

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session - January 11, 1988 - 3:30 p.m.
Conoco Auditorium, Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Larry Canter, Chair.

PRESENT: Bergey, Bert, Brock, Canter, Carr, Cohen, Cook, Curtis, Dietrich, Economou, Eisenhart, Farmer, Herstand, Johnson, Knehans, Lewis, Livesey, Magid, McManus, Nicewander, Ray, Rideout, Robertson, Ryan, Shambaugh, Smith, Snell, Spaeth, Taylor, Turk, Wallace, Wiggins, Williams, Zelby, Zonana

Provost's office representative: Provost Joan Wadlow

PSA representatives: Maria Protti and Bette Scott

ABSENT: Baker, Barker, Bell, Brown, Fagan, Faibisoff, Harris, Hill, Kenderdine, Knox, Kondonassis, Kutner, Mennig, Rogers, Tepker, Vestal, Weaver-Meyers

TABLE OF CONTENTS

Announcements:
 ✓ University Scholarships Committee.....2
 Academic Misconduct Code.....2
Actions taken by the Administration on Senate recommendations:
 Appointments to councils/committees/boards.....2
✓Remarks by Dr. Kenneth Hoving, Research Administration.....2
Senate Executive Committee Report:
 Disposition of issues identified at small group sessions.....3
 ✓Budget.....3
 Focus on Excellence - Gail Tompkins.....3
 Issue for Discussion - legal advice/protection for faculty.....3
 ✓Miscellaneous Faculty Concerns.....5

APPROVAL OF MINUTES

The minutes of the regular session of December 14, 1987, were approved.

ANNOUNCEMENTS

The Scholarships and Financial Aids Committee has been replaced by the University Scholarships Committee. This change was initiated by the OU Regents. The new committee will coordinate the collection and documentation of scholarship information for students, review on a semester basis the scholarship funds and their utilization, and advise the president on matters relating to scholarships, financial aid and the basis upon which awards are made. All committee membership terms will be for one year. A product of this committee will be a listing of the scholarships available at OU.

Prof. Canter announced that the OU Regents are working on a response to the October 22 statement of the general faculty, and that he hopes to receive that response later in January. Related to point #2 of the statement, the Executive Committee of the Faculty Senate will develop recommendations for amendments to the academic misconduct code, which will be brought to a subsequent Faculty Senate meeting for consideration.

The meeting dates of the Faculty Senate for the Spring 1988 semester are: January 11, February 8, March 14, April 11, and May 2. All meetings will be held on Mondays at 3:30 p.m. in the Conoco Auditorium.

ACTIONS TAKEN BY THE ADMINISTRATION ON SENATE RECOMMENDATIONS

The President appointed the faculty elected to Councils, Committees, and Boards at the November 9 meeting and selected the following faculty from the 2:1 nominations (see 11/87 Journal, page 5):

Campus Tenure Committee: Larry Hill (Political Science)
to complete the 1985-88 term of Drew Kershen (Law)
University Copyright Committee: Anne Million (Univ. Libraries)
to complete the 1986-90 term of Terry Patterson (Arch.)

The President appointed the faculty elected to Councils, Committees, and Boards at the December 14 meeting and selected the following faculty from the 2:1 nominations (see 12/87 Journal, page 4):

Class Schedule Committee: James Estes (Botany/Microbiology)
to complete the 1986-90 term of David French (English)

REMARKS BY DR. KENNETH HOVING, VICE PROVOST FOR RESEARCH ADMINISTRATION AND DEAN OF GRADUATE COLLEGE

Dr. Hoving spoke on the research and scholarly work being carried on by the faculty. From July 1 to December 31 the faculty submitted 286 research proposals, which exceeds the previous record by 26 and represents \$64 million in funding requests. Historically OU has received about a third of the total requests. If that holds true, then this year will be the best ever for external research funding. Already \$9.2 has been awarded.

Dr. Hoving said OU has been increasing its contacts with people in central positions at the federal level. A series of workshops held on the OU campus has helped representatives from the federal agencies become aware of what is going on at OU. OU's representative in Washington, D.C., Richard Linn, and the state's congressional delegation have been working effectively on the University's behalf. For example, OU just received \$5.5 million in federal funding and the promise of another \$3.5 million to complete the Energy Center.

He commended the state legislature for increasing the funding for research at OU in recent years, despite tight budgets. OU received \$3 million in both 1985 and 1986 and \$11 million in 1987 in state support, and the budget request for 1988 is \$23 million. Lastly, he complimented the OU administration for providing money for new research programs.

SENATE EXECUTIVE COMMITTEE REPORT

Prof. Canter distributed an updated list showing the disposition of the issues identified in September's small group discussions. He explained that almost all of the issues had been addressed either through discussions with administrators or discussions at the Senate meetings.

At their January 7 meeting President Horton and the Executive Committee discussed budget planning for 1988-89 and the budgetary analysis unit recently approved by the OU Regents. The details regarding the new budget unit have not been completely worked out.

The Senate Executive Committee has met on an individual basis with all but two of the OU Regents, and plans are being made to arrange a meeting with them soon.

