

JOURNAL OF THE FACULTY SENATE (Norman campus)
 The University of Oklahoma
 Regular session - December 9, 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, Carr, Christian, Cohen, Cozad, Curtis, Dietrich, Economou, Eisenhart, Eliason, Emanuel, Frech, Harper, Hill, Hopkins, Horrell, Huseman, Kaid, Karriker, Knapp, Knehans, Kudrna, Larson, Levy, Lis, Livesey, Magrath, Marek, Mennig, Morgan, Murphy, O'Rear, Palmer, Parker, Peacock, Poland, Taylor, Tepker, Tobias, Uno, Wedel, Welpott, Whitely, Wiggins
- Provost's office representative: Ray
 PSA representative: Burgeson
 GSA representative: Mork
 UOSA representative: Gottshall
 Liaison, Women's Caucus: Davis
- ABSENT: Canter, Friend, Hengst, Kuriger, Reynolds
- PSA representatives: Hammond, McCarley
 UOSA representatives: Besse, Hickey
 Liaison, AAUP: Turkington

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APPROVAL OF MINUTES

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

ANNOUNCEMENT

The joint meeting of the Executive Committees of the OSU Faculty Council and OU Faculty Senate will be held December 18, 1985.

ACTION TAKEN BY PRESIDENT FRANK HORTON

The faculty elected at the November 11, 1985, Senate meeting (see 11/85 Journal) to fill vacancies on University Councils and Committees were approved.

SENATE EXECUTIVE COMMITTEE REPORT

The December 6 meeting of the Executive Committee and the President was devoted to campus planning issues: problems of space allocation, the lack of a master plan, and inadequate procedures. The current chair and two past chairs of the Campus Planning Council also attended the meeting. The President presented a draft of a document which addresses the matters of assessing physical needs from the department level upward and procedures. The President briefly discussed the budget cuts, and he plans to speak to the Senate on that topic at the February 10 meeting.

At the Executive Committee meeting with Provost Morris and Associate Provost Ray December 2 the Provost explained that the University is recruiting for 46 positions, in spite of the budget cuts. The Executive Committee proposed that the departmental deadline for nominating distinguished professors be changed to a day different than the deadline for tenure and promotion documents. Professor Tepker is writing an alternative draft to the academic appeals board document. The final version will be brought to the Senate for action.

On November 27 the legislative relations committee brought to campus three legislators: Rep. Guy Davis, House Majority Leader, Calera; Rep. Kelly Haney, Seminole; Rep. Glen Johnson, Okemah. These representatives were taken to Chemistry, Science and Public Policy, Government Documents (Library), Finance, and Industrial Engineering and were shown what projects and responsibilities the faculty were undertaking in each area. Professor Levy expressed the hope that in the future other departments will be the hosts and that 10-15 legislators will be able to visit OU this academic year.

About 50 talks have been given so far this year by professors participating in the Speakers Service.

The Committee A document will be reviewed by the Regents December 12. (NOTE: Subsequent to the Senate meeting it was learned that this policy does not require Regents approval, but only that of the President.)

EXPANDED GRADING SCALE

Professor Lis moved approval of the motion "that a Faculty Senate ad hoc committee, consisting of faculty members and undergraduate and graduate students, be appointed to restudy the proposal for expanding the grading scale on the Norman campus at the undergraduate and/or the graduate level and further that this Committee work closely with both the University of Oklahoma Student Association and the Graduate Student Association."

Professor Jack Kasulis, Associate Dean of the College of Business Administration, explained the arguments for an expanded grading scale. Students would be more motivated toward higher levels of accomplishment, employers would get a finer delineation of how a student performed, good students would benefit by receiving higher grades and therefore have the opportunity to be admitted to better graduate schools, and the significance of bias would be diminished. He explained that instructors still would have the option of grading under the present system if they chose not to assign pluses and minuses.

