

JOURNAL OF THE FACULTY SENATE (Norman campus)  
 The University of Oklahoma  
 Regular session - February 10, 1986, 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, Hill, Holmes, Hopkins, Horrell, Huseman, Karriker, Knehans, Kuriger, Larson, Levy, Lis, Livesey, Magrath, Marek, Mennig, Mills, Morgan, Murphy, O'Rear, Palmer, Parker, Peacock, Poland, Reynolds, Taylor, Tepker, Tobias, Welpott
- Provost's office representative: Ray  
 PSA representative: McCarley  
 GSA representative: Mork  
 UOSA representatives: Conwell, Hickey, Poynor  
 Liaison, AAUP: Turkington
- ABSENT: Kaid, Knapp, Kudrna, Uno, Whitely, Wiggins
- PSA representatives: Burgeson, Hammond  
 Liaison, ABP: Butler  
 Liaison, Women's Caucus: Davis

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APPROVAL OF MINUTES

The minutes of the regular session of January 13, 1986, were approved.

## ANNOUNCEMENTS

The members of the committee to study the expanded grading scale are faculty: Francis Schmitz (Chemistry) [Chair], Jon Bredeson (EECS), Gwenn Davis (English/Honors Program), and Jack Kasulis (Business Administration); students: Donna Camp (graduate student), Terry Carr, and Amy Hickey.

The faculty appointed to investigate the relationship between the Summer Institute of Linguistics and The University of Oklahoma are Professors Tom Love (AMNE) [Chair], Roger Mellgren (Psychology), and Rick Tepker (Law).

Professor Janet Mills (Human Relations) was elected to complete the 1983-86 Faculty Senate term of Professor Kenneth Wedel (Social Work), representing the College of Arts and Sciences.

The new UOSA representatives are John Conwell and Chris Poynor.

The Fall 1985 semester reports of University Councils and the Publications Board appears as Appendix I. The first quarterly report of the Equal Opportunity Committee also was included because of its general interest on campus.

## ACTION TAKEN BY PRESIDENT FRANK HORTON

The resolution clarifying the Faculty Senate's recommendation on the final examination policy (see 1/86 Journal, page 3) was approved. Approval is expected soon on the actual final examination policy.

## REMARKS BY PRESIDENT FRANK HORTON

The President asked for a moment of silence in observation of the space shuttle disaster. He congratulated the winners of the national moot court competition and their coaches. The remainder of his talk was devoted to budget issues.

To help soften the blow of the budget cuts for 1986-87, expenditures were cut by a minimum of 3.5% this year and have been put aside for use next year, with budget reductions for the academic areas approximately 1% less than the nonacademic areas on the three campuses. In addition, budget units will be asked to identify 13-17% reductions (the specific percentage to be identified after the State Board of Equalization meets) in the permanent budget base for 1986-87. Cuts made to the 1986-87 budget will include committed funds rather than the unencumbered funds used to meet this year's reductions. Only a few of the vacant positions can or will be filled. (There are 48 unfilled faculty and 17 unfilled academic professional positions on the Norman campus, and approximately 77 unfilled faculty positions on the HSC campus.)

While the tuition increase will mean an additional \$1.1 million, Oklahoma still ranks 50th in per capita student expenditures. The President believes resident students should be paying 25% of the cost of instruction, but that students can't be expected to pay more for less. That is why it is critical to expand the resource base and adequately compensate the excellent faculty and staff. Dr. Horton said he was opposed to reducing salaries, which already are perilously low.

The President said it is clear that the availability of OU's educational and service programs will be supply driven (based on funding), rather than demand driven (based on number of students). He feels the currently used formula approach, that links allocations to student numbers, should be replaced by a system that bases the allocation of resources on what it takes to supply a quality education. This could mean limiting the number of students and programs in order to ensure a quality education.

He said the new budget process, which becomes effective July 1, should help deal with the budget ups and downs by establishing short and long-term institutional goals. As part of this plan, salary savings will be collected centrally beginning July 1 and used to create a reserve for meeting unanticipated externally imposed financial hardships. Further, he is developing a plan for looking systematically at the long-term building requirements at the Norman and HSC campuses. He added, "I regret that I must speak to you about budget constraints at a time when you have given much to your university. ... It is imperative that we continue to look ahead, that we plan for the future, and together identify the proper paths to achieve academic excellence throughout the University of Oklahoma." [A transcription of the President's remarks is available in the Senate office.]

Professor Levy then opened the floor to questions. In response to questions about private fund raising, the President said that private giving was at about the same level as last year; however, private funds should be used to develop the margin of excellence, not to replace state support. Dr. Horton explained that the percentage of cuts will vary among the units, because the cuts will be made on a priority rather than an across-the-board basis. He pointed out that there are many indexes on which to base those judgements. Answering a question on whether additional early retirement incentives might be given, Dr. Horton replied that any such options will be considered. In response to several questions related to the budgetary effect on personnel, the President said he would follow all personnel rules and explore all alternatives, but he was not planning to declare fiscal exigency, because within a two-year time frame, the fiscal exigency plan would not provide any greater flexibility. President Horton explained that tenured faculty would not be vulnerable to terminations, but decisions in regard to terminating untenured first-year faculty (since notification deadlines for non-reappointment have already passed except for the March 1 deadline for first year faculty) and eliminating programs would have to be made by each unit based on what is perceived as least harmful to the quality of programs. He concluded by urging the faculty "not to lose sight of the long run, what our objectives are, and what is important in our educational institution."

#### SENATE EXECUTIVE COMMITTEE REPORT

On January 24 the Executive Committee met with President Horton. The discussion centered on the budget, the Energy Center director search, and general procedures for search committees.

At the February 3 meeting of the Executive Committee and Associate Provost Ray, the following topics were discussed: budget prospects, the status of the new edition of the Faculty Handbook, and the proposed revisions in the Academic Appeals Board policy. Concerning the last item, Professor Tepker drafted some revisions which, if agreed to by the Provost, will be brought before the Senate for final approval.

Professors Levy and Hopkins attended the January Regents meeting and met with Regent Rothbaum to share with him the faculty's perspective on various matters.

Professor Levy sent the resolution clarifying the final examination policy to the Chairs of the faculty senates of the other Big Eight institutions, the officials of the Big Eight, OU's Athletics Director, OU's head coaches, OU's NCAA faculty representative, OU's Legal Counsel, the President, the Provost, and the Athletics Council. The correspondence on this matter indicates the Senate's action is being supported. Professor Levy read a letter from Stan Ward, OU's Chief Legal Counsel, to Wade Walker, Director of the Athletic Department, asking him to make sure each of the coaches was informed of the resolution and emphasizing that academic standards should be respected and followed.

