

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

Regular session -- February 13, 1984, -- 3:30 p.m., Conoco Auditorium,
Doris W. Neustadt Wing, Bizzell Memorial Library

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

Present:

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

PSA Representatives:	Boehme	Corcos	Guyer
	Skierkowski		
Liaison, Women's Caucus:	Williams		
GSA Representative:	Baldwin		
Liaison, AAUP:	Turkington	Liaison, ABP:	Butler

Guest: Provost J. R. Morris

Absent:

Bredeson	Canter	Davis	Hawley	Larson
Magrath	Schmitz			
Provost's Office Representative:			Ray	
PSA Representative:	Powers			
UOSA Representatives:	Albert	Stanhope	Rodriguez	
GSA Representative:	Larson			

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APPROVAL OF MINUTES

The Journal for the regular session on November 14, 1983, was approved with the following change requested by Professor George Murphy:

pp. 18-19 (Final report of Senate/UOSA Committee on Instructional Improvement/Teacher Evaluation) --

Background information: Delete entire second and third paragraphs.

Secretary's note: In connection with the above deletion, for the sake of clarity, the following underscored passage should be added to the first paragraph of page 19 as revised:

"The final report of that Committee (see page 5 of the Senate Journal for May 2, 1983) was distributed to all Senate members on October 21, 1983."

ANNOUNCEMENT - Spring meeting, General Faculty (Norman campus):

The General Faculty on the Norman campus will hold its spring semester (1984) meeting at 3:00 p.m., on Thursday, April 19, 1984, in the Oklahoma Memorial Union.

ACTIONS TAKEN BY PRESIDENT WILLIAM S. BANOWSKY:

Senate response to the Regents' furlough plan: On February 2, President William S. Banowsky acknowledged, without comment, his receipt of the Senate response to the Regents' furlough plan. (Please see page 8 of the Senate Journal for the special session on January 30, 1984.)

Senate resolutions to State House of Representatives and four Cleveland County legislators: Also on February 2, President William S. Banowsky acknowledged, without comment, his receipt of the Senate resolutions to the State House of Representatives supporting the tax-increase proposal and to four legislators from Cleveland County (Senator Lee Cate and Representatives Cleta Deatherage, Cal Hobson, and Nancy Virtue) expressing the Senate's appreciation for their efforts in improving the quality of higher education in the state, particularly at the two comprehensive universities. (Please see pages 5 and 6 of the Senate Journal for the special session on January 30, 1984.)

Response of State Representative Cal Hobson to Senate resolution of appreciation: On February 6, the Honorable Cal Hobson, member, Oklahoma House of Representatives, addressed the following self-explanatory message to the Senate Secretary:

"Thank you very much for the extremely kind and flattering Resolution from the Faculty Senate. It came at a time when much of my mail was not so complimentary.

"As you know, the House has now passed a one-penny sales tax increase and it should help to stop the damage being done to our great University. I am counting on your continued leadership and help as we search for adequate funding for education in Oklahoma."

(Please see page 6 of the Senate Journal for the special session on January 30, 1984.)

FALL (1983) SEMESTER REPORTS: University Councils and Publications Board

The following fall (1983) semester reports have been received from the Chairs of the University Councils and the Student Publications Board:

Report of the Academic Program Council for the fall semester, 1983, submitted by Professor Gene Levy, Chair, on January 26, 1984:

The Academic Program Council has met 5 times during the fall semester (Sept. 19, Oct. 17, Nov. 21, Dec. 19, and Jan. 9) with the meetings lasting from one to two hours. Three of the sessions lasted for two hours.

The following actions were taken by the Council:

1. Recommended disapproval of the request of the Department of Physics for University Courses 0301 and 0311 for Spring 1984. This was consistent with the action taken in the spring of 1983 by the Council and included in the Council report for that semester.
2. Recommended approval of the following proposals:
 - a. Microcomputer Emphasis option for the Master of Education degree, Educational Technology major.
 - b. Nonthesis option for the Master of Science degree in Nuclear Engineering.
 - c. Two new emphases for the Master of Science degree in Industrial Engineering.
 - d. Deletion of the nonthesis option for the Master of Arts degree in Anthropology.
 - e. Modification of the Master of Science degree in Meteorology.
 - f. Changes in the Master of Arts and Ph.D. programs in Political Science.
3. The Council approved 9 course additions and 33 course changes.

The Council spent much of its time discussing five other proposals. Recommendations have been made to the Provost concerning these proposals, but action is pending on these recommendations, either at the State Regents' level or internally.

In order to provide additional information concerning proposals under consideration, the following persons appeared before the Council at its request: Associate Provost Ray, Dean Burwell, Dean Holder, and Professors Counihan, Friedrich, Nuttall, and Platt.

The Council regularly meets the third Monday of each month at 3:30 p.m. However, the January meeting was rescheduled to the second Monday, since the Faculty Senate met on the third Monday that month.

The work of the Council has been greatly facilitated by the wise advice and counsel of Mrs. Connie Boehme, Editor, Academic Bulletins, and Dr. Milford Messer, Registrar. These two individuals regularly attend Council meetings.