Professor Lis read a letter from the director of the School of Accounting supporting the expanded scale. Mr. David Mork, President of the Graduate Student Association, commented that since the study committee will be made up of faculty and students, he feels the GSA would be able to support the committee's recommendations. The motion to appoint an ad hoc committee carried.

FINAL EXAMINATION POLICY

Professor Carolyn Morgan, chair of the ad hoc committee to study the Provost's proposed changes in the policy on final examinations (The other committee members are Professors Gary Cohen, Edgar O'Rear, and Thomas Wiggins.), noted that the words "or death" should be inserted in the second paragraph, at the end of the 11th line, after "a serious illness." She explained that the Committee did not want to liberalize the policy to allow for rescheduling finals in case of "university-created" conflicts, as suggested by the Provost; however, they did want to allow for flexibility in the case of an academic conflict. She commented that the proposal recommended by the ad hoc committee had been approved by the Class Schedule Committee. Professor Morgan moved that the policy with the insertion above be approved.

Professor Knapp asked why an athletic event should be named explicitly as an impermissible conflict. (The phrase read: "... the activity must be directly related to the student's academic work in the university and may not be an athletic event.") Professor Cohen suggested rewording the phrase to read "... may not be an extracurricular event such as an athletic event." He pointed out that this proposal shifts the burden from the faculty back to the agencies who have created the conflicts. Professor Tepker commented that the amended wording would send the wrong message. The "friendly" amendment failed.

Professor Economou suggested ending the sentence after the word "university" and leave out the remaining words, "and may not be an athletic event." Professor Cohen explained that if that amendment is adopted, then the faculty should be educated about the circumstances that would or would not permit an exam to be rescheduled. Responding to questions on whether HPER majors could experience athletic conflicts directly related to their academic work, Professor Eisenhart pointed out that "there is no relationship between someone earning a grade in any course and participation in athletics." Professor Tepker moved that the amendment be adopted. There was some discussion about the intent of the policy being lost over time and what kinds of conflicts would be considered permissible. The motion to delete the last part of the sentence carried 23 to 21.

Professor Morgan explained that the Athletics Council should not be asked to decide whether to allow athletic events during finals. Professor Wiggins

noted that some statement should be made about the problem with athletic conflicts. Professor Cohen replied that the only alternative is to send a separate message, such as a resolution, deploring the scheduling of athletic activities during the finals period. Professor Wedel questioned whether it should be sent back to the committee for further study. Professor Levy responded that the committee had already made a recommendation in which athletic events were mentioned specifically, and the Senate had voted not to follow that recommendation. Professor Mennig suggested that problems with athletics should be addressed but not in this kind of document. The motion to approve the document as amended carried unanimously (see Appendix I). Professor Cohen asked the Senate Executive Committee to discuss with the Provost the matter of disseminating the approved procedures to departments.

JULY 1 STARTING DATE

Professor Christian moved approval of the resolution designating July 1 as the starting date for pay raises for faculty on summer appointments (see Appendix II). Responding to the question whether all faculty would be employed as of July 1, Professor Christian answered that this change would only affect faculty who are teaching or are on a grant during the summer; 9-month faculty are not otherwise on a contract at that time. The motion to approve the resolution carried unanimously.

PROVOST'S EVALUATION FORM

In providing the background of the faculty evaluation form used by the Provost's office, Professor Economou explained that the present form was approved by the Faculty Senate March 1981 and by the President May 1981 according to page 38 of the Faculty Handbook. The Handbook suggests there ought to be agreement or harmony between the work of the evaluating unit and the summary form. Professor Economou believes this form reduces the work of the faculty to a series of check marks, and that there is considerable dissatisfaction with this form among the faculty. He moved that the Faculty Senate "appoint a committee to study the provenance and usefulness of the Provost Summary Report of Annual Faculty Evaluation form and to recommend ways it can be revised so that it plays a more effective and satisfactory role in the evaluation process at the University of Oklahoma." The motion carried unanimously.

