

JOURNAL OF THE FACULTY SENATE (Norman campus)
 The University of Oklahoma
 Regular session - November 11, 1985 - 3:30 p.m.
 Conoco Auditorium, Neustadt Wing, Bizzell Library

The Faculty Senate was called to order by Professor David Levy, Chair.

PRESENT: Baker, Beesley, Brown, Caldwell, Canter, Carr, Christian, Cohen, Cozad, Curtis, Dietrich, Economou, Eisenhart, Eliason, Emanuel, Frech, Friend, Harper, Hengst, Hill, Hopkins, Horrell, Huseman, Kaid, Karriker, Knapp, Knehans, Kudrna, Kuriger, Levy, Lis, Livesey, Marek, Mennig, Morgan, Murphy, O'Rear, Palmer, Peacock, Poland, Reynolds, Taylor, Tobias, Uno, Wedel, Welpott, Whitely, Wiggins

PSA representative: McCarley
 GSA representative: Mork
 UOSA representatives: Besse, Gottshall, Hickey
 Liaison, AAUP: Turkington
 Liaison, Women's Caucus: Davis

ABSENT: Larson, Magrath, Parker, Tepker, Wiggins
 Provost's office representative: Ray
 PSA representatives: Burgeson, Hammond
 Liaison, ABP: Butler

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APPROVAL OF MINUTES

The minutes of the regular session of October 14, 1985, were approved.

ANNOUNCEMENTS

The faculty appointed to the committee to study the policy on final exams are Professors Carolyn Morgan (Sociology), Chair; Gary Cohen (History); Edgar O'Rear (CEMS); and Thomas Wiggins (Education).

ACTIONS TAKEN BY PRESIDENT FRANK HORTON

Professor Vivien Ng (History) was selected to serve on the Law Dean Search Committee.

Professor Edmund Marek (Science Education) was selected to serve on the Arts and Sciences Dean Search Committee.

Professors Susan Caldwell (Art), Larry Canter (CEES), John Cowan (Physics and Astronomy), Alex Kondonassis (Economics), Andy Magid (Mathematics), Mel Tolson (Modern Languages), and Gail Tompkins (Education) were selected to serve on the Provost Search Committee. Professor Canter will chair the committee.

The resolution concerning campus swimming facilities approved by the Senate (see 10/85 Journal, page 4) has been shared with Vice Presidents Adair and Elbert. They have been asked to "consider this faculty support as they work on resolving the financial problems of the swim facilities."

SENATE EXECUTIVE COMMITTEE REPORT

The triennial reapportionment of Senate seats for 1986-89, as recommended by the Senate (see 9/85 Journal, page 6), was approved by the General Faculty October 17. Professor Levy thanked Professors Lis and Patten for preparing the reapportionment proposal.

The Executive Committee and Provost agreed to a final document on Committee A (see Appendix I). The document will be submitted to the President then Regents, and if approved will replace sections 2.8.2, third paragraph, and 2.8.2(c), item (4), on page 13 of the Faculty Handbook.

The Committee A workshops were held November 5, 6, and 7, and were attended by approximately 60 members of Committees A, including many chairs. The new Committee A document was distributed and various functions of Committee A explained, concentrating especially on recommending for tenure, recommending for awards and honors, and assigning rankings and merit. Next year the workshops will concentrate more on specifics than generalities.

The Oklahoma Conference of Faculty Organizations met October 18 to discuss fringe benefits.

Professors Levy and Hopkins met with Regent Sarah Hogan November 8 to acquaint the new Regent with faculty initiatives, such as the Committee A document, the Speakers Service, the committee to improve relations with the legislature. Faculty research and teaching responsibilities were also discussed.

At the Executive Committee meeting November 4 with Provost Morris and Associate Provost Ray, the Committee A document and the starting date for faculty on summer appointments (discussed under "July 1 Starting Date" below) were discussed.

The joint meeting between the Executive Committee and President on November 1 was devoted to the budget-making process. Also present were Professors Larry Hill and John Biro, Provost Morris, and Vice President Elbert. The Executive Committee expressed the view that there has been inadequate academic involvement at the stage when state appropriations are made. The President outlined a tentative plan for gathering budget needs from the bottom up, with all records public and available in the library. The next meeting, on December 6, will be devoted to campus planning issues, such as the use of physical facilities, the practice by which new buildings are approved, and the process by which existing space is allocated. The current and past two chairs of the Campus Planning Council will attend that meeting.