Gene Levy (Mathematics), Chair
 George Cozad (Botany/Microbiology)
 Kevin Crowley (Geology/Geophysics)
 Gwenn Davis (English)
 James Horreil (Finance)

Roy Knapp (Petroleum/Geological Engineering)
 Cecil Lee (Art)
 Benjamin Taylor (Economics)
 Alexis Walker (Human Development)

Report of the Athletics Council for the fall semester, 1983, submitted by Professor Sharon Sanderson, Chair, on February 15, 1984;

I. The Athletics Council has approved awards for the following sports:

1982-83 Baseball	1983-84 Women's Cross Country
1982-83 Men's Golf	1983-84 Men's Cross Country
1982-83 Men's Gymnastics	1983-84 Volleyball
1982-83 Men's Outdoor Track	
1982-83 Women's Outdoor Track	

The following criteria were added to annual Special Awards:

"In January, nominations for the Conference Medal Award (Men's and Women's) and the Jay Myers Award (Men's and Women's) will be solicited from the head coach of each varsity sport. Each coach will be provided with a description of each of the awards and will be notified that the minimum grade-point average required for consideration is 3.0. Each coach may nominate one student athlete for each of the two awards. The nominations must be supported by accounts of the nominees' academic and athletic achievements.

"Nominations will be referred to the Awards Committee of the Athletics Council in February. The Awards Committee will recommend to the Council one male and one female student athlete for each award. The Council will make the final selection of the awardees at the March meeting."

II. Team schedules and schedule changes have been approved to conform to existing policy, with two exceptions.

1. For the 1983-84 spring semester only, the Men's Golf Team will be allowed 11 class-cut days with the provision that no one student-athlete will have more than 10 cuts because of the schedule.
2. Men's Spring Tennis was approved as submitted for the 1983-84 spring semester only; it reflects 14 class-cut days because of the number of $\frac{1}{2}$ -day cuts charged against the team for 1:30 p.m. home competition starting times, and the coach has assured the Council that team members do not have afternoon classes.

The Schedule Committee has been charged to review the Council's Class-Cut Policy to (1) look at 10 vs. 12 class-cut days and (2) review the definition of "day" and " $\frac{1}{2}$ day." The Committee is to report its findings and/or recommendations at the March, 1984, meeting.

III. Since the last reporting period, the NCAA Advisory Committee has met as a whole at least 5 times for four hours at a time. Some individuals on the Committee have spent a great deal of additional time writing the proposal and conferring with significant others. A nine-page report was presented and adopted at the November, 1983, Council meeting. Dr. Banowsky supported recommendations A, C, and D, but withheld commitment on recommendation B pending further study. (A copy of the report is on file at the Senate office, OMU 406, and is available for faculty perusal).

IV. The Spirit Squad Policy was amended and adopted as amended to include Top Dawg as the designated mascot for basketball under the direction of the Spirit Squad Coordinator. Funding for Top Dawg will be the responsibility of the Tip-In Club.

Also, the UOSA president shall be involved in a non-participatory role as an observer in the closed-door session of the judges' decision-making and tabulation process for all squad tryouts. The UOSA president shall not in any way participate in the observations of the tryout nor shall he/she have any knowledge of the identification of any student involved in the tryout.

Also, the Internal Auditing Department will be the designated independent group to verify the judges' tabulation of the results. The Internal Auditing Department and those involved in the judging process shall be in separate rooms. No other persons in a participating or non-participating role shall be involved in the internal auditing process.

V. Dr. Banowsky approved all actions taken by the Council, except for the item noted above under III.

Report of the Budget Council for the fall semester, 1983, submitted by Professor Raymond Daniels, Chair, on January 27, 1984:

The Norman Campus Budget Council met five times in regularly scheduled meetings during the Fall 1983 semester. In addition, Council members met in a number of informal discussion and planning sessions.

From the outset, the Council's attentions were directed almost exclusively to budget problems of the current academic year. With a major budget cut last academic year and the certainty of additional reductions in the University budget this year, the Council initially reviewed the steps already taken to reduce expenditures. These were compared with the recommendations made by the Council in the Spring of 1983. Although substantial savings had been effected in line with the priorities included in the Council's recommendations, it was apparent that another major budget cut would necessitate reductions in salary and wage expenditures.

At the request of President Banowsky, the Council undertook development of a plan and policies for implementation of a furlough program should this become necessary. To obtain the broadest possible input from the University community on furlough planning and to assess faculty sentiment and morale, a subcommittee of the Council prepared and distributed questionnaires to the faculty and staff. The response to these questionnaires was extraordinarily good (633 faculty responses and 1741 staff responses), reflecting the anxiety and concern for the University's current financial crisis and prospects for the future. A summary of the responses to the Faculty Survey is appended to this report.

In December, the Council submitted recommendations to the President on implementation of a furlough program. By this time, it was certain that furloughs would be necessary. The recommendations were as follows:

1. All faculty and staff of the University should be included in the furlough program, including those paid from state appropriations, auxiliary and service accounts, and contract and grant accounts, with two exceptions. These exceptions are:
 - a) Student employees
 - b) Contract and grant employees whose only affiliation with the University is for service on a contract or grant and for which the University has no obligation to the employee beyond the period of the contract or grant.
2. Where legally possible, funds saved through furloughs in auxiliary and service units should be transferred to a common pool to reduce the necessary furlough time for all University employees.

3. Savings in the furlough program should be accomplished through the process of salary reductions for monthly and full-time hourly employees. The reductions for the necessary furlough days should be spread over as many pay periods as possible for the balance of the budget year to reduce the impact in any one pay period. For part-time hourly employees, salary rates should remain unchanged, but the hourly salary pool should be reduced.
4. With respect to the scheduling of furlough days, the Council took no position on specific dates but recommends that teaching and research activity be interrupted on some or all of the furlough days.

In addition, the Council recommended that the University's "Financial Emergency Policy" and the "Policy Statement on Program Discontinuance" (Norman campus) be put into effect at the earliest appropriate time in planning for FY 1984-85.