#### COMMITTEE ON COMMITTEES REPORT

Professor Hopkins, Chair of the Senate's Committee on Committees encouraged the Senators to nominate the "best and brightest" faculty for end-of-the-year vacancies on University Councils/Committees/Boards.

The faculty listed in Appendix II were elected to fill vacancies on University Councils/Committees/Boards created by leaves and resignations.

Professor George Letchworth (Education) was elected to complete the 1985-88 term of Professor Paul Kleine (Education) on the Senate's Committee on Committees.

#### COMMITTEE ON FACULTY WELFARE REPORT ON MATERNITY LEAVE POLICY

Professor Karriker reported on the progress made on the maternity leave policy by the Faculty Welfare Committee. She explained that currently maternity leave is classified as sick leave (see section 3.18.2 (6) of the Faculty Handbook). Because the time limit for such a leave is not spelled out, a woman could be asked to take leave without pay; in that case, there are questions as to who would pay the fringe benefits and whether the probationary period for tenure-track individuals would be extended. It is important to ensure that the status of tenure, promotion, and sabbatical leaves would be unaffected by a maternity leave. The committee has gathered information on maternity/sick leave policies at other universities, bills before Congress, and laws concerning this issue. The committee has agreed that a time limit should be specified, and such a recommendation will be presented at a future Senate meeting. A matter which remains to be decided is whether maternity leave should be limited only to full-time tenured or tenure-track faculty or whether the benefit should also be extended to visiting faculty. The committee also is debating whether "emergency leave" should be extended from 3 up to 15 days to provide for parental leave. The committee welcomes input regarding these issues.

#### PROGRESS REPORT FROM LEGISLATIVE LIAISON COMMITTEE

Professor Ron Peters reported that the legislative liaison committee had received very favorable reaction from the initial legislative visit last semester. The committee has arranged a series of days for similar visits during the spring semester. The purpose is to familiarize the legislators with the research and creative work of the university's faculty.

PROPOSED ACADEMIC CALENDAR CHANGE

Professor Levy reported that the Class Schedule Committee voted to recommend against the adoption of the proposed shortened-semester calendar which was discussed at the January Senate meeting. (See Appendix III for the text of the committee's recommendation.) Professor Levy commented that if any Senator wanted to pursue the matter, after reading the report, he/she could do that at a future meeting; otherwise, the Senate would follow the recommendation of the Class Schedule Committee.

SUMMER EMPLOYMENT PAY

Professor Larson presented the following statement:

"The faculty of the School of Drama wishes to call to the attention of the Senate and, hence, to the University Administration, a situation which seems to us inequitable:

In the College of Fine Arts, and, we assume, in other colleges at the University, administrators on twelve month contracts are given full pay in the summer for full time employment. Professors and instructors on nine month contracts are given less than full pay when given full time employment in the summer. Professors and instructors, it seems, are paying very direct taxes to help support summer sessions in these difficult times; on the other hand, it seems that administrators are, comparatively, unaffected in their pocketbooks. The inequity seems to be clear."


Professor Larson suggested that the statement be directed to the Budget Council.

OPEN DISCUSSION OF BUDGET SITUATION

Professor Cohen suggested calling a special Senate meeting to formulate a collective response to the President's budget instructions. After a brief discussion, the consensus was that once the instructions were received, Professor Levy would send a copy to each Senator, along with an announcement of when the special session would be held. It was agreed that the Chairs/Directors also should be invited to attend.

ADJOURNMENT

The Faculty Senate adjourned at 5:30 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, March 17, 1986, in the Conoco Auditorium, Neustadt Wing, Bizzell Library.

  
Sonya Wallgatter  
Administrative Coordinator

  
Sherril Christian  
Secretary

REPORT OF THE BOARD OF STUDENT PUBLICATIONS (Norman campus)  
FOR FALL SEMESTER 1985  
Submitted by Professor Ed Carter, Chair

Income of the Oklahoma Daily for the first six months of the fiscal year was down 2.6 percent compared with the same period a year ago. This was caused by significant decreases in classified advertising and in Oklahoma City display advertising. Operating expenses for the Daily increased by 6 percent. Special sections of the Daily, such as Dallas Weekend, Christmas and Bridal, have been incorporated under the Campus Life banner. This has resulted in an improved and more consistent style for Daily special sections.

During October of 1985 the Daily began testing low-rub inks for the newspaper. As a result of these tests, the Daily will soon begin using these inks exclusively. These new inks offer two advantages: no more dirty hands after reading the newspaper and the elimination of any possible environmental hazards. It is believed the Daily is the first newspaper in Oklahoma to make this change.

In December of 1985 a new plain paper laser typesetter was installed in the Daily's production room. This machine differs from office laser printers in that it has more than three-and-one-half times the resolution. It also has 80 available type faces. It also is thought the Daily is the first paper in the nation to use a high quality plain paper typesetter.

The Publications Board has appointed a committee to develop a graphics and design manual for the Oklahoma Daily. This project should not only improve the look of the newspaper but also should improve readability. To insure in the future that the graphics manual will be followed, the Publications Board has established and funded a graphics editor position on the Daily.

Sales to date of the Sooner 1986 yearbook are disappointing. Sales are down about 15 percent, and the problem has proved a perplexing one for the Sooner staff. During the last three years the yearbook has been judged to be one of the best in the country. During the spring semester a survey of student attitudes about the yearbook will be conducted in an attempt to get some new insights into the problem.

Members of the Board:

L. Edward Carter	(Journalism faculty)
Joe Ray	(Provost's Office)
Jack Copeland	(News Services)
Ted Phillips	(Alumni-Working Press)
Jackie Meeks	( <u>Oklahoma Daily</u> rep.)
Terri Metzger	( <u>Sooner</u> yearbook rep.)
Johnny Rard	(Publications-at-large)
Abeer Choudhury	(UOSA appointed)
James Hobi	(Student Body elected)
Elizabeth Yamashita	(Director, School of Journalism and Mass Communication)
Fred Weddle	(Director, Student Publications)
Charles House	(Editorial Supervisor, <u>Oklahoma Daily</u> )
Twila Smith	(Supervisor, <u>Sooner</u> yearbook)
Melinda Gossard	(Editor, <u>Oklahoma Daily</u> )
Shan Neely	(Editor, <u>Sooner</u> yearbook)

## ACADEMIC PROGRAM COUNCIL REPORT

Fall 1985

Submitted by Cecil Lee, Chair

The Academic Program Council met four times during the fall 1985 semester (September 16, October 21, November 18, December 16) with each meeting lasting approximately one and one-half hours. The Council regularly meets the third Monday of each month at 3:30 p.m.

