Committee on problems of professional and administrative staff with advanced degrees. Needless to say, we want to encourage the development of all University employees within the constraints of the demands of the positions that they hold at the University. I can assure you that the recommendations of this committee will be given very serious consideration.

"As soon as this review is completed, I will communicate again with you."

(Please see pages 7-9 of the Senate Journal for October 18, 1982.)

- (2) Senate resolution of appreciation - Dr. J. R. Morris, Interim President:
 On November 16, 1982, President William S. Banowsky wrote as follows to Professor Anthony S. Lis, Senate Secretary, concerning the Senate resolution of November 8 expressing the Senate's appreciation of Dr. J. R. Morris' service as the Interim President of the University this fall:

"It is with deep gratification that I sign the attached Report of Action Taken concerning the Senate's resolution of its appreciation of Dr. J. R. Morris' services as Interim President. Dr. Morris did a magnificent job during the interim, which is indicative of the level of service he has rendered to the University for approximately 30 years.

"I commend the Senate for its thoughtfulness in providing Dr. Morris with this resolution, which will be a treasured possession for him.

(Please see page 22 of the Senate Journal for November 8, 1982.)

- (3) Faculty replacements - University groups: On November 15, President William S. Banowsky approved the Senate elections of November 8 to fill faculty vacancies on the Academic Program Council, the Investigative Council on Sexual Harassment, and the Faculty Appeals Board.

At the same time, he selected the following individuals from the faculty nominations for vacancies on the groups indicated below:

Campus Tenure Committee:	William McGrew
Energy Conservation Committee (additional member):	Edward Blick
Goddard Center Review Board:	Vicki Cleaver
University Libraries Committee:	Mike Cox
ROTC Advisory Committee:	Henry Eisenhart

(Please see page 4 of the Senate Journal for November 8, 1982.)

REMARKS BY PRESIDENT WILLIAM S. BANOWSKY: 1982-83 Budgetary matters.

At the invitation of the Senate Executive Committee, President William S. Banowsky addressed the Faculty Senate on the current status of the 1982-83 budget.

He prefaced his 25-minute, informal presentation with the comment, "The University of Oklahoma, as an educational institution, is here for the ages. The University predates statehood by seventeen years. We are facing a challenge that may yet prove to be more than temporary. We need to deal with this with as much dignity, determination, and drive as we have during the years of prosperity!"

Admitting that he himself does not know anything that the faculty members do not read in the newspapers, he said, "We are moving in a kind of ad hoc fashion and nobody really knows what the tax revenues will be from month to month. It will be several months before we get into the balanced budget. The most pessimistic picture is that we are in a deep trough and will continue to be until about May. The optimistic view is that the Governor, the Chancellor, and the State Budget Director are not pessimistic. That, however, does not mean anything because neither they nor I really know!"

In President Banowsky's opinion, "the 1982-83 budget is not our big challenge but rather the 1983-84 budget. Those budget decisions will be made in the spring when things will look pretty severe. At present, we don't know enough to be able to make a decision for more than 30 days at a time." In this climate, he has called for a freeze in hiring, as well as cuts in purchasing and travel. "I have asked those with whom I have been meeting to begin to prepare a 4-percent reduction."

"We want to continue to make progress. I am determined that we do not lose the momentum that we have gained during the past four years." In his view, one way to hold on to the gains is to involve as many individuals as possible in the decision-making process so that there will be a high degree of consensus about how the money will be spent.

He noted that OU is one of the last places in the world to feel the impact of the national economy. At a recent meeting with representatives of Big Eight schools of architecture, he learned that OSU and OU are the only ones in the Conference that thus far have been spared budgetary reductions. Big Ten institutions were hit earlier and harder than the Big Eight schools.

Several questions were then raised from the floor.

Professor Baker inquired about the proposal to increase tuition and fees next year. President Banowsky expressed his reluctance to discuss this topic inasmuch as the State Regents were to conduct hearings in this matter the next day. The State Regents and the State Legislature will have to be involved in subsequent discussions.

Professor Smith asked about the impact on the Energy Center, the Music Building, and the improvements in buildings and grounds. Dr. Banowsky replied that the only work outstanding on the grounds is the Library landscaping contracted some time ago. The Energy Center and the Music Building are not affected by the operational budget of the University. He added, "It would be a mistake to announce the termination of plans for the Music Building, which is one of the most excitingly designed buildings." Private and public money is involved in both projects. The Energy Center project will cost \$45 million, with \$30 million already raised--\$15 million from private sources and \$15 million from the state. The state has already contributed \$9 million and the additional \$6 million is due this academic year.

Professor Cohen referred to the hiring freeze and asked about what could be expected regarding faculty searches. President Banowsky commented, "There is nothing that I would rather avoid than to see a lowering of any effectiveness in recruiting talented, good people." A clearer picture should emerge by February, at which time he should be able to make a more definitive statement. He asked that departments experiencing problems in this matter make their feelings known to Provost Morris.

