

JOURNAL OF THE FACULTY SENATE (Norman campus)
 The University of Oklahoma
 Regular session - March 4, 1985 - 3:30 p.m.
 Conoco Auditorium, Doris W. Neustadt Wing, Bizzell Memorial Library

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

PRESENT: Baker, Beesley, Biro, Bredeson, Caldwell, Cameron, DuMont, Eliason, Emanuel, Fitch Hauser, Friend, Goodman, Graves, Hawley, Hengst, Hopkins, Huseman, Karriker, Knehans, Knapp, Kudrna, Kuriger, Larson, Levy, Love, Marek, Morgan, Murphy, Nicewander, Nuttall, O'Rear, Palmer, Parker, Pflaum, Poland, Reynolds, Schmitz, Smith, Taylor, Tepker, Tharp, Thompson, Tobias, Uno, Wedel, Whitely

Provost's office representative: Ray
 Liaison, AAUP: Turkington
 PSA representative: Skierkowski
 UOSA representatives: Rasnic, Wiseman
 GSA representative: Lawrence

ABSENT: Atherton, Black, Canter, Cozad, Grant, Horrell, Magrath
 Liaison, Women's Caucus: Killian
 Liaison, ABP: Butler
 PSA representatives: McCarley, Nicely
 UOSA representative: Brueschke

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APPROVAL OF MINUTES

The minutes of the regular session of February 11, 1985 were approved.

ANNOUNCEMENTS

Professor Love announced the election of a new representative to the Senate:

Professor Allen Knehans (Human Development) completing the 1982-85
term of Professor Robert Lehr (Regional and City Planning),
College of Arts and Sciences

The Spring General Faculty meeting will be held Thursday, April 11, 1985, at 3:30 p.m., in the OMU Ballroom.

ACTION TAKEN BY INTERIM PRESIDENT MARTIN JISCHKE

Professor Patricia Weaver-Myers (University Libraries) was selected from nominations submitted by the Senate to complete the 1983-86 term of Professor Donis Casey (University Libraries) on the University Copyright Committee (see 2/85 Journal, page 4).

SENATE EXECUTIVE COMMITTEE REPORT

The newly formed "Speaker's Service" will be composed of 26 faculty members, who will speak to community, civic, and professional organizations statewide in an effort to acquaint the public with the functions of the university. In the future the program will be evaluated and possibly enlarged to include additional faculty. This program is supported by the OU Foundation.

The Executive Committee and External Affairs Committee distributed alumni address lists to the departments on campus. Letters were sent to all faculty members asking them to correspond with their former students, as well as legislators, to explain the funding difficulties of higher education.

During a meeting with Provost Morris, the Executive Committee discussed the role of Committees A and plans for strengthening the faculty peer review system.

SELECTION OF FACULTY REPLACEMENTS, UNIVERSITY GROUPS

Professor Levy thanked the representatives for their suggestions for the end-of-year vacancies. He explained that Interim President Jischke has reorganized the Equal Opportunity Committee, which will be composed of three (instead of one) faculty nominated by the Faculty Senate. The purpose of the committee is to advise the President on how to meet the affirmative action goals of the university. As there were no additional nominations from the floor, the following nominations recommended by the Committee on Committees were elected.

Equal Opportunity Committee (6 nominations for 3 vacancies):

Professor Keith Bystrom (Law)
Professor Gene Shepherd (Education)
Professor Gordon Uno (Botany & Microbiology)
Professor Suzanne Willis (Physics & Astronomy)
Professor Martine DeRidder (Political Science)
Professor Clifford Clotney (CEES)

Campus Disciplinary Council I (2 nominations for 1 vacancy):

Professor Philip Lujan (Communication)
Professor Paul Gilje (History)
to complete the 1984-86 term of Professor Judy Katz (Human Relations)

"DEAD WEEK" PROPOSAL

Professor Friend moved that the "dead week" resolution (see 2/85 Journal, page 6) be tabled until a future meeting to allow the committee to work out some additional details with the students. It was seconded by Professor Smith. The motion to table the resolution for another month carried.