We wish to acknowledge the cooperation the Budget Council has received from University administrators and their willingness in sharing and evaluating budget information. We have also received valued assistance from the officers of the Faculty Senate and the Employee Executive Council. Budget Council members Kerry Grant, Bob Martin, Larry Hill, and Bill Audas deserve special recognition for their work in preparing and processing the survey questionnaires.

Raymond Daniels (CEMS), <u>Chair</u>	David Gross (English)
Homer Brown (Accounting)	Teree Foster (Law)
Beverly Joyce (University Libraries)	Kerry Grant (Music)
Jeff Kimpel (Meteorology)	Larry Hill (Political Science)
Jack Parker (Education)	

Report of the Council on Campus Planning for the fall semester, 1983, submitted by Professor James Goodman, Chair, on January 26, 1984.

The Campus Planning Council (CPC) conducted four regular meetings, one special meeting, and four subcommittee meetings during the period, September to December, 1983.

The following actions were taken by the CPC and forwarded to the President as advisements and recommendations:

1. That the Comprehensive Transportation Plan be adopted as an element of the University's long-range master plan and, further, that the University should work closely with the City of Norman to implement the plan.
2. That parking restrictions on the North Oval be enforced.
3. That the use classification of several parking lots be changed to lessen the impact on faculty-staff parking space losses when construction begins on the Music Building.

The major goal established for the current academic year was the formulation of guiding principles for developing the Master Plan of the University. These principles address the orderly development of the South and North Campuses and their integration into the broad systematic needs of the University that are focused on the Main Campus. Three subcommittees of the CPC were appointed to conduct these tasks.

James Goodman (Geography), <u>Chair</u>	Roland Lehr (Chemistry)
Walter Dillard (Zoology)	Joe Rodgers (Psychology)
Henry Eisenhart (HPER)	Leonard West (CEES)
Jeanne Howard (Univ. Libraries)	Donna Young (Environmental Design)
James Kudrna (Architecture)	

Report of the Council on Faculty Awards and Honors for the fall semester, 1983, submitted by Professor Don Counihan, Chair, on January 12, 1984:

An organizational meeting of the Council was held on the Norman Campus on November 4, 1983. At this meeting, a permanent Chair was elected and procedures and time-lines for review of nominations were discussed and settled. The Council is charged to review nominations for the David Ross Boyd Professorship, the AMOCO teaching award, and the Regents Awards for Superior Teaching, Research, and Professional and University Service. Recommendations for these awards are forwarded to the President.

Thirty faculty members were nominated for awards this year, two fewer than were nominated last year. An extensive and searching review of supporting materials for all nominees was conducted by the Council. The Council reconvened on December 12, 1983, at the Health Sciences Center to discuss the nominees and to develop its recommendations. The Council's recommendations were sent to the President's office on December 15, 1983.

In its deliberations, the Council took note of the marked differences in the number of nominations forwarded by various academic units and the two campuses, suggesting, as noted in prior reports, that deserving candidates may be overlooked. Further, the Council notes the disparity in the adequacy of supporting materials accompanying nominations, raising the possibility that some deserving nominees are poorly served by the case made in their behalf. The Council asks that academic units sending nominations forward pay particular attention to the need for adequate documentation.

Professor Don Counihan was elected Chair for the 1983-84 academic year.

Time spent by the Council in meetings averaged about four hours, with a substantially greater amount of time, averaging close to fifteen hours, in review of supporting documents. The Council takes note, in addition to the hard work of faculty members, of the dedication of the student representative and the alumni member who served on the Council this year.

Don Counihan (HSC), Chair	Joakim Laguros (CEES)
Digby Bell (Music)	Alex Kondonassis (Economics)
Kurt Dubowski (HSC)	Martha Primeaux (HSC)
Glenn Dryhurst (Chemistry)	Herbert Shillingburg (HSC)
Seymour Feiler (Modern Lang.)	John Sokatch (HSC)

Report of the Research Council (Norman Campus) for the Fall Semester, 1983, submitted by Professor Charles W. Bert, Chair, on January 17, 1984.

During the first six months of the fiscal year 1984, the Research Council received 52 non-routine applications from faculty for research funds totaling \$127,080. These grant requests were for amounts ranging up to \$5,000 each. The Council recommended funding 28 awards totaling \$49,248. As of January 1, \$26,395 remained available for non-routine faculty research awards. It is interesting to point out that all of the above figures are very close (within 4%) of the corresponding figures of one year ago.

As was the case last year, applications for Junior Faculty Summer Research Fellowships were evaluated by the Council in the fall semester. A total of 59 applications were received. The OURI Trust Fund Allocation provided \$56,000 for the awarding of 16 fellowships at \$3,500 each; this is two more fellowships than were awarded last year. The applications were first reviewed by five subcommittees grouped depending upon subject areas, and final recommendations were made by the full Council.

Early in January 1984, the Council reviewed nominations for George Lynn Cross Research Professorships and sent its recommendation to the Provost.

Because of Professor Andy R. Magid's departure in January 1984 for sabbatical leave, he will be replaced by Professor Roger E. Frech (Chemistry) effective the Spring (1984) semester.

It should be mentioned that the enlarged size of the Research Council, which became effective in September 1982, is functioning very effectively.

As a result of President Banoswky's action announced at the Fall Semester General Faculty Meeting, an augmented committee consisting of the members of the Research Council plus the George L. Cross Research Professors was set up. This committee met on November 21 and December 19. The major result of these meetings was the opening of a research-oriented channel of communication. However, this group did pass a resolution to the Budget Council regarding the budget crisis.