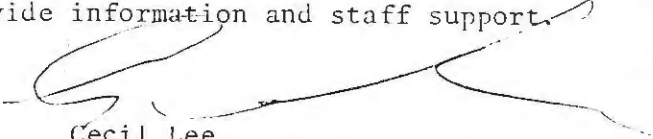
The Council made the following recommendations to the Provost:

1. That changes in the following majors in the College of Arts and Sciences be approved: Anthropology, Botany (Professional), Fashion Arts--Clothing and Textiles/Fashion and Textile Design Option, Journalism and Mass Communication, Nutrition-Dietetics, Philosophy, Russian Studies and Sociology.
2. That changes in the following minors in the College of Arts and Sciences be approved: Geography, Congressional Studies/Political Science, Sociology, Spanish and Zoology.
3. That changes in the following graduate programs be approved: Accounting, Architecture, Botany/Microbiology, Communication, Civil Engineering and Environmental Science, Economics, Geology and Geophysics, dual degree--Master of Library and Information Studies/Master of Education, Music and Regional and City Planning.
4. That the changes in the College of Education general education requirements be approved.

The Council recommended to the Faculty Senate Executive Committee that the Council continue to operate under its current charge, forming the following subcommittees: (1) curricular proposals; (2) course requests; and (3) specific instructional concerns and questions. The subcommittees would in turn report to the full Council for action. The subcommittee concept was to be an experiment which would have to be reevaluated after a period of use; the new system was also to be tried for a time before deciding whether or not the membership of the Council needed to be increased. Members of last year's Council--Drs. George Cozad and Gene Levy, student member David Patterson--attended a meeting to discuss this proposal, as did Dr. David Levy, chair of the Faculty Senate.

Faculty members of the Council were: Cecil Lee, Art; Beverly Joyce, University Libraries; Roy Knapp, Petroleum and Geological Engineering; Helga Madland, Modern Languages and Literatures; Roger Mellgren, Psychology; Vivien Ng, History; Robert Petry, Physics and Astronomy; and Alexis Walker, Human Development. Student members were: Lori Bender, LaMont Cavanagh, Jennifer Humphrey, Michelene Johnson, Granger Meador and David Singer. (All from the Norman campus.)

Dr. Milford Messer, Registrar, and Connie Boehme, Editor, Academic Bulletins, regularly attend Council meetings and provide information and staff support.

  
Cecil Lee  
Chair, Academic Program Council

REPORT OF FALL 1985 ACTIVITIES  
OF THE ATHLETIC COUNCIL  
Submitted by Terry Robertson, Chair

The Athletic Council's activities and concerns begin with actions at the standing committee level and then are brought to the council as a whole (see attached for committee assignments). Items for consideration by the standing committees come from the Athletic Department, student government, faculty and the concerned community. The council as a whole then acts on the committee reports and recommendations.

The council met four times during the Fall 1985 Semester and the following is a summary of the actions taken by the council.

#### I. Awards

The Athletic Council approved awards in the following sports: 1985-1986 Mens Cross-Country, 1985-1986 Womens Cross-Country, 1985-1986 Womens Volleyball, 1984-1985 Mens Gymnastics.

#### II. Scheduling

During the semester the following coaches appeared before the council requesting special consideration: David Yates, Mens Golf Coach; Carol Ludvigson, Womens Golf Coach; Stan Abel, Mens Wrestling Coach; Tom Peck, Womens Tennis Coach; Jerry Keen, Mens Tennis Coach; Michelle Thomas, Womens Softball Coach. These coaches were requesting schedule considerations to exceed the 10-day class cut or to schedule an event in conflict with current council policy. Exceptions to the class cut limitation were allowed with the stipulation that grades for the semester for those teams exceeding 10 class cut days be reported to the council. Request by the wrestling program to schedule an event on Stop Day, in violation of current council policy, was denied.

Schedules approved during the fall semester included 1985-1986 Mens Basketball, 1985-1986 Womens Basketball, 1985-1986 Mens Gymnastics, 1985-1986 Womens Tennis, 1985-1986 Mens Wrestling, 1985-1986 Mens and Womens Indoor and Outdoor Track, 1985-1986 Womens Golf, 1985-1986 Mens Tennis, 1985-1986 Womens Softball, 1985-1986 Mens Baseball and 1985-1986 Mens Golf.

#### III. Personnel

During the fall semester 1985, David Yates, Mens Golf Coach, resigned to accept employment with a prestigious professional sports management agency. The chairman of the personnel committee for the council served on a selection committee appointed by the Athletic Director to recommend a replacement. This committee met and after meeting all EEO requirements, screened approximately 25 applications, conducted four on-campus interviews, and recommended the appointment of Mr. Gregg Grost as Director of Golf at The University of Oklahoma. This recommendation has been forwarded to the President's office and the Board of Regents for appropriate action (approved by regents January 20, 1986).



#### IV. Academic Progress

The council has continued monitoring academic performance and graduation rates by sport for student athletes. The academic progress committee is further drafting changes to more accurately reflect its duties and responsibilities. These changes will be incorporated in the Athletic Council Policy Manual. The coaches from the prior semester whose teams exceeded the 10 class cut days appeared before the council to report on academic performance. The Womens Golf Team for Spring 1985 had a team grade point average of 3.62. The Mens Golf Team for Spring 1985 had a grade point average of 2.62 and a yearly academic average of 2.7.

As an extension of this committee's analysis the following sports received a letter commending academic performance by their respective teams. Those sports whose grade point averages of 2.7 or greater were: Mens Golf Team, Womens Basketball Team, Womens Golf Team, Womens Volleyball Team, and Womens Swimming Team (discontinued). The council also addressed correspondence to the Mens Basketball Program expressing deep concern over their academic performance.

The following participants on the 1985 Football Team were commended by the council for being named to Academic All-Big 8 or Academic All-American Teams. They were Darrell Reed, David Vickers, Bryan Bosworth, Gregory Johnson, and Evan Gatewood.

In conjunction with academic concerns the council recommended The University of Oklahoma support Proposal 16 to be voted on at the NCAA Convention in January, 1986. Proposal 16 is a version of required levels of ACT/SAT scores and GPA for freshmen student athletes. This will ultimately raise the expected academic performance for entering student athletes (Proposal 16 was, in fact, adopted at the national convention.)

The council further addressed concern to the President and to the Big 8 Conference with respect to final examinations at The University of Oklahoma conflicting with scheduled Big 8 athletic events. This matter is being considered at the university and conference levels. The council reiterated its position that students whose final examinations are unable to be otherwise arranged must meet their academic responsibilities first.

Professor Carolyn Morgan, while not a part of the academic progress committee, has prepared a questionnaire to be mailed to all other College Football Association (CFA) schools as to their policies regarding scheduling and class cuts. This data will provide a basis to re-examine The University of Oklahoma's current class cut policy. I might add that The University of Oklahoma was the first school in the conference to adopt a class cut policy and until this year, was the only institution in the conference with a rule to this effect.