At a meeting between the President, Provost, Professor Levy and Ms. Wilburn, EEC Chair (the student President was also invited but could not attend), President Horton discussed his plan to ask for 3.5 to 4% budget reductions this year to comply with the Governor's plan to cushion the effects of a projected 7% cut next year. Professor Levy and Ms. Wilburn argued that, given the recent financial history of the institution, another year without raises would be extremely harmful to the faculty, staff, and university as a whole. The President said he understood, and that a modest increase in salary was his first priority. An announcement conveying the details of the budget cuts should be distributed soon.

ELECTION, UNIVERSITY COUNCILS AND COMMITTEES

Academic Regulations Committee: Thomas Maze (CEES) to complete the 1982-86 term of Betty Myers (Education)

Class Schedule Committee: David French (English) to complete the 1982-86 term of Charlyce King (Education) and George Letchworth (Education) to complete the 1983-87 term of Paul Potter (Journalism)

Committee on Discrimination: Courtney Vaughn-Roberson (Education) to complete the 1984-87 term of Richard Simms (Education)

Faculty Appeals Board: Brian Peacock (Industrial Engineering) to complete the 1984-88 term of George Emanuel (AMNE); Peter Kutner (Law) to complete the 1985-89 term of Richard Hemingway (Law); and James Estes (Botany and Microbiology) to complete the 1985-89 term of Robert Seal (University Libraries)

Intramural Committee: Ronald Welpott (Naval Science) to complete the 1984-86 term of Laverne Carroll (Library and Information Studies)

PROPOSED CHANGES IN PROCEDURES FOR TENURE DECISIONS

Professor Levy reminded the Senate that at the last meeting some changes were made in new paragraph (p) of the proposed procedures for tenure decisions, and those have been incorporated into the document (see 10/85 Journal, Appendix II). Professor Lis suggested that the word "from" be changed to "of" in paragraph (k) line 6, to read "... criteria of the academic unit ...". There was no objection to the change. Professor Lis moved that the document be approved as amended. The motion carried unanimously.

PROPOSED JULY 1 STARTING DATE

The Executive Committee will consider Professor Christian's recommendation (see Appendix II) that the starting date for all university appointments be set at July 1, a change mostly affecting faculty on summer appointments. Responding to Professor Hengst's question on whether the proposal refers only to academic employees, Professor Christian explained that he intended the suggestion to cover all university employees. The Executive Committee will make a formal presentation to the Senate at the December meeting.

PROGRESS REPORT ON MATERNITY LEAVE POLICY

Professor Karriker reported on the progress the Faculty Welfare Committee has made in their study of the maternity leave policy at OU. The Faculty Welfare Committee sent out separate questionnaires to the female faculty and to the Chairs/Directors and Committees A regarding maternity leave benefits for female faculty at OU. Out of the responses some concerns had emerged including: currently maternity leave is classified as "sick leave" in the Faculty Handbook, and the policy is inexplicit with regard to time limits. The committee plans to survey other universities, consider the results of the survey, and discuss various ideas with the Provost and Personnel offices. One suggestion is to provide parental leaves for natural and adoptive parents. The Committee hopes to achieve maximum flexibility, while making the policy more specific. Interested faculty are encouraged to submit suggestions to Professor Karriker.

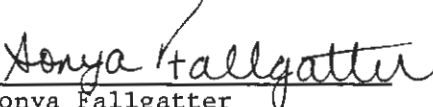
MISCELLANEOUS BUSINESS

Professor Cohen asked whether there would be freezes in hiring faculty due to the possible budget cuts. Ms. Sue McCarley responded that the President did not plan a freeze per se, but would be looking at each vacancy to determine the necessity of filling the position. Professor Cohen suggested that the Senate should do something to try to protect the university from losing programs in certain departments, and encourage the administration not to impose a general freeze, but instead look at faculty searches selectively. The Executive Committee will take this up with the Provost at the next Executive Committee meeting.

Professor Lis commented that the College of Business Administration plans to ask the Senate to reconsider its position on the expanded grading scale for 5000 and 6000 level courses at a future meeting.

ADJOURNMENT

The Faculty Senate adjourned at 4:00 p.m. The Senate and general faculty reassembled at 4:15 p.m. to hear brief remarks from seven state legislators (Senator Lee Cate and Representatives Robert Henry, Cal Hobson, Steve Lewis, Carolyn Thompson, Nancy Virtue, and Penny Williams). The next regular session of the Senate will be held at 3:30 p.m. on Monday, December 9, 1985, in the Conoco Auditorium, Neustadt Wing, Bizzell Library.