ETHICS IN RESEARCH PROPOSAL

Professor Love explained that Dean Hoving had asked the Senate to reconsider the modification in the "Policy and Procedures on Ethics in Research" passed at the December 12, 1984, meeting (see 12/84 Journal, page 6 and 2/85 Journal, page 2), which provided that the Research Council would nominate the investigating committee. The objection of the Dean was that the privacy and reputation of the accused faculty member might be jeopardized. Hearing no motion to rescind its previous action, the Chair declared that the original action of the Senate would stand.

PROPOSED COUNCIL ON INSTRUCTION

At its February meeting the Faculty Senate voted to refer the question of whether to form a new Council on Instruction to the Senate Executive Committee. Professor Levy explained that he was redrafting the charge and membership of the Academic Program Council in an attempt to avoid the creation of another council and yet respond to the Senate's rejection of the Academic Program Council's recommendation (see 2/85 Journal, page 5-6). This draft will be sent to Dean Weber and the members of the Council to solicit written comments. A final draft will be presented to the Senate at a future meeting.

OU-OSU LIBRARY SHUTTLE

The proposal to reinstate the library shuttle service between OU and OSU was referred to the University Libraries Committee, which recommended that the service not be re-established because it would not be cost-effective and because interlibrary loan is a satisfactory alternative (see Appendix I). Professor Love commented that the committee had figured the cost per item of using the shuttle based on the current number of items exchanged; he expected the number of items exchanged to increase if the shuttle were in use and thereby reduce the per unit cost. In addition, he questioned the statement in the report which alleged that most faculty "are satisfied if books and photocopies arrive in 8-10 weeks (the average turn-around is currently 2-4 weeks)." Mr. Lawrence asked if the University Libraries Committee had considered how many items were exchanged when the shuttle used to be in service. Professor Karriker moved that the Senate be allowed to see the results of the survey which shows that faculty are satisfied with an 8-10 week turn-around. The motion was seconded by Professor Baker and passed.

PROGRESS REPORT ON PROPOSALS REFERRED TO COMMITTEES

The committees studying various proposals have submitted interim reports to the Senate. Final reports will be presented at the April or May meetings.

ACTION TAKEN ON RESOLUTION ON CRITERIA FOR OU PRESIDENCY

In his February 21 letter to Professor Love, responding to the resolution criticizing the advertisement for the OU Presidency (see 2/85 Journal, page 8), Mr. Dan Little, Chairman of the OU Board of Regents, said, the resolution would be sent to all Regents and Presidential Search Committee members and placed in the Presidential Search file with his suggestion that the advertisement be modified next time. He also said, "The advertisement was the same one used for the last two Presidential searches. It was not the Regents' intent to downgrade academic credibility and respectability, but to leave open the door to a person who might have great strengths, including academic credibility and respectability, but not necessarily all traditional academic titles or degrees."

Professor Love, who expressed his appreciation for Mr. Little's promptness, admitted that the Senate Executive Committee should take some blame for the advertisement, since they had indicated that the Regents should begin advertising the position before the presidential search committee was formed. He told the senate that he felt Mr. Little was sincere and that he didn't think there was anything "subversive" on the part of the Regents in composing the advertisement.

FACULTY WELFARE COMMITTEE REPORT ON THE ROLE AND FUNCTION OF COMMITTEE "A" IN DEPARTMENTAL MANAGEMENT

Professor Tharp reported on the status of the Faculty Welfare Committee's study of Committees A. The committee decided not to survey the entire faculty because they felt they already had a representative sample of the complaints. The committee is likely to recommend that departments continue to be allowed to have a considerable degree of freedom as to how Committee A members will be nominated and selected, but insist that it be done by secret ballot. Another likely recommendation will be that new members of Committee A be provided an orientation session. Traditionally, Committees A have been composed of three members, but the committee is debating whether to recommend that the larger departments be allowed to have four to five members.

Turning to more substantive issues, Professor Tharp noted that the committee is trying to clear up the language on page 13, paragraph 2.8.2 (a) of the Faculty Handbook which states, "As a matter of principle, the faculty is involved in preparing faculty personnel recommendations ..." In fact, it is more than a matter of principle; the departmental faculty do determine overall policies for the department, not just personnel recommendations, but all aspects of departmental governance. That should be more clearly spelled out.