#### V. Spirit Squad

The Spirit Squad has continued to be a concern since the responsibility was transferred from Student Affairs to the Athletic Department. The major concern is the funding for squad activities and potential scholarships for squad members due to the amount of time and effort spent by participants. A proposal was formulated by the Spirit Squad Committee to raise student ticket prices for football and basketball events by \$1.00 per season ticket. Blaine Wesner, President, UOSA, appeared before the council to strenuously object since only raising student ticket

## V. Spirit Squad (continued)

prices constituted discrimination. Jan Warner and Leon Cross, both of the Athletic Department, also appeared before the council to present the basis for needing additional funding. The council accepts that 1) we believe in excellence in these activities and funding at a level less than that necessary to maintain excellence is unacceptable, and 2) there needs to be a firm and continuing basic level of support for the Spirit Squad's program and activities. After a long and heated discussion, the proposal to increase student season ticket prices and earmark that increase for the Spirit Squad was defeated (see budget for ticket price increases, a portion of which will be utilized for spirit squad support).

The Spirit Squads were involved in national competitions between the fall and spring semesters. The Spirit Squad of the University of Oklahoma placed second in their national competitions and the Pon-Pom Squad placed third in their national competitions. Both squads are to be commended.

## VI. Budget

The only budgetary recommendations adopted by the council during the fall semester have been forwarded to the President's office for consideration. The proposal is a schedule of athletic ticket prices for all events for the coming year contingent upon acceptance by the Athletic Department and the President's office. This schedule is as follows:

### (1) Football

a.	Texas Game @ Dallas		
	Public	\$	20.00
	O.U. Student/Spouse	\$	20.00 (Contingent upon Texas increasing price to same amount)
b.	Season		
	Public	\$	75.00
	Faculty-Staff		37.50
	Faculty-Staff Spouse		51.00
	O.U. Student		26.00
	O.U. Student Spouse		37.50
c.	Single Home Games		
	Public	\$	15.00

(2) Basketball

a. Season

Public	\$ 120.00
Faculty-Staff	61.00
Faculty-Staff Spouse	61.00
O.U. Student	31.00*
O.U. Student Spouse	31.00*

\*The 4 games scheduled during the Christmas break are not included in the student/student spouse season ticket; however, student/student spouse may purchase tickets for those games at \$1 each.

b. Single Home Games

Public (Reserved)	\$ 10.00/\$8.00
General Admission	5.00

(3) Other Sports (Baseball and Wrestling)

a. Season

Public	\$ 40.00
Faculty-Staff	21.00
Faculty-Staff Spouse	21.00
O.U. Student	11.00
O.U. Student Spouse	11.00

b. Single Events

Public (Reserved) - Wrestling	\$ 6.00
General Admission - Wrestling	5.00
General Admission	4.00/\$3.00
Faculty-Staff	2.00
Student	1.00

The above prices do reflect a very modest increase in both faculty staff and student season ticket prices.

The majority of the budgetary concerns occur during the spring semester.

This report submitted by

Terry Robertson, Chairman  
1985-1986 Athletic Council

Attachments

STANDING COMMITTEES OF THE ATHLETICS COUNCIL  
1985-86

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11/8/85

AWARDS COMMITTEE

Chair: Paul Nieto  
Members: William Gaddis, Carl Locke, Carolyn Morgan  
Responsibility: To recommend to the Council, recipients of all categories of Athletic Department Special Awards annually (see-Council handbook); to review standards for Varsity Awards periodically.

BUDGET COMMITTEE

Chair: Ron Coleman  
Members: Gregory Kunesh, Claude Duchon, Kelley Curry, William Gaddis  
Responsibility: To review in detail Department prepared proposals for its annual budget and to recommend a specific budget to the Council each spring.

PERSONNEL COMMITTEE

Chair: Terry Robertson  
Members: Ron Coleman, Gregory Kunesh, Wilson Baptist  
Responsibility: To serve with the Athletic Director as the Council's representatives in the personnel search and selection process upon the development of vacancies in the coaching and administrative staff of the Department.

SCHEDULE COMMITTEE

Chair: Claude Duchon  
Members: Paula Rubenstein, Myrna Carney, HSC Student  
Responsibility: To review all proposed athletic schedules and schedule changes (excepting football) and recommend appropriate action to the Council.

SPIRIT SQUADS COMMITTEE

Chair: Steve Dolman  
Members: Claude Duchon, Paul Nieto, Kelley Curry  
Responsibility: To review the activities of the spirit squads; to recommend to the Council the appointment of a Spirit Squads Coordinator; to recommend other appropriate action to the Council.

ACADEMIC PROGRESS COMMITTEE

Chair: Carl Locke  
Members: Myrna Carney, Mary Ellen Cameron, Paula Rubenstein  
Responsibility: To conduct studies as needed with regard to the NCAA eligibility rule (Rule 48) and to recommend appropriate action to the Council.

ATHLETICS COUNCIL (UNIVERSITY)

Fall 1985

<u>Name</u>		<u>Nominated by</u>	<u>Term</u>
George Henderson	(Human Relations)	Faculty Senate	1983-86
Carolyn Morgan	(Sociology)	Faculty Senate	1983-86
Terry Robertson	(Finance)	Faculty Senate	1984-87
Claude Duchon	(Meteorology)	Faculty Senate	1984-87
Carl Locke	(CEMS)	Faculty Senate	1984-87
Maryellen Cameron	(Geology & Geophysics, Alternate)	Faculty Senate	1985-88
Gregory Kunesh	(Drama, Alternate)	Faculty Senate	1985-88
Ron Coleman	(Public Health)	Faculty Senate	1984-87
Steve Hamilton	(Dentistry, Alternate)	Faculty Senate	1984-87
Paul Nieto	(Alumnus)	Alumni Association	1984-86
Wilson Baptist	(Alumnus)	Alumni Association	1984-86
William Gaddis	(Alumnus, Alternate)	Alumni Association	1985-87
Myrna Carney	(Center for Instructional Research)	EEC	1985-87
Kelley Curry	(Physical Plant, Alternate)	EEC	1985-87
Steve Dolman	(Student)	UOSA	1984-86
Paula Rubenstein	(Student)	UOSA	1985-87
Wade Walker	(Athletic Director)	Ex Officio, non-voting	
Robert E. Smith	(Asst. Athletic Director)	Ex Officio, non-voting	
Daniel Gibbens	(Faculty Representative to the Big Eight)	Ex Officio, non-voting	

REPORT OF THE BUDGET COUNCIL  
Fall Semester 1985

Submitted by Larry Hill, Chair

Following the submission of the Spring Semester, 1985, Report, the Budget Council held one meeting to consider the 1986-87 needs budget. Additionally, a number of committee meetings were held, and the committee of the whole presented its draft recommendations to Interim President Jischke. The Council cooperated with Mr. Jerry Farley in drafting this document, and we were gratified that the final needs budget reflected very closely the priorities we established.

