

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

Special session -- January 30, 1984 -- 3:30 p.m.,
Oklahoma Memorial Union 165

The Faculty Senate was called to order by Dr. Robert A. Ford, Chair.

Present:

Atherton	DuMont	Hayes	Love	Smith
Biro	Ford	Hengst	Magrath	Sonleitner
Black	Gollahalli	Howard	Murphy	Stevens
Bredeson	Goodman	Karriker	Nicewander	Tharp
Cameron	Grant	Knapp	Nuttall	Uno
Canter	Green	Kutner	Pflaum	Wedel
Christian	Gross	Larson	Reynolds	Whitely
Conner	Harrington	Lehr	Schmitz	Whitmore
Cozad	Hauser	Levy	Seaberg	
Davis	Hawley	Lis		

Provost's office Representative:	Ray		
PSA Representatives:	Boehme	Corcos	Guyer
	Skierkowski		
Liaison, Women's Caucus:	Williams		
GSA Representative:	Baldwin	Liaison, AAUP:	Turkington

Guests: President William S. Banowsky
State Representative Cleta Deatherage

Absent:

Beesley	Benham	Higginbotham		
PSA Representative:	Powers			
UOSA Representatives:	Albert	Stanhope	Rodriguez	
GSA Representative:	Larson	Liaison, ABP:	Butler	

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REMARKS BY PRESIDENT WILLIAM S. BANOWSKY

At the invitation of the Senate Executive Committee, Dr. William S. Banowsky addressed the Senate.

In prefacing his 12-minute, informal presentation, President Banowsky made specific references to his annual, formal address at the Norman Joint Civic Clubs Luncheon in the Oklahoma Memorial Union at noon, January 30. The focus of his address, "The State of the University," was the detailed report of the following faculty ad hoc committee appointed by him to survey the effects of budget cuts on the academic departments on this campus:

Robert Ford, David Ross Boyd Professor of Finance and Chair, Faculty Senate
 Kerry Grant, Assistant Director, School of Music
 Blaine Goss, Associate Professor of Communication
 Herbert Hengst, Director, Center for Studies in Higher Education
 David Levy, Associate Professor of History
 Tom Love, George Lynn Cross Research Professor of Aerospace, Nuclear,
 and Mechanical Engineering
 Kenneth Taylor, Chair, Department of History of Science
 Paul Tharp, Associate Professor of Political Science

President Banowsky reported that he is in practically constant communication with Chancellor Leone, as well as leaders in the State Legislature. "We are also working very closely with Oklahoma State University--in fact, more closely than at any time during my years at this University."

He noted his contacts with the President of the OU Alumni Association, who recently mailed letters of appeal for legislative support to thousands of OU Alumni.

On January 31, President Banowsky entertained state legislators at a reception preceding the home basketball game. He added that the previous week 20 chambers of commerce throughout the state have gone on record as favoring the increase in the sales tax to help preserve the quality of higher education in the state.

He concluded with the comment, "We have made real progress in educating the people of Oklahoma. If we stop the hemorrhaging and begin the turnaround, that will be progress."

(Please see pages 9-12 of this Journal for excerpts from President Banowsky's formal address to the Norman civic clubs.)

REMARKS BY STATE REPRESENTATIVE CLETA DEATHERAGE

At the invitation of the Senate Executive Committee, the Honorable Cleta Deatherage, a Cleveland County representative in the State House of Representatives, addressed the Faculty Senate.

In her 12-minute, informal remarks, Representative Deatherage discussed the current status of the proposal before the House to increase the state tax by one cent until December, 1985. She announced that the House Revenue and Taxation Committee had just approved the proposal that is to be considered by the entire House on Wednesday, February 1. Senate consideration should follow in a few weeks.

In her view, the most critical aspect of the situation is the passage of the emergency clause that would allow the tax increase to go into effect immediately upon signing by the Governor; otherwise, the increase would not go into effect until 90 days after the Legislature adjourns. If the emergency clause is not

passed, there will be an effort--she felt--to intitate a petition to prevent the measure from taking effect.

She urged faculty members to contact their state legislators. She named several in this area who, in her opinion, should be called.

She stressed that the temporary tax increase (about \$260 million) is not a long-range solution to a problem that will continue to face the Legislature and the state and mentioned other possibilities--property reassessment, gasoline tax increase, restoration of 16 tax cuts, and other tax reforms. However, she was not optimistic about the likelihood of the Legislature's raising additional revenue.