Professor Schliefer noted that the English Department was authorized to fill 5 positions and that English faculty are usually hired by February 1. Dr. Banowsky indicated a desire to look into this matter further.

In conclusion, Dr. Banowsky suggested that faculty with concerns in this matter drop him a note and expressed his pleasure at having an opportunity to address the Senate on a topic of such great interest to all.

REMARKS BY VICE PROVOST WM. H. MAEHL: University Center at Tulsa.

At the invitation of the Senate Executive Committee, Dr. William H. Maehl, Vice Provost for Continuing Education/Public Service, addressed the Senate regarding the University Center at Tulsa.

He distributed copies of a 5-page "fact sheet" detailing the following items:

- (a) Headcount enrollment--fall, 1982
- (b) Classes requested/canceled--fall, 1982
- (c) Course offerings--fall, 1982
- (d) Proposed offerings--spring, 1983
- (e) OU faculty teaching at UCAT--fall, 1982
- (f) OU offerings--spring, 1983
- (g) UCAT calendar--spring, 1983

In his 30-minute, informal presentation, Dr. Maehl reviewed the background of UCAT and commented in detail on numerous specific items listed on the "fact sheet."

He called attention to the following priority assigned to the four participating institutions: (1) Langston University, (2) Northeastern State University, Tahlequah, (3) Oklahoma State University, and (4) Oklahoma University.

With its low priority, OU is limited in its participation that is almost entirely at the graduate level--Library Science, Social Work, and Public Administration. OU is also participating in a certificate program in education in conjunction with OSU and NESU. Journalism courses are offered at both graduate and undergraduate levels, inasmuch as the OU program is the only accredited one in the state. HSC is offering courses in its Master's of Nursing program.

Although least quantitative of the four institutions, OU had the highest rate of success this fall; i.e., OU had the largest number of classes that had materialized.

Being the farthest away from Tulsa, OU has tried to minimize the time of its faculty by holding class sessions down to one or three a week with a number of courses offered on a series of weekends. There have been a few adjunct faculty members in Library Science and Journalism.

Because the student base is very low and the amount of money generated is "very scanty," OU is "stretching very hard to provide the service." UCAT funding this fall has been on an ad hoc basis, inasmuch as the whole concept was put together after the higher education budget had been assembled for 1982-83. A special UCAT appropriation was made to cover administrative, operating, and instructional costs. The schools are being reimbursed directly by the State Regents this year with the exception of LU that had already been offering courses in Tulsa when UCAT was established. Faculty compensation is handled on an "overload basis." For next year, OU is requesting \$600,000.

"UCAT is a new assignment and, to some extent, does bring some inconvenience. There is a great deal of good will in Tulsa toward the University of Oklahoma. We are doing the best that we can. I hope that we can look forward to a positive experience that will give us an opportunity to reach people who have not been available to us before." He feels that there is a special need for professional programs at the master's level.

The only question from the floor was raised by Professor Dumont concerning library facilities. Provost Maehl replied that the Regents had recently appointed a committee of librarians to study the availability of and the need for library facilities. "There is an explicit effort to address this problem and a recognition that we are not at the point where we need to be."

REPORT OF SENATE EXECUTIVE COMMITTEE

Professor Teree E. Foster, Chair of the Senate Executive Committee, reported on the following activities of that Committee:

(1) Meeting with President William S. Banowsky - December 6: Dr. Banowsky met with the Senate Executive Committee on Monday afternoon, December 6, immediately preceding his emergency meeting with the Budget Council.

From all indications, the same message was given to both groups. The 5.4 and 13 percent reductions announced the past two months are unprecedented in the history of this institution. President Banowsky is committed to the idea that, whatever reductions follow, they must come out of the nonacademic areas. The freeze on hiring and the reductions in purchases are viewed as temporary actions in an attempt to buy time. In drawing up plans for a 4 percent reduction, President Banowsky considers democratic involvement to be a cardinal issue. Faculty on this campus will know, as soon as the administration knows, any subsequent developments. President Banowsky pledged that there would be no changes without his consulting the faculty. There will be no cuts in personnel in which people's jobs will be put on the line.

He asked the Senate Executive Committee to participate in the democratic process in drawing up plans to aid him in deciding any actions.

In the opinion of the Senate Executive Committee, the following three specific points must be kept in mind:

- (a) Communication lines must be kept open. Whenever questions or rumors come to the attention of the faculty, they should be brought to the attention of the administration. President Banowsky has pledged that, if necessary, he would be meeting with the Senate Executive Committee on a daily or weekly basis.
 Professor Foster urged faculty members to share information and questions with her or the other members of the Senate Executive Committee. That group, in turn, will share any such information and/or problems with the administration in its role as "facilitator in the communication process on this campus."
- (b) The Budget Council is now preparing a set of procedures for accomplishing the reductions. "We will be meeting with the Budget Council on Wednesday of this week and, hopefully, we will be supporting them so that a joint case might go forward."
- (c) The Executive Committee should develop its own ideas about the principles as to how decisions should be made and report those to the President. The Committee will be meeting very soon.