During the Fall Semester, 1985, the Council met in four regular sessions. At the November meeting, President Horton addressed the Council, presented the draft of his new "Budget Process" document, and asked the Council to consider possible amendments. The President described the new process as one based on a "bottom-up" perspective that depends on departmental statements of goals and program priorities (which are to be deposited in the library and open to the public); it features multi-year planning; it clearly fixes responsibility for budgetary allocations or reallocations at particular administrative levels, leaving final decisions to the President. Dr. Horton said the Council should be primarily concerned with evaluating budgetary priorities at the Vice Presidential/Provost level.

The Council devoted its December meeting to a consideration of the "Budget Process" document and suggested a number of changes in it -- some of which clarified the role of the Budget Council in the budget process. This process of revision was continued during a committee meeting in January as well as in that month's regular meeting. The Council's revisions, which were incorporated into the document with the cooperation of Mr. Jerry Farley, were sent to the President on January 17, 1986.

Furthermore, at the November meeting, the Council decided to ask that a committee meet biweekly (in the weeks following Council meetings) with the Vice President or Associate Vice President for Administrative Affairs in order to remain current on budgetary matters. The Vice President for Administrative Affairs agreed that this was a good idea, and such meetings have been held since then.

During the Spring Semester, the Council expects to be involved in consideration of how the state budget crisis will affect the University. Also, we plan to consider a number of other matters, including the process used to obligate Section 13 and New College Funds and the decision-making process relative to indirect costs derived from sponsored research.

COUNCIL MEMBERS:

Larry Hill, Chair	Professor, Political Science
Larry Canter	Professor, Civil Engineering & Envr Science
Michael Cox	Professor, College of Law
Glenn Dryhurst	Cross Research Prof/Chairman, Chemistry
Lynda Kaid	Associate Professor, Communications
E. L. Lancaster	Associate Professor, Music
Malcolm Morris	Professor, Marketing
Steve Whitmore	Assistant Professor, Physics & Astronomy
Thomas Wiggins	Professor, Education and Human Relations
Michael Gray	Asst Director, Law Center Admin Services
Bob Martin	Assoc Vice Provost, Cont Educ & Public Svcs
Ruth McKinnis	Manager of Employment
Sara Nixon	Assistant Director of Student Development
Wesley Dunbar	Student
Brad Fuller	Student
Mary Jane Coffman	Student
Blaine Wesner	Student

CAMPUS PLANNING COUNCIL REPORT  
Fall 1985  
Submitted by Jim Kudrna, Chair

During the Fall Term, 1985, the Campus Planning Council held regular meetings on September 12, October 10, November 14 and December 5. Several Subcommittee meetings and informal work sessions were also held. In addition, an Orientation Session for new Council members was held on October 31.

The following appointments were made within the Council:

Process Subcommittee Chair/ Bill Varley  
Plan Subcommittee Chair/ Henry Eisenhart  
CART Advisory Committee Representative/ Osborne Reynolds  
City of Norman Liaison Subcommittee/ Jim Kudrna, Anne Million, Bill Bauman

The major focus of our activities during the first semester has been a review and refinement of the proposed "University of Oklahoma Space and Facilities Planning Process" outline. We have been working directly with the University Administration and with Architectural and Engineering Services to develop this draft which will define a schedule of steps to be undertaken to update the University Master Plan and to establish a clear process for the periodic review and refinement of overall planning efforts. There is strong support in the President's Office for this effort and, in fact, President Horton has been instrumental in developing the outline.

Another topic of discussion for the Council during the Fall Term has been the Murray Case Sells Swim Complex situation. At our November meeting, Vice President Anona Adair made an extensive presentation of the facts related to the Sells Swim Complex and discussed the Regents' decision to postpone the closing of the indoor pool until March 1, 1986. The Council made no formal recommendation or comment on the action.

In other miscellaneous action, the Council did hear reports from Architectural and Engineering Services concerning the status of the Energy Center and Music Building projects. Both appear to be adhering closely to anticipated schedules of construction.

It is anticipated most of the Council's spring activity will revolve around the further review and refinement of the "Space and Facilities Planning Process" outline and the initiation of the activities described in it. Continued review of any current campus planning and facilities development projects will also be part of our agenda.

Council Members:

Faculty: Henry Eisenhart (HPER), Walter Dillard (Zoology), James Kudrna (Architecture), Sally Caldwell (Regional/City Planning), Angela Million (University Libraries), Bill Bauman (Architecture), Adel Aly (Industrial Engineering), Osborne Reynolds (Law), James Wainer (Music).  
Staff: Mike Newkham (Physical Plant), Linda Harris (Arts & Sciences), William Varley (Research Administration), Gwen Williamson (Geol. Survey).  
Students: Lauren Van Wombeck, Robert Lawrence, Myrna Robinson, Grant Todd.  
Ex-Officio, non-voting: J. R. Morris (Provost), Arthur Elbert (Vice President for Administrative Affairs), Milford Messer (Registrar).

REPORT OF THE COUNCIL ON CONTINUING EDUCATION AND PUBLIC SERVICE  
FOR FALL SEMESTER 1985

Submitted by Professor Alex Kondonassis, Chair

As you know, I am chair of the Council on Continuing Education and Public Service and in this capacity I have called several meetings of the committee in the Fall. The members of the committee have been very responsive and helpful in discussing issues relating to the University's involvement in continuing education and public service.

Most of the meetings in the Fall have been spent in taking an inventory of what we are doing in continuing education at OU. In this regard, we have asked Vice Provost William Maehl and his program chairs to meet with the committee and give us relevant information on the various programs they have been engaged in. I believe that the members of the committee now have a pretty good idea of what the OU activities in continuing education and public service are.

This semester we plan to zero in on the question of where do you go from here. We should be able to have a report on this aspect of the Council's work by the end of the semester.