RECOMMENDATIONS OF SENATE EXECUTIVE COMMITTEE: Budget crisis

Background information: On January 16, the Faculty Senate agreed to call this special session of the Senate and also instructed its Executive Committee to prepare appropriate suggestions for specific faculty actions concerning the current University budget crisis. (Please see pages 2-6 of the Senate Journal for the regular session on January 16, 1984.)

Accordingly, the Senate Executive Committee met twice to prepare its recommendations for Senate consideration and action.

Senate action: Copies of the following Executive Committee recommendations were distributed at this special session of the Senate:

Short-Range Plans

1. Legislative Affairs Committee
 - a. Organizing plans for letters and calls to legislators.
 - b. Faculty contacting former students, friends, relatives in various legislative districts.
 - c. Identifying faculty with contacts in legislative districts.
 - d. Writing, calling your own legislator.
 - e. Accumulating list of cuts on campus, along with long-range plans that have been shelved.
 - f. Identifying faculty and students who will talk about their problems.
 - g. Identifying unfilled positions.
 - h. Identifying faculty leaving or looking.
 - i. Hosting two receptions for legislators.
 - j. Sending letters to alumni.
 - k. Sending letters to parents of students.

2. "Focus on Quality in Higher Education," Wednesday, February 29 (Tentative)
 - a. OU Financial Situation -- Subject of voluntary discussion in regular classes by Faculty.
 - b. Mid-day Seminars -- College Deans, Faculty, and Students -- (Media).
 - c. Afternoon University community -- President, Regent, Faculty, Staff, and Students -- (Media).
 - d. Evening forum on FQHE --

1. President	5. Senate Pro Tem
2. Chancellor	6. Chamber of Commerce
3. Governor	7. Executives
4. Speaker	8. Media

3. General faculty special meeting for information purposes (date to be set).
4. Senate Executive Committee and other standing committees urge administration to continue to apply the financial burden equitably.

Long-Range Plans

1. Continue with the Legislative Affairs Committee.
2. Encourage administration to begin long-range planning, drawing upon expertise available on campus.
3. Work with Alumni Affairs for faculty and students to meet with alumni and civic groups throughout the state.
4. Encourage Higher Regents to adopt higher admission requirements to the University as recommended by OU last spring.

Proposed Senate Response To The Regents

The University faculty is aware of and understands the underlying reasons for the Regents' policy requiring faculty furloughs on days other than class days.

The policy is especially difficult for faculty members who either teach five days per week, have night classes, or teach weekend classes. The Regents' policy is further complicated by the recent passage of a resolution in the Oklahoma House of Representatives that "instructs all state agencies not to require furloughed state employees to work on days on which they are furloughed."

The Faculty Senate (Norman campus), therefore, would like to express its disappointment that the wishes of the majority of faculty members were ignored in setting a policy that has become a major issue. Although there are honest differences of opinion among faculty, as well as between faculty and the Regents, the Faculty Senate proposes that the entire matter be put to rest and that all of us--Regents, administration, faculty, staff, and students--work together and concentrate our efforts on solving future financial problems, particularly for 1984-85 and beyond.

Professor Ford, Senate Chair, called attention to the Senate Executive's Committee list of recommendations for short- and long-range plans for activities that would involve faculty on this campus.

He noted that the Legislative Affairs Committee, appointed by President Banowsky, includes not only the faculty listed on page 2 of this Journal but also representatives of the UOSA, the Student Congress, and the Employee Executive Council.

The Legislative Affairs Committee has met several times and has taken some action already. Contacts have been made on a one-on-one basis with individual legislators, either by the Committee members themselves or by others at the request of Committee members. The Student Congress has mailed letters recently to parents of students from Cleveland and Oklahoma Counties. The EEC is now identifying individuals who have been raised in Seminole and other adjoining communities to contact residents in those areas with the request that they, in turn, contact their state legislators.

The Senate Chair called attention to the 2-page list of Senators and Representatives, with maps showing their constituencies, distributed at this Senate meeting. He also

said that those fact sheets would be distributed to Norman campus faculty within a few days, without cost to taxpayers for either duplication or distribution.

The Senate Chair urged all Senate members to discuss this matter with their colleagues and persuade them to take every action possible. He cited, as an example, his recent visit with the Editor of his hometown newspaper, The McIntosh Democrat. The previous week's edition of that newspaper featured a front-page article with photographs of state legislators from that area, plus an editorial supporting the tax-increase measure.