FOCUS ON EXCELLENCE

Prof. Cohen focused on Prof. Gail Tompkins, Associate Professor of Language Arts Education and Director of the Oklahoma Writing Project, the University's highly successful summer program for presenting Oklahoma school teachers new methods of teaching writing. Prof. Tompkins' approach to teaching writing to school children is to give more careful consideration for their specific stage of psychological and intellectual development, their interests, and experience than has been the case previously. Prof. Tompkins has been at OU since 1982, and has already received a Regents' Teaching Award and an OU Student Association Teaching Award. She is chair of the National Council of Teachers of English Committee on Professional Writing Networks for Teachers and Supervisors. In 1987 she was president of the Oklahoma Council of Teachers of English. She has been a member of the Faculty Senate and currently chairs the Campus Tenure Committee.

ISSUE FOR DISCUSSION - NEED FOR LEGAL ADVICE/PROTECTION OF FACULTY

Prof. Canter's introduction to the discussion stated that there is an increasing usage of legal challenges and representation by attorneys within academia on matters ranging from cases of academic dishonesty to personnel evaluation processes, including tenure and promotion considerations. Faculty members are typically not prepared to deal with attorneys representing individuals, nor is there clear information as to the availability of legal advice and protection from the University itself. The topic for discussion will relate to the general need for and availability of legal advice/protection of faculty.

Prof. Magid asked if there were any statistics to indicate whether this was a serious problem. An informal poll of the senators indicated that about 20% had had a discussion with an attorney about an academic matter. When asked how often attorneys represent faculty in personnel matters, Provost Wadlow said there were a few cases per year.

Several senators related their experiences with academic cases involving attorneys. Prof. Cohen noted that recent state legislation made employees personally liable with regard to complaints about discrimination. Professor Johnson said he thinks the University Legal Counsel is sometimes put into a conflict of interest situation when both students and faculty members are involved in a case. He said it should be clear who the Legal Counsel will represent. Prof. Nicewander suggested that some type of insurance against lawsuits might be necessary. He, for example, has a liability policy attached to his homeowner's insurance policy that will pay for the costs of a lawsuit. Prof. Cohen offered to look into the possibility of professional liability insurance, but cautioned that carrying insurance could invite claims. He said he would also investigate whether state law limits the amount for which a faculty member can be sued.

Prof. Dietrich said that sometimes a faculty member does not need legal advice necessarily, but rather just good advice, which could be provided through a mentor program. Prof. Cohen mentioned that in cases of academic misconduct, if the student brings a lawyer, then, in most cases, the University Legal Counsel will provide representation for the faculty member. Prof. Eisenhart agreed that, based on his experience while serving on the Arts and Sciences academic misconduct board, OU's lawyers were willing to provide representation; however, that may not be their top priority. Prof. Knehans added that while the OU Legal Counsel is willing to give informal legal advice, something more formal is needed in order to prevent cases from being thrown out. An illustration he gave was that the notification letters to students--which must be worded correctly--have to be written by the faculty. Prof. Ryan suggested that many of the problems could be avoided if the faculty could get advice ahead of time or if the Academic Misconduct Code were clarified. Prof. Lewis commented that in many cases attorneys are unnecessary, because the matter can be equitably resolved by the hearing boards. Prof. Williams said her recent experiences with four cases of plagiarism made her realize that if the student has a lawyer present, then the faculty member needs to have a lawyer also. She said she also had the impression that the Legal Counsel is understaffed.

Prof. Canter reminded the Senate that the purpose of the discussion was not to criticize the Legal Counsel, but rather to decide if some action should be taken. Prof. Herstand commented that there should be some job description clearly stating who the University Legal Counsel will represent. Prof. Smith suggested finding out what insurance options are available to the faculty, what limits there are as to responsibility, and how much the insurance would cost. He also proposed having an ombudsperson available to provide advice. Other members suggested holding a meeting or distributing a document to inform the faculty as to how to protect themselves and what services are available from the Legal Counsel office. Prof. Snell said he would like to know why lawyers are present for students in academic misconduct cases but not in grade appeals. Prof. Lewis pointed out that a representative from the Legal Counsel office could speak to the Senate on these issues and then the Senate could decide whether to set up a committee to investigate this matter. Prof. Canter said he would follow up on these suggestions and bring the information back to the Senate.

MISCELLANEOUS FACULTY CONCERNS

Prof. Curtis asked if the starting date for the Fall 1988 semester had been determined. Prof. Canter said the Provost had decided on Wednesday, August 24.

Prof. Lewis asked when the retroactive pay would be distributed. Prof. Canter answered that January 22 was the target date.

Prof. Brock asked if there would be an opportunity to review the smoking policy. Prof. Canter agreed to make that an agenda item for the next Senate meeting. He explained that the Executive Committee had asked the President some questions about implementing the policy and had told him that it appeared that the policy had not been widely distributed yet. Provost Wadlow commented that the President had just sent a memo to the Vice Presidents and Provost stating that the policy needs more publicity.

Prof. Cohen announced that the planning for the April 7 faculty awards luncheon had begun. Comments and suggestions may be directed to the Senate office.