The next paragraph in the Handbook states, "On the Norman Campus, the departmental form of organization will normally include an elected body of faculty called Committee A to prepare and transmit formal recommendations as appropriate, including: (1) budget allocation requests; (2) increases in salary; and (3) tenure and promotion in rank." This section does not specify the number of Committee A members, and it doesn't say to whom the formal recommendations should be transmitted. Further, the paragraph on responsibilities of departmental chairs, 2.8.2(c)(4), states that the Chair "with appropriate faculty make recommendations for increases in salary, promotion, new appointments, tenure, and teaching methods." It doesn't identify who the appropriate faculty are, and it lists more duties than those listed under the Committee A function. The Faculty Welfare Committee intends to make the sections describing the powers of Committee A consistent and to make it clear that the department itself is the overall policy-making body and that Committee A and the Chair are there to carry out the wishes of the department.

The committee would like to get the Senate's input on any of the issues, but in particular on whether the Chair should be a member of Committee A. Since it is not clear whether the Chair was meant to be on Committee A, the Faculty Welfare Committee is considering two models: (a) a Committee A composed of elected faculty members, with the Chair serving as an ex-officio member and Committee A making recommendations to the Chair or (b) a Committee A composed of the Chair and representatives from the faculty, functioning as an integrated decision-making unit. Professor Tharp noted that the Faculty Welfare Committee seemed to be leaning toward the first model.

Professor Smith asked if the committee viewed Committee A as a check and balance on the Chair. Professor Tharp answered affirmatively and explained that the Faculty Welfare Committee's indecision stemmed from the dilemma of whether or not Committee A would be a better check as a group separate from the Chair.

Answering Professor Hopkins' question about whether the Faculty Welfare Committee had considered the suggestion that a Committee A member be selected from outside the department, Professor Tharp said that issue had not been raised in their committee meeting.

Professor Eliason said he felt having the Committee A and the Chair serving together had been a good system in his department because it created a more cohesive unit and educated the faculty in the department as to what the policies and problems are. He felt that having the Committee A separate from the Chair might create an adversarial relationship.

Professor Caldwell pointed out that it might be useful for Committee A members to get their information from sources other than the Chair. Professor Tharp agreed that it was important to give Committee A the right to see pertinent information and to give Committee A a role which cannot be ignored by the Chair, considering that the major complaint of the respondents in the study was that the Chair manipulated Committee A. Professor Knapp said he was concerned about creating language that would prevent the Chair from benefiting from the assistance of Committee A.

Professor Emanuel explained that he felt a proper orientation session would alleviate the latter problem. Professor Murphy pointed out that the success of the orientation would depend on who conducted the session. Professor Palmer suggested that it also would be helpful to hold sessions for new Chairs. Professor Love said he felt that a committee of the Senate would be the proper body to conduct the orientations. He echoed the feeling that the result should be a team effort which would lead to improved faculty relations and university.

Professor Thompson shared the conversation he had several years ago with the late Professor J. Rud Nielsen about the history of Committee A. Professor Nielsen had explained that before Committee A was formed, many department heads were political appointments. Because it was difficult to get the Committee A system installed, Professor Nielsen had indicated that keeping the Committee A structure in place was very important at The University of Oklahoma.

Professor Caldwell commented that since the heads of many departments are not rotated, it is particularly important to have strong kinds of faculty balances for Chairs. Professor Love noted that, in theory, heads of departments are rotated, but that the practice had diminished. He said he had talked with former OU President, Dr. George Cross, who was instrumental in establishing Committee A, and he had offered to meet with the committee to give them some historical input.

Professor Karriker suggested that, since the Faculty Welfare Committee was deadlocked on whether to include the Chair in Committee A, they could take a poll of the Senate members. Professor Love said he preferred to wait until the draft with the various alternatives was presented to the Senate and debate the matter at that time.