Professor Ford also reported that Professors Teree Foster and Kerry Grant are conducting a series of shows on Norman Cable TV dealing with the campus budget crisis.

At a recent social event sponsored by the Norman Chamber of Commerce in Oklahoma City and attended by numerous state legislators and members of the Legislative Affairs Committee, the Senate Chair received the impression that a Senate resolution of support to the State House of Representatives would be appropriate and desirable. The Senate Executive Committee discussed the matter recently and has recommended that such a resolution be considered by the Senate. Without further discussion and without dissent, the Senate approved Professor Nuttall's motion that an appropriate resolution (to be prepared by the Senate Secretary) be forwarded to the Oklahoma House of Representatives.

Accordingly, on January 31, 1984, the Senate Secretary delivered to Representative Cleta Deatherage a copy of the following Senate resolution that she volunteered to reproduce and distribute to House members on Wednesday, February 1:

Oklahoma House of Representatives:

WHEREAS the current budgetary crisis in the state is producing a demoralizing effect on this institution by damaging and eroding the quality of higher education;

WHEREAS long-range measures need to be taken after appropriate study and review of any proposals for revenue enhancement that may be brought to the attention of the Oklahoma Legislature,

WHEREAS, in the immediate future, some ameliorating action must be taken to indicate, on the part of the state legislators, a genuine concern for the quality of higher education in this state, particularly at the two comprehensive universities,

BE IT THEREFORE RESOLVED THAT the Faculty Senate on the Norman campus of the University of Oklahoma urge the members of the Oklahoma House of Representatives, as a vital first step toward solving the long-range problem, to take favorable action on House Bill 1603, which provides for a temporary increase in the state sales tax. The Faculty Senate also urges the approval, at the same time, of the emergency clause to that House Bill.

The Senate next approved without dissent the following resolution of appreciation to four Cleveland County legislators, listed therein, as recommended by the Senate Executive Committee:

RESOLUTION OF APPRECIATION

WHEREAS the Honorable Lee Cate, Cleta Deatherage, Cal Hobson, and Nancy Virture have done and are continuing to do a noteworthy job in the Oklahoma State Legislature of (a) articulating the catastrophic and devastating impact of the budgetary crisis now plaguing the University of Oklahoma and (b) championing the cause of essential revenue enhancement to ameliorate, as soon as possible, the critical situation at this institution, as well as other state agencies and departments,

WHEREAS the above-named legislators, in their contacts with constituents throughout Cleveland County, have shown and are showing an exemplary awareness of and sensitivity to the financial problems and needs of this University,

BE IT THEREFORE RESOLVED THAT the Faculty Senate on the Norman campus of the University of Oklahoma express its sincerest gratitude to Senator Lee Cate and Representatives Cleta Deatherage, Cal Hobson, and Nancy Virtue for their commendable and praiseworthy interest in and unswerving dedication to the task of improving the quality of higher education in this state, particularly at the two comprehensive universities.

Turning to the short-range plans recommended by the Senate Executive Committee, Professor Tharp questioned the "tentative" timing of the February 29 events. Representative Deatherage felt that she could not predict when the State Senate would be voting on the tax-increase proposal. She felt that February 29 may be a little late for input in connection with the current tax-increase proposal. However, in her opinion, there must be public dialogue regarding the need for additional revenue for any type of "quality education." She noted other aspects of this matter--for example, the higher admission standards recommended by the OU Faculty Senate. She added, "I don't want anyone to think that this (tax-increase proposal) is a panacea. What we have in mind is to begin the dialogue with the people who can help us with long-range plans!"

Professor Canter commented that more than the February 29 activities and talking will be required. He urged long-range planning for the next 5-10 years to provide a forward-looking perspective to the current situation.

Representative Deatherage volunteered the comment that either Monday, Tuesday, or Wednesday afternoon would be the preferred time for such an event. She added, "I'll be glad to work with you on this."

Professor Nicewander supported the proposal as an indication of some Senate action in this budget crisis.

Professor Whitmore moved that the Senate Executive Committee be authorized to arrange for (a) a one-day event on campus (Focus on Quality in Higher Education) sometime before May, and (b) a Senate-chartered bus trip (at faculty participants' expense) to the State Capitol at a day to be selected in February to help with the lobbying effort for quality in higher education. With one dissenting vote, the Senate approved the motion.