Members of the Council on Continuing Education and Public Service:

Gary Green	(Education)
C. Kenneth Meyer	(Political Science)
A. Ravindran	(Industrial Engineering)
Leroy Blank	(Chemistry)
Alex Kondonassis	(Economics)
E. L. Lancaster	(Music)
Sylvia Faibisoff	(Library Science)
Roger Mellgren	(Psychology)
James Burwell	(Physics and Astronomy)
Keith Hammer	(Public)
Jan Lovell	(Public)
Ed Apple	(Public)
Susan Bumgarner	(Child/Family Development)
Lee Morris	(Marketing Services)
Hugh Harris	(Independent Study)
J. R. Morris	(Provost, Norman Campus), ex officio, non-voting
Bill Maehl	(Vice Provost, CE & PS), ex officio, non-voting



REPORT OF THE COUNCIL ON FACULTY AWARDS AND HONORS  
FOR FALL SEMESTER 1985  
Submitted by Professor Joakim Laguros, Chair

The activities of the Council consisted of the following:

1. At the September 26, 1985 meeting, the Council reviewed the nominations of Dr. James Burwell and Dr. Chesterfield Gunn, and recommended them to the Provost's Office for the Regents' Professorships.
2. At the December 13, 1985 meeting, the Council reviewed 33 nominations (21 from the Norman Campus and 12 from the HSC Campus) for the following: Regents' Award for Superior Research and Creative Activity, Regents' Award for Superior Professional and University Service, Regents' Award for Superior Teaching, AMOCO Foundation Good Teaching Award, and David Ross Boyd Professorship, and made recommendations to the Provost's Office.
3. The Council discussed some business matters and presented the following to the Provost's Office:
  - (a) A number of highly regarded nominees are poorly served by the quality of documentation which is provided by the academic unit initiating the nomination. While the Faculty Handbook (Sec. 3.15, p. 42) is very explicit, it may prove helpful if the Provost's Office provides more guidance to emphasize the significance of proper and adequate documentation. The Council will be happy to assist you in this regard.
  - (b) To improve the preparation of documents, the notice soliciting nominations could be changed to an earlier date. For example:

1st notice to academic units	June 1
2nd notice to academic units	Sept. 1
Academic units to Dean	Oct. 1
Deans to Provost	Nov. 1

Members of the Council on Faculty Awards and Honors:

John Sokatch (GLCR)	(Medicine)
Glenn Dryhurst (GLCR)	(Chemistry)
Joakim Laguros (DRB)	(CEES)
Arrell Gibson (GLCR)	(History)
Daniel Wren	(Management)
Herbert Nishikawa (RTA)	(Nursing)
Joe Ferretti	(Medicine)
Yoshi Sasaki (GLCR)	(Meteorology)
Herbert Shillingburg	(HSC)
Lerner Hinshaw	(HSC)
Marilyn Torbett	(Alumnus)
Holly Heininger	(Student)

REPORT OF THE RESEARCH COUNCIL (Norman Campus)  
for the Fall Semester, 1985  
Submitted by Don E. Kash, Chair

During the first six months of fiscal year 1986, the Research Council received 50 non-routine applications for research funds totaling \$95,904. These requests for research support are for amounts ranging up to \$5,000 each. The Council recommended funding awards totaling \$59,146. As of January 1, 1986, \$25,822 remained available for non-routine faculty research awards.

The Research Council also reviewed 34 requests totaling \$656,062 for OU Associates funds. Under the OU Associates funds' competitive program researchers are able to make requests for amounts exceeding \$5,000. A total of nine grant requests were recommended for funding in the amount of \$161,444.

In addition to the activities identified in the previous two paragraphs, the Research Council spent a substantial period of time discussing the general research needs of the University. It expects to identify and characterize a menu of those needs early in January. Based on its deliberations, the Research Council expects to communicate its perception of the University's research needs and a set of recommendations during February, 1986. It is the Council's intention to continue a focus on these broad needs and periodically communicate its findings and concerns to the President.

Respectfully submitted,



Don E. Kash, Chair  
University Research Council

Members of the Council:

Michael Morrison	(Physics /Astronomy)	
Richard Gipson	(Music)	
Don Kash	(Political Science)	
David Rowe	(Human Development)	
Leonard Beevers	(Botany/Microbiology)	
Tom Murray	(CEES)	
Nancy Mergler	(Psychology)	
Robert Con Davis	(English)	
Roger Frech	(Chemistry)	
Douglas Mock	(Zoology)	
Robert Mulholland	(EECS)	
James Richstad	(Journalism)	
John Chisholm	(Student)	
Brian Paulson	(Student)	
Kenneth Hoving	(Vice Provost for Research Ex Officio, non-voting	
Bill Varley	(Director, Research Administration)	Ex Officio, non-voting



*The*  
*University of Oklahoma*

COLLEGE OF LAW  
300 Timberdell Road  
Norman, Oklahoma 73019  
(405) 325-4699

TO: President Frank Horton  
FROM: Equal Opportunity Committee  
DATE: January 2, 1986  
SUBJECT: Quarterly Report

This document is the first quarterly report of the Equal Opportunity Committee of the University of Oklahoma.

#### MEETINGS

The Equal Opportunity Committee met five times in the time period covered by this quarterly report. We had meetings on Sept. 30, Nov. 4, Nov. 19, Dec. 3, and Dec. 17.

#### MEMBERS

The Equal Opportunity Committee is made up of the following nine members: Keith Bystrom, Chair (College of Law), Suzanne Willis (Physics and Astronomy), Martine DeRidder (Political Science), Dianne Bystrom (News Services), Ted Ponder (University Libraries), James Conway (Student), Jerry Weber (University College), Norris Williams (Student Affairs) and Kristen Alexander (Administrative Affairs). In addition we have four ex-officio non-voting members: Walter Mason (Affirmative Action Officer), Leonard Harper (Director, Personnel Services), J. R. Morris (Provost, Norman Campus) and Arthur Elbert (Vice President for Administrative Affairs).

#### BACKGROUND

The Equal Opportunity Committee of the Norman Campus at the University of Oklahoma has been an integral part of the Affirmative Action Plan since the early 1970s. In its early stages, the Equal Opportunity Committee was a vital committee assisting in the implementation of affirmative action ideas. In December 1982, a joint committee of the Faculty Senate and Employee Executive Council recommended to the President that the Equal Opportunity Committee be revitalized after finding that it had not been meeting and had become an ineffective partner in the affirmative action process. On May 5, 1983, President Banowsky approved of this recommendation and asked that it be implemented through the appropriate channels.

Over the next few years, however, the Equal Opportunity Committee was not appointed by the President and therefore was not active at all in the affirmative action compliance program.

Finally, on May 6, 1985, Interim President Jischke appointed the current committee to serve for the 1984-85 year. After concerns were raised because a number of the committee members appointed had terms which would expire within four months of their appointment, on August 30, 1985, Interim President Jischke reappointed the same members to serve during the 1985-86 year. There was also some confusion over the appropriate purpose of the Equal Opportunity Committee, but in August 1985 the revised purpose reflecting the changes approved in 1983 was supplied to the committee members.

