

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - November 14, 1988 - 3:30 p.m.
 Conoco Auditorium, Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Gary B. Cohen, Chair.

PRESENT: Ahern, Baker, Barker, Bergey, Bert, Blick, Brock, Cohen, Cozad, Dietrich, Farmer, Gabert, Goodey, Gudmundson, Herstand, Hill, Jackson, Johnson, Kenderdine, Kiacz, Knox, Kutner, Lewis, Magid, McManus, Minnis, Moore, Mouser, Nelson, Ray, Razook, Reardon, Rideout, Ryan, Salisbury, Sankowski, Smith, Snell, Stoltenberg, Swisher, Tompkins, Vestal, Weaver-Meyers, Wedel, Zelby, Zonana

Provost's office representative: Dianne Bystrom
 PSA representatives: Barth, Bloomgarden, Boehme, Scott, Spigner-Littles, Turner

ABSENT: Cook, Fagan, Fife, Nicewander, Robertson

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APPROVAL OF MINUTES

The minutes of the regular session of October 17, 1988, were approved.

ANNOUNCEMENT

A special meeting of the OU Regents will be held on Monday, November 21, 1988, at 9:30 a.m. in Union Dining Room 5 to discuss admissions requirements. The Senate Executive Committee will present whatever action is taken by the Senate at this meeting on admissions requirements.

ACTION TAKEN BY THE ADMINISTRATION ON SENATE RECOMMENDATIONS

The President approved the 1:1 elections to Councils, Committees, and Boards from the September 19 meeting (see 9/88 Journal, page 5 and Appendix V) and selected the following faculty from the 2:1 nominations:

Campus Disciplinary Council I: Jerry Parkinson (Law)
 Campus Tenure Committee: Bedford Vestal (Zoology)
 Employment Benefits Committee: Gary Thompson (Geography)
 Equal Opportunity Committee: Donna Nelson (Chemistry)
 Legal Panel: Forrest Frueh (EAP)
 Patent Advisory Committee: Jack Cohn (Physics & Astronomy)

SENATE CHAIR'S REPORT

Prof. David Wilsford (Political Science) will coordinate the Legislative Visits Program for this year. The main focus will be to bring the newly-elected members of the legislature to campus.

According to a letter from Prof. Ronald Schleifer (English), Chair of the Research Council, the Council reconsidered its proposal to redistribute the seats on the Council and concluded that it is not necessary to alter the present distribution. No further action is required by the Senate. (See 9/88 Journal, page 5, 10/88 Journal, page 7, and attached memo from Prof. Schleifer [appendix I].)

The Executive Committee met with President Swank on November 8 and discussed several items, including the proposed admissions requirements, possible increases in tuition, the centennial campaign, and the search for a Vice President for University Affairs. The Executive Committee told President Swank that staged increases in both state funding and tuition are necessary. Some recent accomplishments of the centennial campaign include funds for additional endowed chairs and professorships. The search for a Vice President for University Affairs continues; the administration decided not to hire a consulting firm to assist with fund-raising in the interim.

The Executive Committee met with Regent Sam Noble on November 3.

Prof. Cohen called attention to the handout summarizing the concerns raised in the Senate planning sessions (see Appendix II). He noted that the summary included proposed assignments to various committees or to the Senate itself, and that there had been correspondence with some committees already.

A proposed policy on communicable diseases is being developed for the employees of the University. The Employee Executive Council will consider the policy at its meeting on November 16. If the President requests the Senate to consider such a policy, Prof. Cohen will form an ad hoc committee. [Note: The EEC raised some objections to the proposed policy, so the administration is now working on a revised draft.]

FOCUS ON EXCELLENCE - JANE MAGRATH

Prof. Magid focused on Dr. Jane Magrath of the Piano Pedagogy Program in the School of Music. Dr. Magrath is an outstanding, active solo performer, regularly gives Master Classes and demonstrations of piano teaching across the country, and reviews half the newly published piano music for Clavier, the major American piano journal. Dr. Magrath has developed a unique solution to demonstrating piano teaching for an audience: she has prepared a series of video tapes of students

with appropriate problems. Recently, one of the leading music publishers, in their first venture into prose publishing, brought out two books of Dr. Magrath's interpretive writing, and two more are in the works.

Prof. Magid further reported that OU is among a handful of American universities offering a doctoral program in piano pedagogy, and that is a real credit to our institution.

