

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

Regular session - December 10, 1984 - 3:30 p.m., Conoco Auditorium,
Doris W. Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Tom J. Love, Chair.

PRESENT: Atherton, Baker, Beesley, Benham, Biro, Black, Bredeson, Caldwell, Cameron, Canter, Cozad, DuMont, Eliason, Emanuel, Fitch Hauser, Friend, Goodman, Graves, Hawley, Hayes, Hengst, Horrell, Karriker, Knapp, Kudrna, Kuriger, Larson, Lehr, Levy, Love, Magrath, Morgan, Murphy, Nicewander, O'Rear, Pflaum, Poland, Schmitz, Smith, Tepker, Tharp, Thompson, Tobias, Uno, Whitely.

Provost's office representative: Ray

PSA representative: McCarley

UOSA representatives: Rasnic, Wiseman

Liaison, AAUP: Turkington

Liaison, ABP: Butler

ABSENT: Grant, Green, Hopkins, Husemah, Nuttall, Palmer, Parker, Reynolds.

PSA representatives: Nicely, Skierkowski

UOSA representative: Zuberi

GSA representative: Lawrence

Liaison, Women's Caucus: Killian

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APPROVAL OF MINUTES

The minutes of the regular session of November 12, 1984, were approved.

ANNOUNCEMENTS

Professor Love explained that Professor Benham's motion to adjourn during the November 12, 1984, meeting should not have been ruled out of order, and he apologized for not allowing the Senate to vote on that motion.

The committee appointed to study the EEC proposal that staff be allowed to chair University Councils is: George Cozad (Botany/Microbiology), Chair; Carolyn Morgan (Sociology); Jon Bredeson (EECS); Marcia Goodman (University Libraries); and Kerry Grant (Music).

The committee appointed to study the student proposal to publish certain student faculty evaluation question results is: Roy Knapp (PGE), Chair; Gary Green (Education); Alan Nicewander (Psychology); and Gordon Uno (Botany/Microbiology).

The committee appointed to study the student proposal to institute a "dead week" is: Mariyln Friend (Education), Chair; Gregory Parker (Physics/Astronomy); and James Kudrna (Architecture).

ACTIONS TAKEN BY PRESIDENT WILLIAM S. BANOWSKY

The following faculty were selected to serve on the University groups below from nominations submitted by the Senate (see 11/84 Journal, page 6):

- Intramural Committee: Laverne Carroll (Library Science), 1983-86.
- Intramural Committee: Sam Chapman (Political Science), 1982-85.
- Patent Advisory Committee: Robert Petry (Physics), 1982-85.
- Legal Panel: Judith Maute (Law) and Nim Razook (Bus. Ad.), 1984-87.

REMARKS BY MR. WALTER MASON, AFFIRMATIVE ACTION OFFICER

Mr. Mason spoke on the proposed junior faculty development program. He pointed out that this kind of program is being administered at other institutions across the country, and that he hoped to get the Senate's endorsement of it in the near future. He explained that the administration hoped to reduce the turnover rate for junior faculty, and specifically for female and minority faculty, by providing them with a senior faculty mentor. The research shows that the difficulty in retaining junior faculty occurs during the tenure-track years; an assistance program would enhance the preparation for tenure. He asked that any suggestions on how to strengthen the program be forwarded to him.

Professor Graves asked if any work had been done on exit interviewing faculty who had left to determine whether they had left for better opportunities or because they felt they couldn't have achieved tenure. Associate Provost Ray noted that the Administration had a faculty loss report indicating in one sentence why an individual left the university, but there was nothing extensive in place. Professor Levy asked whether the program would be set up by each department or by a higher level and if it would be voluntary. Mr. Mason responded that it would be voluntary, and that the implementation had not been worked out yet.

Professor Schmitz asked him to elaborate on the compensation plan. Mr. Mason explained that the compensation should at least be a part of one's evaluation, and that it may be time-consuming enough that released time or support staff should be provided. Professor Cameron pointed out that mentoring was taking place in her department without having a formal program set up. Mr. Mason commented that he felt it was necessary to establish a formal program because not all departments provide informal mentoring.

Professor Love noted that the Senate would take the proposal into consideration.