Professor Biro then moved that the Senate extend an invitation to and urge the faculty members on this campus to appear at the State Capitol on Wednesday afternoon, February 1, either in small, organized groups or as individuals, to help with the lobbying effort. He also urged that widest possible publicity be given. The motion carried without dissent.

The appropriateness and the relevance of item 4 (urging the administration to apply the financial burden equitably) were questioned. Professor Biro moved that the item be deleted from the list. In his opinion, many faculty members would interpret that statement as implying further "across-the-board reductions." Furthermore, in his view, such action refers to the internal allocation of funds.

Professor Cozad took exception to Professor Biro's remarks and contended that the recommendation "is entirely appropriate and logically in place." He added, "Public relations is but one aspect of the proposed FQHE Day. Equally significant is how we survive this budget crisis."

Professor Whitmore seconded and endorsed the motion.

Professor Grant felt that there is a general feeling on campus that there should be no more across-the-board reductions. He urged that no action be taken to prevent the Senate from responding to the Regents' invitation for Senate reactions to their furlough plan.

Professor Gross supported the motion on the grounds that the word "equitably" is a troublesome one and that the Senate should go on record as stressing research and teaching absolutely, with additional cuts to be made in other areas in which the growth has been out of line with other areas. "To approve what they have done so far is to go against what I hear from faculty all over the campus."

Without dissent, the Senate approved the motion to delete item 4.

When the discussion next turned to the long-range plans, Professor Karriker suggested that the work "faculty" be added to item 2 so as to read:

- "2. Encourage administration to begin long-range planning, drawing upon faculty expertise available on campus."

Senate consensus was to accept the suggestion as a friendly amendment.

Professor Canter felt that the list is "a good beginning but is not strong enough." Recalling Representative Deatherage's comments about what neighboring states are doing, he felt that the list needs to be much more specific particularly with respect to deadlines.

Professor Gross next moved that the Senate reply to the Regents' furlough policy be amended to include a statement that any further cuts (outside the furlough days already approved and scheduled) be taken outside the teaching and research functions of the University.

Professor Hengst saw the "furlough days" as really a pay cut that is a reasonable action in view of the budgetary exigencies.

Professor Biro endorsed the point that no further damage and erosion be effected on the teaching and research/creative activity functions on the Norman campus.

Associate Provost Ray called attention to Representative Deatherage's comment that the 1¢ sales tax increase would "leave us where we are now" -- including the \$1.2 million reduction effected by the six furlough days.

Noting the late hour (5:15 p.m.), Professor Nuttall felt that more time was needed to give adequate attention to this topic.

Professor Whitmore offered the amendment that the resolution include a statement to the effect that salary reductions already incurred be restored as soon as possible from cuts in other areas. The amendment was accepted.

Professor Gross added that the Budget Council assumed the furloughs to be a temporary, stop-gap measure that would not affect the base pay and felt that the faculty should not indulge any discussion of "a 5 percent reduction."

Professor Whitmore commented that in his recent study of Norman campus the "administrative salaries" category includes all salaried staff no matter what the office; i.e., individuals who work for salaries but who are not themselves either research or teaching faculty.

In a voice vote with one dissenting vote, the motion as amended was approved.

Professor Murphy next moved approval of the revised Senate reply to the University Regents, as amended at this session.

During the ensuing discussion, the Senate accepted the amendment to delete the final sentence in the version recommended by the Senate Executive Committee. Later, with a few dissenting votes, the Senate approved the resolution as amended. In final form, the Senate reply to the Regents' furlough plan reads as follows:

FACULTY SENATE (Norman campus) RESPONSE:
Regents' furlough policy

The faculty on the Norman campus is aware of and understands the underlying reasons for the Regents' policy requiring faculty furloughs on days other than class days.

The policy is especially difficult for faculty members who either teach five days per week, have night classes, or teach weekend classes.

The Regents' policy is further complicated by the recent passage of a resolution by the Oklahoma House of Representatives that specifically "instructs all state agencies not to require furloughed state employees to work on days on which they are furloughed."

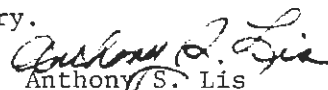
The Faculty Senate (Norman campus), therefore, would like to express its disappointment that the wishes of the majority of faculty members were ignored in setting a policy that has become a major issue.