#### SUMMARY OF MEETINGS

1. The first meeting of the Equal Opportunity Committee was an organizational meeting. Keith Bystrom (College of Law) was elected Chair. Walter Mason (Affirmative Action Officer) reviewed the Affirmative Action Plan under Executive Order 11246 and the Title VI Affirmative Action Compliance Program of the University of Oklahoma.
2. The second meeting of the Equal Opportunity Committee was highlighted by a discussion with President Horton concerning his concerns and suggestions in the area of affirmative action. Specific programs such as Minority Faculty Retention, Female Faculty Retention, Minority Student Retention and Staff Promotions were discussed. Walter Mason provided an update on the Affirmative Action Plan, the Faculty Mentor Program, and the Title VI Review by the Office of Civil Rights that will be conducted on January 20, 1986. The committee set the third Tuesday of each month at 3:30 p.m. as its regular meeting time. The committee also requested the Affirmative Action Office to provide members with monthly hiring data in order to meet our purpose of determining regularly what progress has been made toward affirmative action goals.
3. At the third meeting of the Equal Opportunity Committee, hiring data on faculty from July to September 1985 and from Administrative Affairs - Personnel Services from July to September 1985 was reviewed. The committee looked in depth at the goals and utilization analysis, which raised the questions by the committee as to why the goal for most departments is zero. The committee also went through the action oriented programs of the Title VI Affirmative Action Compliance Program.
4. The fourth meeting of the Equal Opportunity Committee involved a detailed look at the action oriented

programs. After reviewing the nine action oriented programs, the committee came to the following conclusions and suggestions for the Affirmative Action Officer.

- 1) Program #2 - Targeted Minority Faculty Recruitment is a beneficial program and should continue to receive the support of the University of Oklahoma.
- 2) Program #3 - Minority Faculty Recruiter has not been implemented. This has been a long-time recommendation of the Affirmative Action Office and was included as a recommendation of the joint Faculty Senate - EEC in 1982. The Equal Opportunity Committee believes the University should support Program #3 and voted to write Provost Morris to encourage its implementation.
- 3) Program #5 - Faculty Mentors is a program the committee believes could be very beneficial. The Committee Chair has talked with the Faculty Senate Chair, David Levy, about the program, which is to be implemented in the 1985 Spring semester. The committee hopes that the Faculty Mentor Program will work to the benefit of the affirmative action goals of the University of Oklahoma.
- 4) Program #6 - Development of Potential Minority/Female Faculty was discussed by the committee and found that the program in actuality is only for minority faculty. Therefore, the committee recommended to the Affirmative Action Office that Program #6 be rewritten so that it refers to only minority faculty and not females.
- 5) Program #7 - Minority/Female Junior Faculty Retention was discovered to be merely a duplicate of Program #5 - Faculty Mentors. The committee recommended to the Affirmative Action Office that this program be deleted from any future affirmative action plans.
- 6) Programs #1 - Faculty Impact Racial Analysis, #8 - Staff Impact Ratio Analysis, and #9 - Grants and Contracts Staff are basically statistical analyses of employment hiring required by federal regulations. These have the problem of many statistical analysis programs in that they are difficult to understand unless a person has a substantial understanding of the background of the Impact Ratio Program. One problem the committee discussed is that in some cases the ratio looks good, but the actual figures are terrible. For example, in the Faculty Impact Ratio Analysis for black appointments, the impact ratio is 550

percent, well above the 80 percent cutoff that the federal government determines as the dividing line between a positive and negative impact. When looking at the actual appointments, however, the only reason the statistic is that good is because out of a total of 599 qualified applicants for faculty positions during the reporting period, only three were qualified blacks. Since we did make one black appointment, our ratio of hiring 33 percent of the blacks qualified makes the impact ratio look very favorable, while in reality the appointment of only one black faculty is not favorable.

Also, in Program #9 - Impact Ratio Analysis for Grants and Contracts Staff, it was discovered that there was a substantial error in computing the ratio of male grants and contracts employment to total male employment. The error of almost 10 percent caused the impact ratio to change from the reported 14 percent to 128 percent, or from a bad percentage to a good percentage. The committee felt this error should have been discovered by the Affirmative Action Office before publication of the Impact Ratio Analysis.

- 7) Program #4 - Clearing House for Higher Education was determined to be of low cost and required by the Oklahoma State Plan. The Affirmative Action Office indicates the plan is not very effective in attracting minority candidates for positions.
5. At the fifth meeting the Committee heard from Leonard Harper on the Positive Selection Procedure Program that had been tested in Administrative Affairs. After considering the positive results of this program the Committee voted to recommend to the Affirmative Action Office that a Positive Selection Procedure Program be included as an action oriented program for all staff positions. The Committee also agreed to discuss in the future how a similar program could be implemented for faculty positions.

#### SOME QUESTIONS RAISED BY THE COMMITTEE

The Equal Opportunity Committee discussed some of the following questions and problems that arose in our review of the Affirmative Action Program during the last three months. Many of these questions will be dealt with in the future by the committee in working with the Affirmative Action Office at the University of Oklahoma.

1. First, the committee perceives that it is difficult for the Affirmative Action Office to get statistics in a timely fashion. It would help if the Affirmative

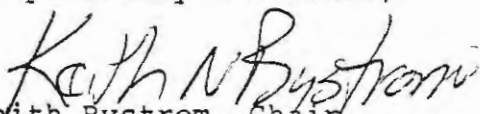
Action Office had its own computer terminal and also sufficient funds to employ a part-time programmer to assist in developing the data needed to determine whether the Affirmative Action Plan is meeting the goals of the University of Oklahoma.

2. In determining the affirmative action goals of the University, we do not want to get lost in morass of statistics. The Equal Opportunity Committee would like to develop a better method to encourage departments to hire minorities and females.
3. The committee discussed one of the recommendations of the 1982 joint committee to implement a performance review for department heads that would include their accomplishment of affirmative action goals in underutilized departments. The committee will discuss this further during the next quarter.
4. One question that came up during the review of employment data is that although there is a system for trying to determine why minorities and women are not hired once interviewed, should there be a similar system for requiring justification by departments for leaving minorities and women out of the interviewed pool when they exist in the qualified pool?

#### SUMMARY AND CONCLUSION

The Affirmative Action Program at the University of Oklahoma includes the Equal Opportunity Committee as an important partner in the process. This is the first quarterly report of the revitalized Equal Opportunity Committee. It probably is the first report of the Equal Opportunity Committee in the 1980s, as the Affirmative Action Office has indicated it may have been that long since the Equal Opportunity Committee actually reported as required to the President of the University of Oklahoma. We are making a start at assisting in the Affirmative Action Program and during the next quarter intend to work closely with the Affirmative Action Office when the Office of Civil Rights meets with university officials during the week of January 20, 1985. We also intend to continue looking at the Affirmative Action Program and assisting in developing ideas.