ASSOCIATION OF ACTIVE SENIOR FACULTY (AASF) REQUEST FOR A STUDY OF THE MEMBERSHIP PROVISIONS OF THE NEW GRADUATE FACULTY CHARTER

Professor Murphy noted that it was the AASF's feeling that the membership provisions of the new graduate faculty charter had not been carefully considered by a large number of faculty when they voted on it in early 1984 (see Appendix II). Therefore, on behalf of the AASF, Professor Murphy moved that the Faculty Senate appoint a committee to look into the provisions and prepare a recommendation. The motion was seconded by Professor Smith.

Responding to Professor Love's question on whether the AASF had asked the Graduate College or Graduate Council to review the provisions, Professor Murphy said they had not, because they considered the charter to be official university policy, and the AASF did not feel they had the power to get it amended.

Professor Levy said he felt the voting process had been done quite democratically by all of the faculty, and that he had doubts about what a senate committee would do. Professor Schmitz suggested that the AASF ask the Graduate Faculty to consider the request because they were the ones who voted on the charter. Professor Nuttall agreed that the most the Faculty Senate could do would be to make a recommendation to the Graduate Council, because this was not the direct business of the Senate.

Professor Huseman pointed out that since each department is voting on the implementation of the provisions, it would be taking away the prerogatives of the department for the Senate to interfere. Professor Murphy responded that the AASF wanted the departments to know that the provisions were not a fait accompli, and that it might not be too late to do something about them. Professor Palmer explained that the faculty in his department had voted down the recommendations, showing there is not automatic acceptance of the provisions. The motion to appoint a committee to study the new charter failed 24 to 11. Professor Love encouraged the AASF to take their request to the Graduate Council or present it to a Graduate Faculty meeting.

AASF REQUEST FOR A SENATE LIAISON POSITION

Professor Love reported that currently the Senate has liaisons from the Provost office, Student Association, Women's Caucus, Professional Staff Association, Graduate Student Association, American Association of University Professors (AAUP), and Association of Black Personnel (ABP). He reminded them that the Senate is open to any person who wishes to attend.

Professor Murphy explained that, since the ABP and Women's Caucus have liaisons, the AASF should as well, because they, too, represent a class protected by affirmative action. He moved that the AASF be permitted to have a liaison to the Senate. It was seconded by Professor Fitch Hauser.

Professor Bredeson asked what the liaison status implied. Professor Love said that the AAUP, ABP and Women's Caucus liaisons attend the monthly meetings of the full Executive Committee. Their purpose as a liaison is to relay back to their group concerns on which the Senate has taken a stand, which affect that group, and to bring concerns to the Senate.

Professor Wedel asked Professor Murphy to describe the purpose and membership of the AASF. Professor Murphy said it was organized last fall to deal with subjects of common interest to the group, such as age discrimination. Originally the membership was composed of faculty aged 55 to 70, but recently the age requirement was lowered. They have met at least once a month since October. Answering Professor Love's question about how faculty are invited into the organization, Professor Murphy said initially a memo was circulated to the faculty aged 55 and older.

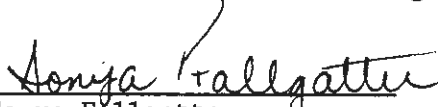
Professor Biro pointed out that this might be seen as a step toward fragmenting the faculty. He explained that, although the status of being a liaison to the Senate does not have a great deal of substantive content, it does have symbolic value. The previous liaisons have not been subgroups of the faculty, but rather represent another constituency as well. In those cases not all of their members have representation through Senate membership, whereas all of the AASF members do, by virtue of their faculty status. "Those who have normal channels of representation, even though they think of themselves as a well defined group, are not the proper subject of that kind of relationship." Professor Love affirmed that the ABP and Women's Caucus have staff as well as faculty representation, but that the AAUP is composed of faculty only.


Professor Murphy noted that the ABP and Women's Caucus liaisons are faculty members who would have access to the Senate ordinarily. In addition, the AASF is related to the ABP and Women's Caucus if the affirmative action question is taken into consideration. Professor Tepker pointed out that the appropriate definition of a protected class in the age discrimination statutes is ages 40-70; not 55-70. Professor Murphy reminded them that they had lowered their age limit.