Furthermore, we urge that no further financial problems be solved either by reductions in faculty salaries (other than the furlough days already approved) or by any other move that would further damage and erode both the teaching and the research and creative activity functions on the Norman campus. Salary reductions incurred should be restored as soon as possible from cuts in other areas of the University operations.

ADJOURNMENT

The Faculty Senate adjourned at 5:36 p.m. The next regular meeting of the Senate will be held at 3:30 p.m., on Monday, February 13, 1984, in the Conoco Auditorium, Doris W. Neustadt Wing, Bizzell Memorial Library.

Respectfully submitted,


Anthony S. Lis

Secretary, Faculty Senate

Excerpts from President William S. Banowsky's address, "The State of the University," at the Norman Joint Civic Clubs Luncheon, Oklahoma Memorial Union, on Monday, January 30, 1984.

I can give you this, my sixth annual "State of the University" address in a nutshell: In recent years we have made such great progress that the University is today in the strongest condition of her history; but cuts over the past 14 months now threaten to return us to business-as-usual mediocrity.

You remember the days of progress. In 1982, the Legislature granted the largest increase ever to higher education. It marked five successive years of historic growth and moved Oklahoma to the top of the nation in relative educational improvement. At the University, we went from the very bottom to the top of the Big Eight in faculty salaries, added 150 new faculty positions on the Norman campus, strengthened the library, improved computing capacity, and constructed new academic facilities.

Then, on November 10, 1982, Governor Nigh announced the first of many short-falls and the euphoria evaporated. How much have we cut? Last year, it was \$4.3 million, this year \$8.1 million, a total of \$12.4 million slashed from our operational budget.

And how much have the cuts really hurt the University? To answer that, you must first remember that for decades we have been seriously underfunded so that we have been forced to chop away at what was already a weak base. Don't ever forget that in 1978, when the drive started, Oklahoma ranked 50th out of 50 states in expenditures per full-time student. Don't forget that in 1978, in the ranking of all doctoral-degree-granting universities in the country, the University of Oklahoma ranked 95th out of 105. The top ten public universities were Berkeley, Michigan, Wisconsin, Illinois, UCLA, Minnesota, Texas, North Carolina, Washington, and Indiana. To increase our operational budget to the average of this group would require \$75 million a year more. After the five years of progress, we moved up only ten places -- from 95th to 85th, out of 105. Imagine how impatient we would be if our athletic teams performed as poorly as the University's academic ranking. More revealing than the institutions above us are those below. Only one, the University of Oregon, is a major state university. The others are Ball State, Western Michigan, Northern Colorado, Northern Illinois, East Texas, and others you don't expect to find in the big leagues. The message we must take to the people of Oklahoma is that OU and OSU are being funded as baccalaureate institutions rather than doctoral universities. Judged nationally in comparison with their counterparts, Oklahoma's junior colleges are excellently funded. But by the same comparisons, Oklahoma's two comprehensive graduate and research universities are seriously underfunded.

1. The most serious damage is the morale of our faculty and staff. The faculty is the University. The most important gains of the past few years were in the strength of new faculty added. Astoundingly, one-half of the Norman campus faculty has been added since 1978. We recruited them at an ideal time, when other states were having money problems and when it appeared that the future was on our side. They are bright, marketable, and because they do not have the protection of tenure, most are looking and some are already leaving. Nineteen Norman campus faculty members have left or announced resignations effective at the end of this term; 7 in Engineering; 2 in Accounting, 2 in Finance; one each in Political Science, Marketing, Economics, Science and Public Policy, Modern Languages, Physics, and Botany-Microbiology.

2. In addition to those already going, virtually every department reports that faculty are applying actively for positions elsewhere. On top of the 7 resignations, the College of Engineering has 5 other faculty trying to leave, which would represent a 20 percent reduction in total positions. In the School of Meteorology, 2 nationally recognized faculty are being courted. The College of Environmental Design has 6 faculty applying elsewhere and another has already

taken a private-sector job. Departments of Mathematics, Modern Languages, Psychology, Economics, Accounting, Botany-Microbiology, Anthropology, Health and Physical Education, Political Science, and Physics and Astronomy are among those reporting faculty actively searching. All but one of the untenured English teachers and all but one of the untenured history teachers have applied elsewhere. Four senior members of the English Department have been nominated by others for jobs elsewhere.