Charles Bert (AMNE), <u>Chair</u>	Don Kash (Science & Public Policy)
Jon Bredeson (EECS)	Andy Magid (Mathematics)
Ryan Doezema (Phys. & Astron.)	Robert Nye (History)
Richard Gipson (Music)	David Rowe (Human Development)
James Hibdon (Economics)	John Skvarla (Botany & Microbio.)
Victor Hutchison (Zoology)	John Chisholm (Grad. Stud. - PGE)
Jack Kanak (Psychology)	Kwame Opuni (Grad. Stud. - Educat.)

Report of the Board of Student Publications (Norman campus) for fall semester, 1983, submitted by Professor Ed Carter, Chair, on January 20, 1984:

The Oklahoma Daily is off to a good start this year. Advertising linage is up by 1 percent, and last year's sales were at an all-time high. The Daily has purchased eight newspaper racks, which are being placed at various apartment complexes. This means that students living in the apartments will not have to go to the management offices to get their papers. The Daily press run has been increased by 500 copies an issue. Editorially, the Daily has had one of the best semesters anyone can remember.

Twenty-three hundred Sooner Yearbooks have been sold to date; and, if the trend continues, more than 3,000 should be sold. This would be 400 more than were sold last year. This year's Sooner Yearbook will be printed by University Printing Services. Fred Weddle, director of student publications, said he believes the Sooner is the only yearbook in the nation to be printed on campus.

Production of the Oklahoma Daily through the Journalism Press is going smoothly. The Journalism Press also is doing the typesetting and pasteup for the Sooner Yearbook and all athletic programs. A new photo typesetting processor has been purchased, and has led to a significant decrease in waste.

The Publications Board has completed a revision of the Oklahoma Daily Policies and Procedures Manual, which is being distributed to the spring semester staff.

Ed Carter (Journalism), <u>Chair</u>	Chipman Stuart (Education)
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PROF. KERRY GRANT'S REACTIONS: Senate's limited response to Regents' furlough plan.

In commenting on the Senate's response to the Regents' invitation for reactions concerning their furlough plan, Professor Ford, Senate Chair, reported that the Senate Executive Committee had felt that the written response approved by the Senate on January 30 "spoke for itself" and that there was no need to send a faculty representative to the Regents' meeting on Thursday, February 9, at the

Health Sciences Center. (Please see pages 4 and 8 of the Senate Journal for the special session on January 30, 1984, and page 2 of this Journal.)

Professor Kerry Grant, with permission of the Senate Chair, then read a formal, five-page statement of his reactions to the limited Senate response.

Selected excerpts from his statement follow:

It is with considerable regret, only after deep reflection, and with the care evinced by a prepared text that I rise to express my disappointment at the decision of the Executive Board of the Faculty Senate to not represent this body before the Board of Regents at the February meeting held last Thursday. Although the resolution addressing the furlough policy passed by this body was submitted to the Regents, it was presented to the Board as an information item only and with all of the ceremony of the granting of a routine contract. An important opportunity to further faculty participation was missed, an ideal moment in which to press the legitimate claim of the faculty to be heard and heeded by its governing board was squandered.

The Senate resolution carried the intention of the faculty but it conveyed little, if any, of the depth of feeling that accompanied its conception and refinement in this body during the January special session. The Regents, pressed during the January meeting to recognize the interests of the faculty in the furlough policy, responded in good faith by opening the February meeting to a response by the Senate. They were prepared to listen. Regent Little had appeared before this body and acknowledged the strong sentiments aroused in this frustrated and restive faculty. Yet when the moment came to express our concern before an attentive Board of Regents, we were unrepresented. In the words of the Transcript reporter who covered the meeting, "The Senators declined an invitation from the Board to appear at the meeting and the Senate's written response was included in the agenda for information only." The document was not read aloud.

There was an evident need at that meeting for an advocate to emphasize to the Regents the strong emotions that underlaid the Senate discussion and to acknowledge, to encourage, and to express gratitude to the Regents for their heightened interest in faculty consultation. Instead, the Regents could only have wondered that an issue that was the cause of such passion in January could be of such little interest in February. There was, as always, an open microphone at the meeting, but for a faculty member to speak out when the leadership had indicated that no response was necessary or sanctioned by the Senate would have been unseemly and vain, in any case.

It seems that there are signs of disarray in our effort: (1) I would cite our failure in my estimation to respond adequately to the Regents. (2) The Budget Council that has the broadest mandate and investigative authority of any committee on this campus struggles to find a mission for itself other than articulating administrative policy. (3) In the public debate surrounding the furlough plan, the opinions of individual professors have been heard rather than clearly enunciated policy positions presented by our leadership with the backing of the full force of the faculty. (4) The task of mobilizing the faculty into political action in favor of increased revenue was largely unpursued until the President took a personal interest and organized the Legislative Liaison Committee to lobby at selected political functions.

A declaration of the seriousness of the faculty in pursuing its governance role at the University of Oklahoma seems needed at this time. We can be more than a clearing house for academic policy and an airing place for the stench of discontent. That the resolution of the Senate that addressed the furlough--a policy

which has occasioned such anxiety, discontent and discouragement--should be allowed to pass the Board of Regents as an unarticulated item for information only is, in my estimation, a situation that compells a serious evaluation of our commitment to faculty governance and our understanding of how to advocate effectively the interests of the faculty.

The Senate Chair opened the floor for further comments, reactions, and/or action in this matter. No comments were forthcoming.