The motion to approve the AASF request to be permitted to have a liaison to the Senate failed 22 to 14.

ADJOURNMENT

The Faculty Senate adjourned at 5:00 p.m. The next regular session of the Senate will be held at 3:30 p.m., on Monday, April 8, 1985, in the Conoco Auditorium, Doris W. Neustadt Wing, Bizzell Memorial Library.


 Sonya Fallgatter
 Administrative Coordinator
 Faculty Senate


 Gary L. Thompson
 Secretary
 Faculty Senate

To: Dr. Tom J. Love, Chair
Faculty Senate

Date: 8 February 1985

From: Dr. John D. Pigott, Chair
University Libraries Committee

Subject: OU-OSU Library Shuttle
Service

The University Libraries Committee met on 22 January 1985 and discussed the Faculty Senate's request 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." Upon evaluation of data presented by Mr. Bob Seal and Dean Sul Lee, the following document is submitted.

RECOMMENDATION:

We recommend shuttle service between the OSU and OU libraries not be re-established owing to its inefficient use of money, personnel, and time. The University Library can better expedite interlibrary loan services in other, more cost-effective ways.

HISTORY

During the late 1960's and early 1970's, the OU and OSU libraries cooperatively operated a library shuttle service between the two campuses. Each library made one round trip a week with an interim stop at the Health Sciences Library. Staff librarians took turns driving a car for the 5-6 hour trip. In 1972, service was mutually suspended, because it was too costly and time-consuming. Mistletoe Courier Service was temporarily tried, but it also was eventually rejected as being too expensive. Finally, the use of the U.S. Mail was resumed as an acceptable and cost-effective alternative.

ANALYSIS

1. The cost of each total trip (including wages, auto rental, and gasoline) would be about \$66.00. In order to be faster than the U.S. Mail, a trip would have to be made twice a week. Two trips a week, one by each library, would cost then \$132.00. The annual cost would be \$6,600.00 or \$3,300.00 per institution. At present, approximately 30 items per month are exchanged between OU and OSU. The cost per item using the proposed shuttle would be \$18.33. The current average cost of using the mail, including labor, to send a book is \$1.32.
2. Both OU and OSU utilize the OCLC interlibrary loan subsystem which incorporates electronic mail to transmit requests for materials. This process alone saves 2-3 days over sending the initial request by mail. For example, materials presently requested from OSU arrive in 3-10 days via the mail (also contingent upon the time it takes the OSU staff to process the requests).

3. A recent survey of interlibrary loan users at OU indicates that most faculty do not need weekly or faster service from OSU or any other library. Most are satisfied if books and photocopies arrive in 8-10 weeks (the average turn-around is currently 2-4 weeks). For those users requiring a very fast turn-around for a selected number of items, there are alternatives e.g. the purchase of photocopies from vendors who promise a 2-4 day delivery.

SUMMARY

Several factors indicate a shuttle service between OU-OSU Libraries is not desirable or necessary to provide good interlibrary loan service. First, the cost of sending materials via a shuttle is more than an order of magnitude more expensive than using the mail. Second, we currently receive items from OSU in 3-10 days using the mail and the OCLC interlibrary loan system, roughly equivalent to the amount of time materials would be received using a weekly shuttle service. Third, the current turn-around time is satisfactory for the majority of users. For those faculty desiring a faster turn-around, the University Library will seek alternative ways of obtaining materials more quickly.

FOR YOUR INFORMATION: REMARKS CONCERNING IMPLEMENTATION OF THE NEW CHARTER OF THE GRADUATE FACULTY.

On December 14, 1983, Dean Hoving distributed copies of a proposed Charter of the Graduate Faculty. Early in 1984, members of the Graduate Faculty were polled and, according to Dean Hoving, supported the proposal overwhelmingly. The Charter was approved by the O.U. Board of Regents on March 8th, 1984, and is now official policy. Colleges and departments have been instructed to appoint Graduate Faculty Committees to suggest guidelines for implementation, the latter to be subject to the approval of Dean Hoving after consultation with the College deans. The end of the fall semester is suggested as the deadline for the completion of this process.