FUNDING OF OPEN POSITIONS

Professor Emanuel explained that the administration is proposing that funds from unfilled positions be transferred to the President's office. He moved approval of the following resolution:

"The administration is contemplating a change in the distribution of funds for unfilled but approved faculty positions. Since the current distribution and uses of these funds varies from college to college:

Be it resolved that the Budget Council investigate

- (a) the current distribution and uses of open position funding,
- (b) any proposed changes in such funding and the impact of these changes on future university operation, and
- (c) report back to the faculty senate at the first opportune time."

Professor Hill, as Chair of the Budget Council, stated that the Budget Council is composed of faculty, students, and staff, and the Council serves as an advisory body to the President; therefore, the Faculty Senate should not order, but rather request that the Budget Council investigate this matter. Professor Emanuel agreed to the suggestion to change the sentence to "It is requested that the Budget Council investigate...".

Professor Hill said he didn't know what a thorough investigation would reveal, since he believes the money is being used to meet deficits. Professor Emanuel responded that to divert funds from vacant positions to a general fund would reduce the flexibility of the department and Dean. Professor Cohen pointed out that most of the vacant position money in the College of Arts and Sciences has been redistributed. This issue has long-term and short-term implications, and it might be interesting to find out how much of the funding for vacant positions has been lost. Professor Karriker suggested that it would be more appropriate to have an ad hoc committee of the Faculty Senate, rather than the Budget Council, investigate the matter. Professor Emanuel agreed to the change. There was no objection. Professor Levy asked that the study be confined to the short term, and that the report be presented at the January Senate meeting. The following motion, as modified, carried.

"The administration is contemplating a change in the distribution of funds for unfilled but approved faculty positions. Since the current distribution and uses of these funds varies from college to college:

Be it resolved that a Faculty Senate ad hoc committee investigate

- (a) the current distribution and uses of open position funding
- (b) any proposed changes in such funding and the impact of these changes on future university operation, and
- (c) report back to the faculty senate at the first opportune time."

DIVESTITURE, SOUTH AFRICA

Professor Tobias moved approval of the following resolution asking the Board of Regents to again consider total divestiture from companies doing business in South Africa.

"WHEREAS, the University of Oklahoma Faculty Senate affirms its opposition to the Policy of Apartheid;

WHEREAS, the Faculty Senate is certain that there are no friends of apartheid on the O.U. Board of Regents; and

WHEREAS the Sullivan Principles, guidelines calling for equal opportunity in employment practices by American firms doing business in South Africa, are both inappropriate and impossible to implement because they are illegal under the South African Apartheid System; and

WHEREAS the Black African Majority in South Africa are denied citizenship and thus protection under the law by the state; and

WHEREAS the Board of Regents, with one member absent, on November 13, 1985, voted a tie (3-3) to divest totally, before passing a compromise position;

BE IT HEREBY RESOLVED that the Oklahoma University Faculty Senate supports the following action:

AT THE EARLIEST DATE LEGALLY POSSIBLE, WE HEREBY RECOMMEND THAT THE OKLAHOMA UNIVERSITY BOARD OF REGENTS RECONSIDER ITS POLICY ON INVESTMENTS, AND VOTE TO DIVEST ALL MONEY FROM ALL COMPANIES DOING BUSINESS IN SOUTH AFRICA, AND INSTRUCT THE UNIVERSITY'S LEGAL DEPARTMENT TO IMPLEMENT THIS POLICY WITHOUT DELAY."

Mr. James Todd, Chair of the OU Alliance Against Racism and Oppression, spoke on the reasons for divestment. He said our commitment to democracy should make it easy to make a decision about the principle, but not so easy to decide on process. Although it may not be possible to affect the policies of the South African society, it is possible to affect the way OU spends its money in support of or not in support of a particular idea. Because the Sullivan Principles are illegal in South Africa and will not extend to the black people of South Africa, in essence the Regents' decision to divest of holdings in companies not adhering to the Sullivan Principles will not alter OU's present investment policy.