REMARKS BY MR. LEONARD HARPER, CHAIR, EMPLOYMENT BENEFITS COMMITTEE

Mr. Harper spoke on the health insurance plans under consideration. In an effort to keep next year's premium increase at a minimum, the university is considering three changes in the present Blue Cross/Blue Shield coverage:

- 1) The introduction of a pre-certification program - Prior to admission to a hospital, there would be a dialog between the physician, Blue Cross/Blue Shield, and the patient to make sure the procedure required hospitalization.
- 2) Removal of the 100% supplemental accident coverage - Emergency care for accidental injuries would be placed under the same set of benefits that would apply to all other forms of health care. Currently the accident is protected from the first dollar of expense up to a maximum of \$400.
- 3) A limitation on the amount of out-of-hospital nursing care - Currently there is no maximum placed on private duty nursing. The change would mean setting an annual maximum or cap of \$6000 per year, but adding a home nursing service benefit, which would pay 100% of home nursing care up to 30 days.

The Committee is considering a new cluster of alternative health care delivery systems, which might be more cost effective:

- 1) A high benefit option - The employee would pay a higher Blue Cross/Blue Shield premium but have lower deductible and co-insurance payments.
- 2) The standard Blue Cross/Blue Shield program with three benefit options -
 - a) Modification of present plan to include those changes listed above, a \$200 per confinement hospital deductible, and an annual major medical deductible of \$200 (rather than the present \$250). The patient may select any physician or hospital.
 - b) Preferred Provider Organization (PPO) - The employee choosing to use a prearranged network of health care providers would be eligible for additional benefits for the same premium cost. For example, there would be no hospital deductible per confinement, and the annual major medical deductible would be \$200.
 - c) Goddard Health Center - If the employee chooses to use a University facility, there would be additional benefits, such as no hospital deductible and a \$100 major medical deductible.

Under the three benefit options of the standard Blue Cross/Blue Shield program, an employee could, at any time, shift from one option to another, but may undergo some additional deductible or experience a change in benefits. The Committee is recommending that the contract with the insurer be made for one year at a time in order to learn from the employees how these choices are working for them. Comments and suggestions should be directed to the Employment Benefits Committee.

The networks for the PPO and Goddard systems have not been established. Blue Cross/Blue Shield and Prucare have agreed to extend the present contracts through March, 1985, with no changes in benefits or premiums, in order to give the university time to make a decision. Once the arrangement is selected, any deductible incurred after January 1 would be credited toward any deductible required under the new program (i.e. the insurance year will not change).

- 3) Coverage through a health maintenance organization, such as Prucare, will continue to be offered since it is a federally qualified health maintenance organization, and as such can require the University to offer it as an alternative to its regular health insurance program. Prucare still has not agreed to provide physicians in Norman.

REPORT OF THE SENATE EXECUTIVE COMMITTEE

(a) Professors Love and Thompson appeared before a state legislative committee on affirmative action. Professor Love encouraged the faculty to increase their efforts to hire women and minorities.

(b) Professors Love and Levy met with Regents Little and Rothbaum to discuss the low faculty morale and the need for faculty and staff raises. They explained the importance of peer review and apprised them of the study on Committee A. The Regents expressed their support for this effort.

(c) The Executive Committee met with the Health Sciences Center Faculty Senate Executive Committee December 6. The main topics were the proposed changes in health care and the upcoming legislative session. The Norman Executive Committee encouraged the Health Sciences Center faculty, many of whom live in northwest Oklahoma City and Edmond, to become acquainted with their legislators and tell them of the need for additional funding. Professor Love noted that letters had been sent out to the faculty organizations at all of the state institutions to encourage them to get involved in funding efforts.

(d) The Executive Committee met with President Banowsky and Senior Vice President Morris to point out that faculty morale is low and that many faculty are leaving the university for better opportunities. In addition, they discussed the Senate's efforts to develop support groups across the state and the Senate's request to reduce the number of University groups for which the Senate must submit two nominations for each vacancy.

(e) Higher Education Day was held Saturday, December 8. One of the main topics raised concerned the need for reducing costs per student. Professor Love explained that he is compiling data on OU's cost per student and would be distributing the information to legislators in an effort to convince them that our cost per student is one of the lowest in the United States.

(f) A meeting of the Senate Executive Committee, External Affairs Committee, and local state legislators will be held December 11 to discuss concerns and needs of higher education and seek advice on what information the university can supply them to present a better case before the legislature.