The Provisions of the new policy that seem most relevant to the concerns of our organization are cited below.

DEPARTMENTAL RECOMMENDATIONS CONCERNING MEMBERSHIP STATUS:

. . . The recommendations must be based on the criteria which have been approved by the Dean of the Graduate College for use in determining graduate faculty status in the department/school. . .

There are provisions for an administrative appeal of decisions unacceptable to the individual faculty member. Final authority in such cases is vested in the Provost.

TYPES OF MEMBERSHIP:

Member - This status shall be granted to faculty members who are judged to be qualified to teach graduate level courses, serve on master's committees and direct master's theses. Those who possess the doctoral degree or compensating experience and expertise may also serve on doctoral committees. When recommended by the department and approved by the Dean of the Graduate College, these Members may also direct and/or co-direct doctoral dissertations. (Note: the basic principle in determining who may direct dissertations should be that only those who are actively involved in research/creative activity should direct the original work of others. Criteria to determine this could include research publications, referred exhibits and/or performances within a relevant time span, appropriate professional experience in the field, regional or national level presentations representing significant addition of new knowledge, or unique application(s) of existing knowledge in the solutions of problems pertinent to the contributor's discipline). To be granted Member status, a faculty member must have the appropriate educational background and be engaged in scholarly research/creative activities of sufficient quality to merit professional recognition. . .

Special Member - This status shall be assigned to persons whose participation in the graduate programs is recommended by their department(s) for a limited period or for a limited objective and whose appointment is approved by the Dean of the Graduate College. This status can be accorded to individuals within or outside the university. Normally this status would be assigned for one year so that a faculty member could teach a graduate course, serve on a graduate examination committee or serve on a thesis or dissertation committee in which the faculty member has recognized expertise. At the expiration of the appointment period, the Special Member may be reappointed with the recommendation and approval of the Dean of the Graduate College.

Two other categories of members are ex officio and member at large. Voting rights on the Graduate Faculty, however, are restricted to those who are full members.

CHANGE OF GRADUATE FACULTY STATUS:

Each department graduate faculty committee should annually evaluate all departmental faculty and members who are not Members of the graduate faculty (including new faculty members) for possible graduate faculty membership. . . . A recommendation for appointment to the graduate faculty and/or for approval to direct dissertations shall be sent to the Dean of the Graduate College for evaluation and approval.

All Members of the graduate faculty shall have their graduate faculty status, including approval to direct dissertations, reviewed according to the foregoing procedures . . . every seven years. A faculty member may at any time request that his/her graduate faculty status be reviewed. Before the departmental graduate faculty committee recommends a change in a faculty member's status from Member to another status or recommends that approval to direct dissertations be rescinded it shall notify the faculty member that he/she has one probational year to meet the requirements of that status which he/she has held. . . . (Note: If a faculty member no longer demonstrates the credentials necessary to direct dissertations, he/she can continue to direct any student whose dissertation work is underway if a change would cause a hardship on the student).

Comments:

Obviously there is much in the above that remains obscure and a great deal will depend on actual implementation. Nonetheless, a few conclusions seem clear. Under the new policy, decisions of a purely academic character that were previously left, as a practical matter, to the decision of departments are being transferred, and in a largely discretionary way, to the decision of the Dean of the Graduate School. Protections for the academic judgments of the faculty and for the defense of the rights of individual faculty members seem grossly inadequate.

Two different categories of faculty are being established, one clearly superior and more meritorious than the other. Whatever the actual intent, this should contribute greatly to dissension within departments and schools, to lowered faculty morale, and to the ancient tactic of divide and rule.

The criteria established for membership seem to effectively exclude serious consideration of anything other than current research and whatever may ultimately be defined as "creative activity". Given the realities of research funding and other considerations attendant upon age, it seems clear that those excluded from graduate faculty membership will be drawn disproportionately from the older faculty.

It seems difficult to believe that any committee A will be able, plausibly and persuasively, to argue the case for a merit raise for a faculty member who has been dropped from the graduate faculty.

The consequences for graduate programs are more difficult to determine at this time but they could be, in some cases at least, disastrous.

Richard D. Baker