ADJOURNMENT

The Faculty Senate adjourned at 4:30 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, February 8, 1988 in the Conoco Auditorium.

Sonya Fallgatter
Sonya Fallgatter
Administrative Coordinator

A. J. Kondonassis
Alex J. Kondonassis
Secretary

ISSUES IDENTIFIED IN SMALL
GROUP DISCUSSIONS
September, 1987

1/11/88

A. General Issues

1. Faculty morale. -- Note 1
2. University image -- teaching vs. research. -- Note 1
3. Faculty losses/replacements -- decreased faculty size; impact of early retirement; faculty size vs. excellence. -- Note 2
4. Strategic planning and program evaluation for non-academic areas. -- Note 1
5. Be honest about Service in Teaching, Research and Service -- Note 3
6. Increase GA stipends. -- Note 2
7. Concern that OU/OSU not working together on admission requirements; need for more liason in general. -- Note 1
8. Impediments to interdisciplinary teaching and research. -- Note 3
plus Senate in November.
9. Legal counsel for faculty/students. -- Note 4 plus
Senate in January.
10. Short-term enrollment caps -- legal and feasible? -- Note 2
11. "Marketing strategy" for faculty. -- Note 5
12. Faculty evaluation criteria in some areas with heavy teaching (e.g., Fine Arts). -- Note 3.
13. Feedback from Deans/Provost regarding evaluations. -- Note 3
14. Budgetary discretion at Departmental level. -- Note 2
15. Need for, and criteria for, graduate faculty. -- Note 6
16. Weight of departmental criteria in tenure and promotion decision-making. -- Notes 3 and 5.
17. "Seed money" for specialized centers. -- Note 3.
18. Eliminate unnecessary units. -- Note 2.
19. Mentor program for younger faculty. -- Note 3.

B. Academic Programs

1. Evening programs -- need for "SIL model"? -- Note 3
2. CE & PS academic credit courses -- need for "SIL model". -- Note 7.
3. Summer school -- expand offerings; faculty salaries. -- Note 3.

C. Councils/Committees, etc.

1. Re-evaluate roles and functions. -- Note 5.
2. Research Council -- need for external peer review. -- Notes 5 and 6.
3. Library/library committee -- improve interlibrary loans; funds for on-line searching. -- Note 8 plus Senate in October.

D. Student Financial Aids

1. Free room and board for honors students and 4-year scholarship students. -- Note 9
2. Increase faculty involvement. -- Note 9

E. Faculty Compensation

1. Faculty who are not compensated in the summer are penalized for retirement purposes. -- Note 10.
2. Huston Huffman should be free. -- Note 10.
3. Inequities for teaching compensation from OCCE, UCAT, etc. -- Note 7
4. Salaries -- stronger stance needed. -- Notes 5 and 10.
5. Pay raises -- 1 July or 15 August? -- Note 1
6. Need for 12-month appointments at comprehensive research university. -- Note 1
7. PG's for faculty. -- Note 10.
8. Compensation for thesis/dissertation work. -- Note 3.

F. Faculty Welfare

1. State-wide insurance plan. -- Note 11

2. Faculty advisement on insurance and benefits package.-- Note 11
3. Inequity in fringes (9 mos. vs. 12 months). -- Note 11

G. Miscellaneous Issues

1. Full or partial tuition waivers for dependents.-- Note 1
2. Hazardous waste pickup. -- Notes 3 and 6.
3. Allocation of \$1.4 million for GA's; role of Graduate Dean.-- Note 3.
4. Payment of fees vs. grade assignments.-- Note 3
5. Policy on re-taking courses (what courses and number of times)-- Note 3.
6. Classroom maintenance; access for handicapped students.-- Note 3.
7. Building security.-- Note 3.
8. Pay for adjunct faculty working for other state agencies.-- Note 3.
9. Funds for administrative searches vs. faculty searches.-- Note 1.
10. Racial segregation in Greek system.-- Note 9
11. Sports Hall of Fame.-- Note 1
12. Streamline academic misconduct process.-- Note 3.
13. Advising in University College.-- Note 12.
14. Streamline purchasing procedures.-- Note 13.
15. Parking -- for RA's; play watchdog role.-- Note 13.
16. Support for and use of telecommunications and talk-back TV.-- Note 3.
17. Support for Instructional Services Center; need for AV equipment in different buildings.-- Note 3.

Notes :

1. Senate Small Executive Committee has discussed with Pres. Horton.
2. Senate SEC has discussed with Pres. Horton and Provost Wadlow.
3. Chair or SEC has discussed with Prov. Wadlow.
4. Senate SEC to discuss with Ockerhausen.
5. Senate SEC has discussed.
6. Chair discussed with Dean Honing.
7. Referred to CE and PS Council.
8. Chair discussed with Dean Lee.
9. Chair discussed with V.P. Adair.
10. Referred to Fac. Compensation Committee.
11. Referred to Fac. Welfare Committee.
12. Chair discussed with Dean Weber.
13. Senate to discuss with V.P. Elbert.