REPORT OF SENATE EXECUTIVE COMMITTEE

Professor Ford, Senate Chair, commented on the following items:

(a) Senate/UOSA lobbying visit to State Capitol: Professor Ford reported that Professor Whitmore had been appointed Chair of the ad hoc Committee to arrange the proposed Faculty Senate/UOSA chartered bus trip to the State Capitol. Both had recently agreed that, in view of the House approval of the tax-increase measure, the lobbying trip will require a long-run, systematic approach.

(b) Focus on Quality in Higher Education (FOHE) Day, Norman campus: Professor Ford reported that President William S. Banowsky "is very enthusiastic about the FQHE Day proposal" and wants to arrange for a national figure for greater media attention. Announcement of the day to be observed on the Norman campus must await the selection of the speaker with national stature.

REMARKS BY PROVOST J. R. MORRIS

At the invitation of the Senate Executive Committee, Provost J. R. Morris took advantage of this opportunity to bring the Senate up to date on the following items:

(a) Proposed admission standards: Because of the pressure of other matters, the State Regents Council on Instruction did not get to the proposal for revising the admission standards until late October. To date, three meetings have been held regarding curricular admission standards.

Dean Webber, Oklahoma University representative at these sessions, is also serving on a subcommittee working out the details.

Provost Morris reported that, to date, nothing has been presented to the State Regents for action. In his view, the statewide Council on Instruction apparently will recommend the following:

- (1) 4 units of English
- (2) 2 units of laboratory science (biology/chemistry/physics)
- (3) 3 units of college-preparatory mathematics (algebra/geometry/trigometry/mathematical analysis/calculus)
- (4) 2 units of history (including American)
- (5) additional 4 units from the subjects listed above OR from the following: foreign language, computer science, economics, government, sociology, psychology, and speech.

Provost Morris feels that all four-year institutions will recommend those admission standards. Two-year colleges, with their special role in the state system, have an "open admissions policy." They will, however, list the above requirements as "strongly recommended." Some action by the State Regents is anticipated within two months. Provost Morris stressed the point that, although no decisions have been made to date, "the directions are quite clear." He added, "I feel very good about this. There is far more unanimity throughout the state that we had anticipated."

(b) Budget Priorities: Provost Morris distributed copies of the following three tables "to help illuminate some of the problems of budget priorities":

TABLE 1: EDUCATIONAL & GENERAL FUNCTIONAL BUDGET*
 (Norman campus)
 FY 79 - FY 83

* Excludes Continuing Education and Public Service

	FY 79	FY 83	\$ Increase	% Increase
Instruction, Research, Libraries, & Academic Computing (% of Budget)	\$30,266,498 (72.7)	\$58,889,615 (72.7)	\$28,623,117	94.6
Administration & General (% of Budget)	\$ 4,879,100 (11.7)	\$ 8,726,866 (10.8)	\$ 3,847,766	78.9
Physical Plant (No utilities) (% of Budget)	\$ 3,513,168 (8.4)	\$ 7,658,293 (9.4)	\$ 4,145,125	118.0
Utilities (% of Budget)	\$2,554,859 (6.1)	\$4,850,000 (6.0)	\$2,295,141	89.8
Data Processing (% of Budget)	\$ 447,057 (1.1)	\$ 918,735 (1.1)	\$ 471,678	105.5
			\$39,382,827	

TABLE 2: E&G EXPENDITURES AS A PERCENTAGE OF THE TOTAL E&G BUDGET
 FOR DOCTORAL-GRANTING UNIVERSITIES FOR FY 82

(Reported by the National Center for Higher Education
 Management Systems, Boulder, CO, and based on 105
 public universities that grant 30 or more doctoral
 degrees annually.)

Function	National Average	Norman Campus
Instruction & Research	56.8	59.9
Academic Support (Includes libraries, museums, academic computing, and academic administration)	9.1	10.5
Student Services & Aid	7.7	4.6
Institutional Support and Operations & Maintenance	17.9	17.2
Public Service & Extension	6.9	7.8
Mandatory Transfers	1.1	.0

TABLE 3: SUMMARY OF NEW MONEY DISTRIBUTION
(Norman campus).
FY 80 - FY 84

	\$38,734,000)	<u>% of Increase</u>
(Total new money <u>after reductions</u> :		
Salary, wage, and fringe benefit increases		56.36
Utilities		8.24
Computer		5.11
Library		2.11
Academic Program Improvement (primarily new faculty positions and equipment funding)		14.10
Special Program Support (ERI, Archaeological Survey, Climatological Survey -- special funding by State Regents)		2.01
CE & PS		.81
Across-the-board M&O Increases		5.49
Administrative Affairs		2.52
University Affairs		.35
Student Affairs		.61
Executive Affairs		.83
Other campus-wide functions		<u>.86</u>
		99.40

In conclusion, Provost Morris noted that (a) the budget does not reflect the judgments used and (b) his office tried to develop a format that would make clear what has happened to the money. "If you would like to have a special session on the budget issue or any other information, we would be very glad to provide the data for you. It has always been my policy to do this routinely with the Budget Council and with the Senate Executive Committee."

REPORT OF LEGISLATIVE LIAISON COMMITTEE

Professor Love, Senate Chair-elect and member of the Legislative Liaison Committee, reported on the activities of that group.

He noted that Professor Grant, in his remarks at this Senate meeting, in effect, labeled the Legislative Liaison Committee as "strictly a creature of the administration." Conceding that such a notion could have been possible at the early sessions with President Banowsky, he felt that subsequent Committee activities differed from the original thoughts and plans.