Professor Foster solicited faculty ideas and suggestions to be submitted either to her or to the other members of the Senate Executive Committee.

(2) Meeting with Provost Morris - December 6:

(a) TIAA-CREF contribution for faculty over 65: Professor Eick, Chair of the Faculty Compensation Committee, has learned that the age limit of 65 on TIAA-CREF contributions was set by the University to make TIAA-CREF consistent with the Oklahoma Teacher Retirement System. A few years ago, the Legislature raised the OTRS limit to 70. Professor Eick feels that the TIAA-CREF contributions should also continue until 70. Provost Morris agreed to check on this matter and report his decision at a subsequent meeting with the Senate Executive Committee.

(b) General education requirements: This matter was discussed at a recent meeting of the Deans' Council, which had approved the minimum admission requirements. In Professor Foster's opinion, the Deans' Council recommendations may not match those of the faculty; however, their action shows that they are interested in this subject.

(c) Annual salary audit: Associate Provost Joseph Ray announced that the annual faculty salary audit would be underway in the near future. Professor Foster will participate in the audit.

The Provost's office is finding that fewer changes need to be made each year. Furthermore, the administration is beginning to acquire "a very strong data base." The new summary evaluation report will be used for the first time this year.

FINAL REPORT: Committee Reviewing Affirmative Action Plan.

Background information: Last summer, the Faculty Senate and the Employee Executive Council decided to appoint separate ad hoc Committees to review the current affirmative action policy on this campus. (Please see pages 8 and 9 of the Senate Journal for the special session on June 28, 1982.)

The final (joint) report of both Committees was distributed to Senate members on December 9.

Senate action: Before introducing Professor Keith Bystrom, Chair of the joint Committee, Professor Foster, Senate Chair, indicated that the Senate would take final action at its January 17, 1983, session.

Professor Bystrom, Committee Chair, reported that the 20-page document had been submitted concurrently to the Senate and the EEC, as well as the campus administrators involved in the affirmative action process. He solicited faculty reactions and suggestions, in writing, by January 3, 1983, so that the Committee can consider them before the Senate meeting on January 17.

He indicated that the joint Committee had been set up because the affirmative action plan was not working very well on the Norman campus. Black employees have been reduced by 14 during the period, 1975-81, while the total campus employment was rising. Employment of Hispanics was also going down. There was an increase of about 60 women, which does not reflect "great progress."

After presenting a summary of the Committee's recommendations, Professor Bystrom concluded with the following comments: "Basically, affirmative action is a responsibility of the entire University community. We hope that this report will make everyone look at the AA process and become aware of the University problem with the employment situation. We feel that a diverse group of employees and faculty makes for a stronger University and should be one of the goals for total excellence."

FINAL REPORT: Senate/UOSA Committee on Examination Makeup Policy.

Background information: At the request of a delegation from the University of Oklahoma Student Association last spring, a joint Senate/UOSA Committee was appointed early in the fall to "investigate the policies, penalties, and procedures for making up exams, tests, quizzes, and class work" because of absences for University-approved activities. (Please see pages 3 and 4 and page 5 of the Senate Journals for the regular sessions on May 10, 1982, and October 18, 1982, respectively.)

The following recommendations of that joint Committee were published in the agenda for the December 13 Senate meeting:

- 1) Out-of-classroom activities that are deemed educational by the University should be officially approved by the Provost's office.
- 2) Faculty, if given notice two class period before an exam or quiz (excluding pop quizzes), should make every effort to find an accommodation by either giving a make-up, an early exam, or a quiz; changing the exam schedule; or dropping the exam or quiz and increasing the weight of the other exam or quiz.
(Example: Test scheduled on Friday, notice given on Monday.)
- 3) If none of these solutions are possible, then a make-up exam, which counts for all exams missed because of any educational University-sponsored activity, shall be given on "stop day."

Senate action: Mr. Mark Albert, Chair of the joint Committee, formally presented the Committee report for Senate consideration. He expressed his gratitude to the faculty members for their service to this Committee and also reported that the Student Congress had considered the report at its December 6 session.

Mr. Bill Stanhope, UOSA representative and also a member of that Committee, mentioned his experience last year when an out-of-town debate conflicted with a quiz in one of his classes.

During the ensuing discussion, Professors Cohen, Hauser, Whitmore, Conner, Fishbeck, and Gross raised questions and offered suggestions for rephrasing the proposed policy statement.

Professor Kutner moved that the question be tabled until the January 17, 1983, meeting of the Senate so that the policy can be rephrased in consonance with the various faculty reactions at this meeting. Without dissent, the tabling motion was approved.

ADJOURNMENT

The Faculty Senate adjourned at 5:15 p.m. The next regular session of the Senate will be held at 3:30 p.m., on Monday, January 17, 1983, in the Conoco Auditorium, Doris W. Neustadt Wing, Bizzell Memorial Library.

Respectfully submitted,

Anthony S. Lis

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