3. Because of resignations and the freeze on hiring, the size of the faculty has dwindled to a critically low level. For years, we have had the smallest faculty in the Big Eight in terms of student-teacher ratio. That is why, during the boom period, we added 150 new positions. But even at our high point, our student-faculty ratio of 23-1 was far behind the AAU'S average of 18-1. Now, we have already lost 68 -- almost half of those new positions -- through retirement and resignation without being able to refill them. Thirty-nine departments do not have adequate faculty size. The School of Journalism is short 7, Geology and Geophysics 2, Environmental Design 3. The School of Music is short three senior positions, and the College of Law is short two senior positions, including the crucial area of taxation law. Within a year, the Department of Chemistry has dropped in fulltime tenured or tenure-track faculty from 25 to 22, leaving serious gaps in analytical, organic, and inorganic chemistry. The Division of Finance has dropped from 11 to 8 and is unable to offer courses necessary for degree requirements. The Division of Management is facing a 25 percent reduction. The Department of English has been unable to fill such positions as Director of Freshman Composition, Teaching English as a Second Language, and Afro-American Literature. The English Department has been unable to replace 2 professors who retired and is now reduced to 25 full-time professors, as compared to about 60 at comparable Big Eight schools and 110 at the University of Texas. The Department of Modern Languages is now short a Spanish teacher, is losing 2 French teachers, and is staffing Chinese and Japanese courses with graduate assistants.

4. In addition to teaching positions, several key academic leadership posts remain unmanned. Searches for the Deans of the Colleges of Education, Nursing, Pharmacy, and Public Health have been cancelled because we are in no position to recruit top people. After placing advertisements in national journals, the Department of Psychology abandoned its search for a Director of Clinical Psychology and cancelled its plans to begin a program in Clinical Psychology.

5. Because of faculty shortages, the University's curriculum has been systematically weakened. For this spring semester, at least 45 separate courses were eliminated and that works havoc with students' plans for graduation. In addition, at least 66 sections of other courses were cancelled, including 24 "help sections" for engineering students in physics and all undergraduate evening courses in human development. In the School of Journalism, 32 sections of required courses and 10 elective courses have been cancelled. The Department of Communication cancelled its entire Speech and Hearing program, affecting one-fourth of its majors. The College of Engineering cancelled the Metallurgical Engineering program and permanently closed the state's only Nuclear Engineering program. The Department of Human Relations terminated its Diagnostic Testing program. The Department of Health, Physical Education, and Recreation delayed indefinitely long-standing plans to offer the doctor's degree. The School of Social Work cut its program at Tulsa by 20 percent. The School of Music is no longer able to offer instruction to non-majors on a number of instruments. Recitals, master classes, and other enrichment activities in music and drama, including off-campus performances for recruiting, have been eliminated. The Department of Human Development cancelled all undergraduate evening classes. The Department of History cancelled its program of inviting a distinguished retired professor of History to spend a semester here. After the commitment was made, the Department of Physics and Astronomy cancelled plans to bring a visiting scholar from China.

6. Engineering, Business, and Journalism, because of enrollment gains, have seen dramatic increases in class sizes. In these and other departments, the large number of closed sections renders student scheduling extremely difficult. In the past three years, the number of Finance majors increased from 350 to 670, while faculty size remained constant. Thirteen of their 25 undergraduate classes were closed not when demand was met but when the rooms were full. Our Division of Economics has the highest credit-hour-per-faculty-member load in the Big Eight. Four economics classes have 300 to 400 students. A business policy course has 490 students. Four upper-level Management courses total 100, 120, 200, and 220 students. The Botany-Microbiology Department doubled the size of its lab sections, requiring students to stand in line to use equipment. A required thermodynamics course -- one of the most difficult classes at the University -- has 67 students. Of 35 sections of Principles of Accounting, half are now being taught not by regular faculty but teaching assistants working on master's degrees.

7. Even at the level of graduate and teaching assistants, however, we have suffered serious setbacks. During the last year, almost forty graduate teaching and research assistant positions have been axed, while we have been incapable of recruiting competitively in filling many others.

8. Along with quality faculty and students, the indispensable ingredient for quality graduate education is modern equipment for research and scholarship. At no other place in the University are funds more desperately needed than to purchase, replace, and repair equipment. Every academic department is hurting for equipment essential to laboratory work and basic research.