In his words, "Perhaps the most effective thing that we did was the survey that Professor Grant chaired to obtain information from Norman campus academic departments concerning the nature and the extent of the crisis on campus. The survey results were distributed to every state legislator. "We know that in several instances there was a change of mind regarding the tax increase-proposal.

He added, "We all recognize that, just because the Senate and the House have passed the temporary tax increase, does not mean that the battle is over. There is still the problem of appropriations." He urged faculty to write letters of appreciation and to support the legislators who had voted for the measure. He also urged that appreciation messages be sent to Messrs. Barker and York for their interest and efforts in the Legislature.

PROPOSED CHANGE: Appointment period, Norman faculty.

Background information: At his recent meeting with the Senate Executive committee, Provost J. R. Morris introduced the proposal to change the nine-month appointment period for the faculty on the Norman campus from September 1 - May 31 to August 15 - May 15. He indicated that the major reason for the change was to make the appointment period parallel to the academic calendar. One obvious advantage for faculty not opting for the twelve checks will be the receipt of a half-month check on September 1. Faculty taking advantage of the twelve-check arrangement will not be affected.

The Senate Executive Committee "endorsed" the proposal for Senate consideration.

Senate action: Professor Nuttall moved that the Senate also "endorse" the proposal.

In response to Professor Christian's question, Provost Morris indicated that a small number (about 20) faculty members on August appointments for research projects on grants would be affected and that his office would study the situation further. He also indicated that summer school payments would not be affected.

Professor Conner noted that further complications could arise for individuals involved in summer teaching, research, and administration concurrently.

With two dissenting votes, the Senate "endorsed" the following change in the Faculty Handbook:

Section 3.5.2, Faculty Personnel Policy:

Faculty appointments for the academic year are made for the period ~~September 1~~ August 15 through ~~May 31~~ May 15, though the instructional period may not correspond precisely to these dates. It is the responsibility of the appropriate chair or dean to notify each faculty member of the date the faculty member is expected to start work. The appointment for the first semester ends ~~January 15~~ December 31, even though the semester may end at a different time.

SELECTION OF FACULTY REPLACEMENTS: University groups.

Voting by written ballot, the Senate selected the following individuals for existing vacancies on University groups designated below:

Election:

Parking Violation Appeals Committee: Dortha Killian (Environmental Design)
replacing Varue Douglas (1983-85)

Nominations:

Athletics Council: Betty Atkinson (Physics/Astronomy) and
(Faculty Carolyn M. Morgan (Sociology)
alternate) replacing Terry Robertson (1983-87), who, as an
alternate, has been selected by the Athletics
Council to complete the term of Jack Catlin (1981-84)

Campus Tenure Committee (Norman): Gary Cohen (History) and
Sherril Christian (Chemistry)
replacing Erw Wagner (1982-85)

SENATE RESOLUTION: Final report, Senate/UOSA Committee on Instructional Improvement/Teacher Evaluation.

Background information: Last November, the Senate "accepted" the final report of the Faculty Senate/UOSA ad hoc Committee on Instructional Improvement and Teacher Evaluation. (Please see pages 18-21 of the Senate Journal for November 14, 1983.)

In reporting this Senate action to President Banowsky, the Senate Secretary noted that Senate acceptance implied that specific recommendations for implementing various Committee recommendations might be submitted in future, following additional study and discussion.

Senate action: Professor Levy moved approval of the following resolution concerning the final report of the Senate/UOSA ad hoc Committee:

FACULTY SENATE RESOLUTION: Final report, Faculty Senate/UOSA ad hoc Committee on Instructional Improvement and Teacher Evaluation.

First: The Faculty Senate acknowledges that the report is an able and highly useful discussion of the problems involved in evaluating teaching;

Second: The Senate endorses, in general, the following conclusions of the report:

(a) that teaching is made up of several quite distinct components, each of which affects the quality of instruction;

(b) that the evaluation of instruction must be undertaken for several quite distinct purposes;

(c) that the means chosen to evaluate teaching must be carefully chosen to measure each of these various components and to serve each of these various purposes; and

(d) that each academic unit must have the primary responsibility for designing a system of evaluation appropriate to its own methods and missions;

Third: The Senate requests that the Provost consider this report carefully, that he solicit additional observations from others if he deems it advisable to do so, and that he transmit it, together with his own comments, to each academic unit on the campus with the request that each unit consider, in some formal way, the possible implementation of whatever part or parts of the report seem applicable, practical, and useful to members of that unit.

Professor Levy offered the resolution because "the Senate did not fully discharge its duties last November. The action merely to accept the report was tantamount to simply acknowledging receipt of that document. Such action was terribly unfair to the individuals who had served on that Committee. "He called the report the most important Senate document during the past few years, excluding the Bystrom report on affirmative action.

He then gave the following reasons for presenting the resolution for Senate consideration:

- (1) To acknowledge the excellent effort of that Committee.
- (2) To register the Senate's general agreement with the chief principles embodied in the report, without committing each person to an absolute agreement with every statement or recommendation therein.
- (3) To move the document through the Provost to the academic units (departments) to allow the most careful consideration of its suggestions that must, in the end, be deliberated and then either enacted or rejected.

In responding to a question by Professor Smith, Provost Morris indicated that he would have no objections to routing the report to the academic departments on campus, taking cognizance of the decentralized administration on this campus. "I am not satisfied with the present evaluation system. I am delighted to see this movement."