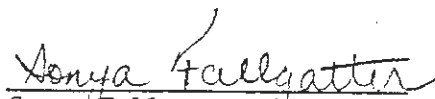
Professor Wiggins asked why the Legal Department, rather than the OU Foundation, is mentioned in the last paragraph. Professor Cohen recommended adding "and the OU Foundation." Mr. Todd explained that the OU Foundation investment policy is not within the control of the university, and any Regents action must be implemented by the Legal Department. Mr. Todd and Professor Wiggins agreed to the suggestion that "university's legal department" be changed to "University." But to the suggestion that "administration" or "University administration" be substituted for the "university's legal department", Professor Wiggins replied that a change to "University administration" would not carry the message that a community of people, i.e. The University of Oklahoma, wishes to implement this policy.

Professor Wedel questioned what "companies doing business" meant. Mr. Todd explained that the phrase referred to the stocks in OU's portfolio of those 12 firms which do business in South Africa, and that the intent was not to single out particular firms. Professor Baker commented that the resolution would not have much effect until colleges, such as business and engineering, refuse contributions from companies doing business in South Africa. Supporters of the resolution pointed out that at least the resolution was a first step and that this step would not preclude taking additional steps. Professor O'Rear commented that this decision could send the wrong message to companies which are trying to follow the Sullivan Principles. The resolution, with the amendment in the last paragraph as follows, carried, with two dissenting votes.

AT THE EARLIEST DATE LEGALLY POSSIBLE, WE HEREBY RECOMMEND THAT THE OKLAHOMA UNIVERSITY BOARD OF REGENTS RECONSIDER ITS POLICY ON INVESTMENTS, AND VOTE TO DIVEST ALL MONEY FROM ALL COMPANIES DOING BUSINESS IN SOUTH AFRICA, AND INSTRUCT THE UNIVERSITY TO IMPLEMENT THIS POLICY WITHOUT DELAY."

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, January 13, 1986, in the Conoco Auditorium, Neustadt Wing, Bizzell Library.


 Sonya Fallgatter
 Administrative Coordinator


 Sherril Christian
 Secretary

PROPOSED CHANGE IN POLICY ON FINAL EXAMINATIONS

(Faculty Handbook, section 4.7.1. Deleted wording is marked through and new wording is underlined.)

Final examinations are given at the discretion of the instructor, or in the case of multiple sections, the department in which the course is offered.* When a final examination is given, the student must take the examination.

If a final examination is given, no member of the faculty is authorized to depart from the published examination schedule for either a class or an individual without approval, as ~~stated in the Faculty Handbook.~~ ~~(Editor's note---The text in the 1962 Faculty Handbook follows:.~~ An examination for the entire class may be rescheduled only with the approval of the Class Schedule Committee. A request for such rescheduling should be addressed to the Chair of that Committee and should carry the endorsement of the department and of the dean concerned. Final examinations for a class outside the period set aside in the University calendar for final examinations are prohibited. An examination may be rescheduled for an individual student only in ~~such an emergency~~ emergencies such as the illness of the student, or a serious illness or death in the immediate family, or an unavoidable academic conflict of compelling importance. For such a conflict to be considered as grounds for rescheduling a final examination, the activity must be directly related to the student's academic work in the university. Such rescheduling must have the approval of the instructor, or instructors, concerned, the department chair, or chairs, concerned and the dean of the college in which the student is enrolled, ~~and should be timed in such a way to avoid compromising the integrity of the examination.~~ ~~Early final examinations are prohibited.~~ FINAL EXAMINATION has been defined as follows: An examination which is comprehensive in nature or which accounts for a greater proportion of the final grade than an examination given during the semester.

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

SUGGESTED RESOLUTION

The Faculty Senate recommends that the University designate July 1 as the anniversary date for all university appointments. (This would permit any faculty on summer research, teaching, or other appointments to benefit from any pay raises on July 1. Currently August 15 is the anniversary date for appointments for 9-month employees.)