Respectfully submitted,

  
Keith Bystrom, Chair  
Equal Opportunity Committee

KNB/vlb

TWO NOMINATIONS FOR EACH VACANCY:

(President to select one of the two nominees for each vacancy)

Athletics Council:

To complete the 1983-86 term of George Henderson (Human Relations)

Curtis McKnight (Mathematics)

Brian Peacock (Industrial Engineering)

Athletics Council:

To complete the 1984-87 term of Carl Locke (CEMS) [alternate]

Michael Flanigan (English)

Robert Griswold (History)

Faculty Awards and Honors Council:

To complete the 1984-87 term of Arrell Gibson (History)

Marilyn Affleck (Sociology/Women's Studies)

Betty Atkinson (Physics and Astronomy)

Publications Board:

To complete the 1985-88 term of Rosemary DuMont (Library Science)

Frank Sonleitner (Zoology)

Mickie Voges (Law)

ONE NOMINATION FOR EACH VACANCY:

Academic Program Council:

To complete the 1984-87 term of Ramon Alonso (Management)

Al Smouse (Education)

Energy Conservation Committee:

To complete the 1984-86 term of Floyd Calvert (Architecture)

Mary Whitmore (Zoology)

Research Council:

To complete the 1984-87 term of Nancy Mergler (Psychology)

Marilyn Flowers (Economics)

Rita Lottinville Prize for Freshmen Committee:

To complete the 1985-88 term of Philip Schwartz (University Libraries)

Marcia Horne (Education)



## UNIVERSITY OF OKLAHOMA INTEROFFICE COMMUNICATION

APPENDIX III

To Professor David Levy, Chair Date February 7, 1986  
Faculty Senate 2/86

From Milford D. Messer M.D.M. Subject Shortened-Semester Calendar  
University Registrar

The Class Schedule Committee met on February 4 to discuss the calendar proposal which was forwarded to you from the O.S.U. Faculty Council. The Committee voted not to recommend the adoption of this proposed change to the Faculty Senate. The Committee also chose to send forward to the Faculty Senate the following major points that were considered in the discussion of the proposal:

1. The current State Regents' requirements specify sixteen weeks of classes and examinations; one additional week is added to accommodate holidays during each long semester. The O.S.U. proposal reduces class time and examinations to fourteen weeks with one additional week for holidays. This compresses considerably the preparation time for students in numerous academic departments. Members from the School of Music and the College of Engineering were opposed to this shortening of time because a longer period of time is needed for students to learn concepts and prepare for classes in many departments.
2. According to students and faculty on the Committee, extending class time to ninety minutes in Tuesday/Thursday classes would be undesirable because the current 75-minute periods make it difficult to remain attentive to instruction.
3. There is already a shortage of classrooms during many periods of the day. (A room usage analysis is enclosed to provide information on this point.) The effect of lengthening class time will force scheduling later in the day which is a problem to students who work and to some departments who rely on favorable time periods to attract students in some elective courses. In addition, longer class times reduces scheduling possibilities during the day and will create additional scheduling problems for various departments.
4. Lengthening class time will force changing all course presentations to sixty or ninety minutes. This may or may not be feasible and/or desirable.
5. Chamber of commerce data and related information relative to enhanced tourism and sales are really not relevant to educational considerations.
6. There are no research findings which indicate clearly that students leave institutions of higher education because they have an early holiday on Labor Day. Students do withdraw early in the semester for a variety of reasons.
7. College of Education faculty who teach in both semesters and the summer session favor the start after Labor Day to provide more vacation time from the end of the summer session to the beginning of the fall semester.
8. Shortening the weeks of instruction would provide additional time for faculty research and for students with summer jobs.

9. There is no research which indicates that fifty-minute class periods are more desirable for instruction than sixty-minute periods. The type of instruction does relate directly to the time span, and time for student preparation is critical to learning in numerous disciplines. Reducing the semester two weeks will hinder learning and preparation in various disciplines.
10. There would be savings in energy costs, but the amount is unknown. Physical facilities will still have to be available for advisors, faculty, and some students who will have to come to the campus for the last enrollment period in late August, before Labor Day.
11. Students would have to spend more time in class with less time for preparations of class assignments and part-time jobs if they choose to work. A student carrying fifteen credit hours would be required to spend two and one-half additional hours per week in class, a twenty percent increase over the current requirement.

ROOMS	<u>7:30</u>	<u>8:30</u>	<u>9:30</u>	<u>10:30</u>	<u>11:30</u>	<u>12:30</u>	<u>1:30</u>	<u>2:30</u>	<u>3:30</u>	<u>4:30</u>	<u>EVE</u>
]200+ total <u>8</u>											
MWF occupation	2	7	8	8	8	4	7	7	1	1	2
<u>MWF availability</u>	<u>6</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>1</u>	<u>1</u>	<u>7</u>	<u>7</u>	<u>6</u>
TR occupation	1	7	8	8	7	4	7	5	2	1	1
<u>TR availability</u>	<u>7</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>4</u>	<u>1</u>	<u>3</u>	<u>6</u>	<u>7</u>	<u>7</u>
]100-199 total <u>12</u>											
MWF occupation	3	12	12	12	12	8	10	9	4	2	6
<u>MWF availability</u>	<u>9</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>2</u>	<u>3</u>	<u>8</u>	<u>10</u>	<u>6</u>
TR occupation	1	12	12	12	12	10	10	10	8	0	8
<u>TR availability</u>	<u>11</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>2</u>	<u>2</u>	<u>4</u>	<u>12</u>	<u>4</u>
]60-99 total <u>22</u>											
MWF occupation	2	20	21	22	22	18	17	18	11	8	13
<u>MWF availability</u>	<u>20</u>	<u>2</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>5</u>	<u>4</u>	<u>11</u>	<u>14</u>	<u>9</u>
TR occupation	5	22	22	22	22	19	15	18	17	7	13
<u>TR availability</u>	<u>17</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3</u>	<u>7</u>	<u>4</u>	<u>5</u>	<u>15</u>	<u>9</u>
]30-59 total <u>54</u>											
MWF occupation	5	51	53	53	51	43	49	49	38	19	30
<u>MWF availability</u>	<u>49</u>	<u>3</u>	<u>1</u>	<u>1</u>	<u>3</u>	<u>11</u>	<u>5</u>	<u>5</u>	<u>16</u>	<u>35</u>	<u>24</u>
TR occupation	6	54	51	49	52	42	45	47	37	15	33
<u>TR availability</u>	<u>48</u>	<u>0</u>	<u>3</u>	<u>5</u>	<u>2</u>	<u>12</u>	<u>9</u>	<u>7</u>	<u>17</u>	<u>39</u>	<u>21</u>
]10-29 total <u>16</u>											
MWF occupation	0	7	8	8	11	5	11	12	4	3	4
<u>MWF availability</u>	<u>16</u>	<u>9</u>	<u>8</u>	<u>8</u>	<u>5</u>	<u>11</u>	<u>5</u>	<u>4</u>	<u>12</u>	<u>13</u>	<u>12</u>
TR occupation	1	10	9	5	7	4	4	7	5	4	5
<u>TR availability</u>	<u>15</u>	<u>6</u>	<u>7</u>	<u>11</u>	<u>9</u>	<u>12</u>	<u>12</u>	<u>9</u>	<u>11</u>	<u>12</u>	<u>11</u>