SELECTION OF FACULTY REPLACEMENT, UNIVERSITY GROUP

Professor Claude Duchon (Meteorology) was elected to replace Professor Rex Inman (Meteorology) on the Faculty Appeals Board (1983-87).

REPORT OF FACULTY WELFARE COMMITTEE

Professor Black reported that the Faculty Welfare Committee had sent out a two-part survey of the current status of Committee A to members of Committee A and Chairs/Directors. The first part asks for factual information and the second part, which is anonymous, asks for opinions. Once the results of this survey are tabulated, the Committee will distribute a second survey to the general faculty. Professor Black asked the Senate members to check with their Committees A to make sure they received the survey and that they have mailed them in. Professor Love reminded the Senate that the recommendations resulting from this study would be included in the Faculty Handbook.

RESOLUTION ON RECRUITING MERIT SCHOLARS

Professor Schmitz read the motion of the Executive Committee supporting the recruitment of merit scholars, which was suggested by Professor Hengst at the November 12, 1984 Senate meeting.

"Since any attempt to make this a better university depends in part on our attracting the best possible students, the Faculty Senate applauds the new efforts to interest merit scholars in The University of Oklahoma, especially increasing the number of college-sponsored merit scholarships, and urges that these efforts continue and be increased in the years ahead."

Professor Smith seconded the motion. The resolution carried unanimously. The Executive Committee will forward the resolution to the Administration and to Dean Sutherland's office.

RESOLUTION TO REINSTATE THE LIBRARY SHUTTLE SERVICE

Professor Levy reminded the Senate that there used to be a daily shuttle service between the OU and OSU libraries, and that it might be useful to reestablish the service as an alternative to interlibrary loan. The OSU Faculty Council considered this proposal on November 13, and it is now under study. The motion of the Executive Committee reads as follows:

"The Faculty Senate requests the University Libraries Committee to investigate the possibility of re-establishing the shuttle service between our library and the library at Oklahoma State University for the purpose of facilitating interlibrary loan services."

The motion was seconded by Professor Hengst. In answer to Professor Smith's question on how whether the shuttle would be on a daily basis, Professor Levy responded that there could be a meeting place in Oklahoma City or the two universities could alternate driving to each campus; he expected the Library Committee to study that issue and make a recommendation. Professor Cameron pointed out that the shuttle also might be used to take faculty back and forth. The resolution carried unanimously.

ETHICS IN RESEARCH PROPOSAL

The "Policy and Procedures on Ethics in Research" has been approved by the Health Sciences Center Faculty Senate and the Norman campus Research Council; the Norman campus Faculty Senate has been asked to approve it. Professor Love explained that the Executive Committee proposed changing the third paragraph in order to allow faculty input in the selection of the investigating committee. The term "appropriate" allows for either the Norman or HSC Research Council, depending on where the allegations originate. The third paragraph would read (with the added wording underlined):

"The Committee conducting the investigation shall be nominated by the appropriate Research Council and shall consist of at least five university faculty members of senior rank, preference being given to those with knowledge of the particular field of research. Scholars outside the University may be added or included when warranted by the nature of the area of research or by the nature of the allegations."

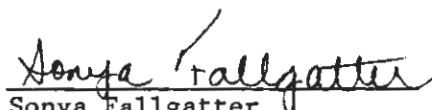
Professor Hengst made the motion, seconded by Professor Benham, that the proposal be approved as modified. Professor Tepker asked whether the term, "senior", meant full professor; he suggested that "of senior rank" be struck and "tenured" be inserted between "five" and "university" to make it more specific. With this modification the third paragraph would read (with the new wording underlined and deleted wording marked through):

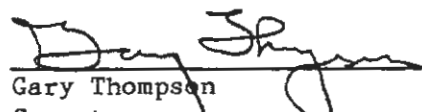
"The Committee conducting the investigation shall be nominated by the appropriate Research Council and shall consist of at least five tenured university faculty members ~~of senior rank~~, preference being given"

The motion to approve the changes carried. The motion to approve the modified proposal carried.

ADJOURNMENT

The Faculty Senate adjourned at 4:50. The next regular session of the Senate will be held at 3:30 p.m., on Monday, January 14, 1985, in the Conoco Auditorium, Doris W. Neustadt Wing, Bizzell Memorial Library.


Sonya Fallgatter
Administrative Coordinator
Faculty Senate


Gary Thompson
Secretary
Faculty Senate