9. Travel freezes have made it impossible for faculty to attend important professional meetings, to deliver scholarly papers and disciplinary conferences, and to meet and exchange information with colleagues. Just as our athletic teams are ranked at the national level by the polls, every academic department is constantly being evaluated, accredited, and graded by its peers. The national ranking of the University is nothing more than the sum total of the national standing of its academic departments. A few faculty have attended at their own expense, but most have stayed home, and their colleagues across the nation know why. The recipient of a research award by the Association of Library and Information Science Educators was forced to borrow money to attend the presentation ceremony to receive his award.

10. In addition to those who teach, the University is served by a highly loyal professional and clerical staff. Here we are in direct competition with business and industry in keeping our best people. So far, 19 professional and clerical staff positions providing direct support to the academic departments have been eliminated, and throughout the University the number runs into the hundreds. In fact, a grand total of 477 state-funded positions have been stripped during the past year.

11. Most academic departments are planning reduced summer school offerings with four summer classes already cancelled by Political Science and five by Industrial Engineering. The number of cancellations will grow. Combining cuts from last year and this, the budget for summer school has been cut 29.3 percent.

12. Three academic departments have virtually eliminated all telephones; 5 other departments have cut out some of their phones; and 7 departments are prohibiting long-distance calling except for special, approved circumstances.

13. Valuable resources in some academic departments have been rendered useless because funds are not available to provide maintenance or other needed services. The Department of Anthropology has a computer terminal and printer but lacks funds to install them. That Department also has 5 vehicles, acquired through grants for use in field work, but 4 cannot be used because there are no funds for routine maintenance and operation. The Zoology Department has been unable to replace parts for microscopes. The Department of Botany-Microbiology

is unable to repair teaching and research laboratory equipment or to purchase equipment to replace antiquated devices.

14. We have lost much of our momentum toward building a great library. The number of hours the library is open for student and faculty use has been reduced 16 percent. Five staff positions have been cut. We were thrilled to add our 2-millionth volume last year. One library in Boston has more books than all of the libraries in Oklahoma combined.

15. As crucial as the library is to faculty and students, the computer is equally central to many researchers on campus. We have cancelled a multi-year computer development program begun 3 years ago. The School of Accounting is the only one in the Big Eight that does not have microcomputers available for instructional purposes.

16. Unless additional funds can be found, the publication of the Oklahoma Law Review and the American Indian Law Review by the OU College of Law will be suspended. Faculty members in numerous departments cannot use or have limited access to copying machines, requiring them to give fewer exams or to write questions on the blackboard. Recent, dramatic progress in the Mathematics Department saw its ranking by the American Mathematical Society jump from the lowest category of III to II. In 1983, it was poised to move toward the top rating; now that ranking is gravely threatened.

17. The maintenance and operation budgets of all departments have been cut to the bone. You can drive your car for a time without changing the oil, but eventually you will pay a much higher price. We will pay a high price in years to come because of essential maintenance being neglected today.

This tangible damage is serious, but we have been hurt most by loss of morale and momentum. We must recover the sense of hope, the spirit of future, the conviction that we are making real progress every day in building on these hallowed acres a truly great university. In that regard, I have three thoughts:

a. First, for the first time since we started this nosedive in November 1982, I am prepared today to say that, in my opinion, we are now at the bottom and will very soon be starting to pull out and head back up. I base this optimism on our evaluation of the climate now at the State Legislature.

b. Secondly, it is also good news to know that, even with the loss of public funds, momentum has been maintained because of the loyalty and generosity of our alumni and friends. Earlier this month, the Board of Regents awarded contracts for almost \$10,000,000 in construction for two continuing and crucially important academic facilities -- the School of Music Building and the Energy Center.

The Energy Center's 140 Founders and Charter Members have already given or pledged \$20,000,000, the greatest amount for any cause in the history of Oklahoma. The same is true with our 1,800 OU Associates, 3,200 President's Partners, Deans Councils, Friends of the Libraries, and other support groups. In the coming year, we will target OU Associates gifts for special faculty support. Also, we are raising funds from foundations and other private sources to aid with faculty salaries and research support.

This month, we also opened the magnificent new headquarters for the University of Oklahoma Foundation. Since 1978, its assets have grown from \$15 million to over \$50 million.

c. Finally, it is also good news that thousands of Oklahomans are growing everyday in their understanding of the importance of building a great University. More Oklahomans than ever before know that the state's economic future, its standard of living, its quality of life, its ability to compete in the high technology economy depend more than anything else upon the quality of its two comprehensive universities.