 Sonya Fallgatter
 Administrative Coordinator


 Sherril Christian
 Secretary

REVISIONS IN FACULTY HANDBOOK CONCERNING COMMITTEE A

Page 13, Section 2.8.2, third paragraph, reword as follows:

"On the Norman Campus, the departmental form of organization ~~will normally~~ shall include an elected body ~~of faculty~~ called Committee A of that budget unit. The members may be elected either from tenured faculty or from both tenured and tenure-track faculty as the faculty of the budget unit determines and the unit's Dean approves. Members shall be elected by secret ballots (with provisions for absentee ballots) at duly called faculty meetings in accordance with the procedure formally established by the faculty of each budget unit. Modes of nomination, the number and eligibility of elected members, and terms of office shall also be established by the faculty of each budget unit. The head of the budget unit may serve as Chair of Committee A, except that a unit's Dean may or may not serve depending on the unit's formally established procedures. Unless a separate faculty committee, established and elected by the voting members of the unit, has been assigned any of the following responsibilities, Committee A shall prepare and transmit to the Dean formal recommendations as to (1) annual faculty evaluations, (2) budget requests/allocation, (3) increases in salaries of faculty, (4) faculty awards, unless donors have specified that the decision be made through another process, (5) hiring of new faculty, (6) tenure and promotion matters and (7) such other matters as may be transmitted to Committee A from time to time. (8) Unless a separate faculty committee, established and elected by the voting members of the unit, has been assigned that responsibility, Committee A shall provide annual written evaluation and guidance, jointly with the Chair, to all tenure-track faculty to aid in their efforts to obtain tenure. Minority opinions may be noted in any formal recommendation forwarded by 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 (see special restrictions in the section on Tenure).~~

2. Page 13, Section 2.8.2(c), item (4) reword as follows:

"(4) ~~with appropriate faculty~~ either jointly with or separately from Committee A (or such other faculty committee, established and elected by the voting members of the unit, as may be appropriate), prepare annual faculty evaluations and make recommendations concerning budget requests/allocation, for increases in salary salaries, promotion, new appointments, tenure, and teaching methods for faculty, Faculty awards (unless donors have specified that the decision be made by another person or through another process), hiring of new faculty, tenure, promotion, annual reviews of the progress of tenure-track faculty in their efforts to obtain tenure, and other matters transmitted to Committee A."

Proposed July 1 Starting Date for All University Appointments

November 11, 1985

Present University policy provides that 12-month employees receive their pay raises (if any) effective July 1, whereas 9-month faculty are not paid at the new rates until August 15. Many faculty think this policy is fundamentally wrong, in that it favors 12-month employees (mostly staff and administrators) at the expense of faculty. After all, a large fraction of the so-called 9-month faculty work at the University during most of 12 months, doing teaching, research, and other projects in the summer. That they are paid less (between July 1 and August 15) than other employees serving in similar or identical capacities probably violates some law. At the least, it is morally indefensible.

Faculty who work during the summer on their own outside agency-supported research projects have repeatedly sought approval to appoint themselves at the new salary rates beginning July 1. The administration has dismissed these requests with the argument that increasing the salary of project directors as of July 1 would not be fair to other "9-month" faculty, who would still have to be paid at the old rates. (In my opinion this is a strange and selective application of the principle of fairness.) Nonetheless, the fact that the summer teaching budget is set well in advance of the new fiscal year has somehow become an argument for keeping all faculty at last year's salaries until August 15.

In spite of the fact that we probably won't receive new pay raises any time soon, it would seem desirable for the Faculty Senate to go on record as urging that July 1 be set as the new appointment date for all University employees, irrespective of the source of the funds used to pay them. Virtually the only cost to the University would be that of increasing the July salaries of those doing summer teaching. Thus, if the average pay raise were to be 5%, it would require only 2.5% of the total summer teaching budget to elevate everyone to the new salary rates. At present, the cost would be approximately \$25,000, to come from funds appropriated for the new fiscal year. \$25,000 is not a lot of money, compared with the total budget increase (in any year in which 5% raises are possible). The administration should consider this a bargain, given its predilection to argue that equity should be the guiding principle in budgetary planning.

Sherril Christian