Professor Murphy expressed his objections to the motion. Calling attention to the statement that he read at the November 14 Senate session (see page 20 of the Senate Journal for November 14, 1983), he reread excerpts, including the following concluding paragraph: "The Committee recommendations will lead to no substantive change in the way that teachers are evaluated on this campus. The rhetoric gives the appearance that the problem has been carefully considered, the system's deficiencies identified, and adequate corrective measures proposed. But an in-depth analysis reveals superficiality of understanding and recommendations for cosmetic changes only." He also distributed copies of that 2-page (8½ x 13) report.

He next called attention to another 2-page (8½ x 13) report entitled, "Chronology of events, 1982--present, as reported by George W. Murphy." He then read the following "Conclusions" section of that chronology:

The persistent effort by the 1982-83 Senate leadership to scuttle the valid May 10, 1982, Senate action and to circumvent the wishes of the general faculty, as revealed by the referendum, is highly improper if not downright irresponsible. The evidence is clear that Chairperson Foster thought that the 1982 Committee reports had been shot down by the November 8, 1982, Senate action, whereas that action merely confirmed the report status as accepted. At any rate, the way now seemed clear to set up another committee that could be counted on to whitewash the existing SFE system while recommending only cosmetic changes for other aspects of instructional evaluation, and that is exactly what happened.

The 1983 Committee report tries to duck the SFE-strongly condemnatory conclusions of the 1982 report by stating "that the issue of anonymous vs. signed SFE's was not central to the Committee's consideration" and that "the Committee considers the 1982 Committee report to be an important document - independent of the means of evaluation." In the same breath, it says "The Committee strongly supports the continued use of student evaluations for faculty evaluation and improvement." It says the latter in the face of overwhelming evidence in the 1982 Resources Report that such evaluations are not valid and that the system is grossly unfair as a measure of teaching performance in administrative decisions.

The 1983 Committee recommendations leave SFE firmly in the saddle in teacher evaluation for administrative decisions. Its recommendations are in direct conflict with those of the 1982 Committee despite their attempt to avoid the appearance of conflict. The Senate should return to the 1982 Committee recommendations and confirm its original approval thereof.

He asked the Senate to defeat the motion and added that, even if the proposal were approved by both the Senate and the President, the matter would not be closed. In his view, the anonymous system of evaluation is subject to legal challenge. He noted that students "torpedo the professors with impugntiy as a consequence of the anonymous ratings; there is no appeal provision in such cases." He asked that the same rules of fairness be applied to professors regarding student evaluations as are being afforded to the students in the matter of grading by faculty.

Professor Nicewander favored the motion, even though he "strongly disagreed with parts of the document and had spoken against the report last November."

Professor Tharp asked whether, as a result of this report, there would be some conscious effort to redesign the evaluation form. He expressed his displeasure with the administrative uses in his College of the rankings derived from SFEs and urged that departments be allowed to design and also administer their own questionnaires.

Professor Benham questioned the validity of the research instruments and expressed his concern about the due process aspect of the evaluation system. He added, "However, the idea of further discussion is a good one. Form design is but one step in the process."

Professor Hengst supported the motion and added, "After considerable investment of time and energy, I have discovered that there is no best way to evaluate our work when we are providing instructional service."

Professor Love spoke in favor of the motion with the comment, "We are in an era of accountability." He reported that Oklahoma University graduates, as well as those of schools without an SFE system, think that student evaluation is "really great." He also noted that the 1982 Committee was not unanimous in its final report. He concluded with the comment, "Some form of student evaluation needs to be included in our teaching evaluations and merit raises."

Professor Whiteley noted that the SFE history, in some respects, parallels that of performance appraisal, in general, in private and public corporations throughout the United States. "During the first 50 years of performance appraisal, most of the research dealt with the development of an instrument that would solve their problems. Evidence is clear that, if we are going to pursue this task, we will have to take a look in much greater detail at the process rather than concentrating solely on the measuring instrument." He also mentioned the legal challenges of performance appraisals and evaluations. "Evidence is clear that, in most instances, it is difficult to defend them in a court of law and they have not been defended successfully."

Professor Biro noted the "endorsement" aspect of the proposed resolution. In his view, "The conclusions listed are not anything that any of us would disagree with. The opposition has not challenged any of those." He felt that the resolution attempts to meet a real need; i.e., "to get discussion going on campus in the right places about student evaluations and appropriate methods regarding them."

With a few dissenting votes, the Senate approved the resolution.

REPORT OF ad hoc COMMITTEE: Lobbying trip to State Capitol.

Professor Whitmore, Chair of the Senate ad hoc Committee on the lobbying trip to State Capitol, presented a progress report of the activities of that group.

Even though some of the "urgency" atmosphere of the matter has been toned down by the passage of the tax-increase measure recently, he and others feel that the trip

would still be an important and valuable tool. Professor Whitmore has asked student leaders to join in the effort.

Tentative plans are to schedule the event either the day before or the day after the FQHE Day on campus. A faculty member would be paired with a student, preferably a constituent of an Oklahoma legislator. Morning visits with individual lawmakers could be followed by a mass meeting with Senate and House leadership in the Capitol.

He then asked for a "straw vote of confidence" to indicate the number of Senate members who feel that they could produce "3 bodies" for the planned trip. In response, approximately 25 faculty members raised their hands.

Professor Whitmore closed with the hope that he would have final plans by the next Senate meeting.

PROPOSED SENATE ad hoc COMMITTEE: Funding priorities.

Professor Whitmore prefaced his proposal for a Senate ad hoc Committee on Funding Priorities with the following comment: "We have experienced serious losses in state funding that resulted in real losses in teaching and research. For next year, the funding looks like a plateau; nevertheless, I feel that there is a need to restore at this institution the kind of support and incentive that will make progress toward the goal that we all have agreed on."

He then proposed "a new mechanism to involve and energize" the faculty. "I realize that we have structures in place (standing Committees of the Senate and the Budget Council) but I think that many of you will agree that their performance so far this academic year has been disappointing." He moved adoption of the following proposal for a new Senate ad hoc Committee:

Seven Senators to be elected from the floor at the February 13 meeting.

Committee charge:

- (a) To develop funding priorities for the Norman campus, which, within estimated budget constraints for fiscal year 1985, will reflect the faculty's fundamental commitment to teaching and research.
- (b) To formulate appropriate funding strategies to realize these priorities.
- (c) In accomplishing this charge, to consult with concerned faculty, administrators, and staff and to report to the Senate as soon as possible.

In response to Professor Howard's question regarding the tenure of this Committee, envisioned the proposed committee as a temporary, ad hoc group.

Professor Hengst asked for reactions from Budget Council members. Professor Grant, a member of that Council, spoke both for and against the proposal. In his opinion, "The faculty is not being served by the body of faculty on the Council. The best way to resolve the issue is to charge the people with that task. It is not the way that the Budget Council works. The charge to the Budget Council is similar. As a function, however, it has not been accomplished this year."

Professor Biro drew a distinction between a body on which the Senate has representation and a committee of the Senate. He noted that the Senate is a body charged with being the voice of the faculty. "We want the proposed committee, under the present unusual circumstances, to articulate clearly the faculty views about budget

priorities. At present, there is a need for an authoritative faculty voice to be heard."

Professor Gross, another member of the Budget Council, commented, "I agree that this is a different kind of charge. The Budget Council is clearly advisory to the administration. Throughout our deliberations in the Senate and the Budget Council during the current crisis, the principle of faculty governance has not been strongly asserted. All too easily, we have fallen into the managerial model of the University, with the faculty seen as employees of the corporation. It is strongly arguable that this is not an appropriate model for a university. The principle of faculty governance should be that the faculty are not just employees but instead should be those running the show -- not because of faculty greed -- but because a university is best run by the faculty. In such a model, the administration is analogous to the city government--they administer the operation but have no political influence." He also suggested that, instead of electing a new committee of 7 Senators, the faculty representatives on the Budget Council be designated as the Senate Committee. "I speak strongly in favor of this motion in asserting faculty rights and responsibilities for running the University."

Professor Love expressed his opposition to the proposal "because it is duplicative of the Budget Council." In his view, the Budget Council is an instrument of the Faculty Senate, as well as an advisory group to the President. He noted the fact that the Council has a faculty majority. "I see no other advantage other than to confuse the issue."

Professor Smith favored the proposal and had "no trouble loading the Budget Council with additional responsibilities."

At this point, in an attempt to clarify the situation, the Senate Chair read the entire charge to the Budget Council.

Professor Grant commented, "My problem with faculty governance is that it has not been very effective. Last semester, in responding to the Regents' furlough plan, we did not investigate anything. We became involved in fault finding rather than in creating solutions."

Professor Biro stated that his motive was "neither to confuse the matter nor to stir up tempers." In the Council's charge, there is talk of priorities but no talk of developing faculty priorities. It is not a proper function of that body to do so."

"It seems to me that anyone who reads that charge and the one proposed will see that they are not identical. They have different aims, and a different group should pursue them."

Professor Nicewander spoke in favor of the proposal. He reported that faculty colleagues (a) see the current adversity as an opportunity to establish some priorities and (b) would like to see young, excellent faculty members protected. "The implementation I leave to others."

At this point, Provost Morris "felt compelled to say that in setting budget priorities there is no interest other than trying to address the needs to improve the campus programs. Those are the compelling aspects of budget making and management."

"Management is not a bad word. There is no difference between what the faculty and the administration want."

He agreed that the Budget Council during the current year has had to face an unusual problem.

Referring to the specific proposal, he said, "If you do this, you will be duplicating the Budget Council. Last year, the Senate Executive Committee sat in on all Budget Council sessions. I think that is probably the preferred way to go rather than have a different group. If you decide to do this, I will do whatever I can to provide the Committee with information necessary to do the job. It is not going to be an easy job and it certainly will be a time-consuming one."

"We are all advisory," the Provost continued. "There is a governance structure within the University with faculty participation. The final decision is in the hands of the Board of Regents."

Professor Whitmore indicated that he did not want to add to the faculty workload. He then asked Senate members serving on the Budget Council for their reactions. Professor Gross felt that the proposal was "a reasonable way to go" but was hesitant to speak for the other faculty representatives on the Council. Professor Grant commented, "It is possible that they will accept the charge." He noted that the Council was scheduled to meet in two days.

Professor Love then moved that the motion be amended to indicate that the ad hoc Committee consist of the 9 faculty members currently serving on the Budget Council. Professors Whitmore (who had made the motion) and Biro (who had seconded the original motion) accepted the suggestion as a "friendly amendment."

Professor Christian saw the proposal as "a step in the right direction."

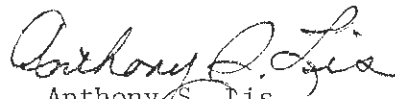
Professor Whitmore indicated a desire that the Committee should be free to elect its own chair. Senate consensus supported that suggestion.

Without dissent, the Senate approved the proposal as amended.

ADJOURNMENT

The Faculty Senate adjourned at 5:43 p.m. The next regular meeting of the Senate will be held at 3:30 p.m., on Monday, March 5, 1984, in the Conoco Auditorium, Doris W. Neustadt Wing, Bizzell Memorial Library.

Respectfully submitted,



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