ELECTION TO FILL VACANCIES ON COUNCILS/COMMITTEES/BOARDS

The Senate approved the following Committee on Committees nominations to fill vacancies on University and Campus Councils, Committees and Boards:

Campus Planning Council (1:1): Connie Dillon (Educ. Leadership), to complete the 1988-91 term of Wayne Crouse

Patent Advisory Committee (2:1): Bruce Rowe (Chemistry/Biochemistry) and K. B. Lee (Mathematics), to complete the 1988-89 term of Jack Cohn

INTERIM REPORT BY SENATE COMMITTEE ON FACULTY COMPENSATION: FACULTY SALARIES

Following up on Professor Karl Bergey's presentation to the Senate in Spring 1988, the Senate's Committee on Faculty Compensation presented an interim report on the number of faculty positions and the share of the university budget comprised by faculty salaries over the past decade (see Appendix III). Prof. Ryan Doezema, Chair of the Committee, noted that the interim report will be expanded to examine the trends unit-by-unit. He thanked Ms. Theresa Smith, Director of Institutional Research, for the data. Prof. Doezema explained that faculty salaries at OU have remained relatively constant as a percentage of the E&G budget (tax dollars plus tuition) and have kept pace with the cost-of-living. That is, in constant dollars, the average faculty salary has remained approximately constant. On the other hand, OU's faculty salaries are near the bottom compared to its peer institutions and AAU universities, and little progress has been made in improving its student-faculty ratio.

Prof. Blick asked why the salaries were not presented as a percent of the total university budget. Prof. Doezema replied that the total budget includes auxiliaries. Prof. Cohen explained that auxiliaries should not be included because they can only be budgeted to support their own expenses plus overhead, not to support the academic faculty and staff. He commented that another study is being done of the overhead rate for auxiliaries.

Prof. Cohen noted that the Executive Committee is interested in looking at the trends in salaries for the various categories of university employees. For instance, were administrators but not faculty replaced at higher salaries during the years of freezes, and how do faculty salaries compare with administrative salaries? Prof. Smith noted that the Budget Council is looking at whether OU administrative salaries are competitive. He commented that the same question pertains to faculty.

Prof. Lewis said she understood that OU faculty were also paid poorly in comparison with the four-year colleges in the state. Prof. Doezema said that was brought out in a Faculty Compensation Committee report two years ago. Prof. Lewis pointed out that the regional universities should not complain then about the new funding formula, since OU and OSU needed the increase in state funding to bring them up to a commensurate level.

Prof. Kenderdine questioned whether the decrease in staff salaries after 1986 was a result of shifting funds into the M&O budget. Prof. Doezema agreed that the Committee would examine that issue. Prof. Cohen mentioned that since there had not been any major increases in M&O for most units, he believes the increase in M&O after 1986 is probably accounted for by some extraordinary M&O issues, such as equipment or the Energy Center. He reiterated that the faculty share of the total budget was protected to some extent in the period 1983-87, while there was a significant drop in the staff.

Prof. Herstand asked whether the committee planned to continue Prof. Bergey's work on faculty salaries in relation to administrative salaries and as a percent of the budget. Prof. Doezema said his committee planned to look at administrative salaries over a period of years as a percent of the E&G budget and also faculty salaries on a unit-by-unit basis. Prof. Herstand said it would also be useful to know the total number of administrators year-by-year. Prof. Cohen noted that the administration currently is studying the net gain or loss of positions over the last few years, and it might be useful to wait for the results of that study before proceeding.

UNDERGRADUATE ADMISSIONS REQUIREMENTS

The University administration asked the Senate to consider its latest proposal on admissions requirements (October 31, 1988 draft). Ms. Dianne Bystrom, Assistant to the Provost, was present to answer questions. Prof. Rideout moved that the Senate adopt a resolution endorsing the OU proposal. (Admissions proposal and resolution attached as Appendix IV.) Prof. Cohen pointed out the important aspects: staged increases in ACT and rank in class have been extended to 1994; transfer requirements have been specified and the g.p.a. increases staged; and two years of foreign language are required. For comparison, the State Regents' proposal was available at the meeting. The State Regents' proposal calls for no foreign language requirement nor any change in the transfer requirements. Ms. Bystrom reported that after the Senate approved the draft in September, the Regents requested an impact analysis. Following that analysis President Swank made some revisions in the proposal. This latest version will be considered by the OU Regents at a special meeting later in November.

Prof. Herstand asked whether the impact analysis included information on the effects on enrollment at peer universities that have implemented higher admission standards and introduced foreign language requirements. Ms. Bystrom reported that analyses of admissions standards and retention were conducted for OU's peer institutions. In general, admissions tend to drop off initially when standards are raised, but ultimately rise because of selective applications. Some of the State Regents' data shows that the drop in freshman admissions is made up in retention of upperclassmen. The impact of increased standards may be lessened because students are becoming better qualified; ACT scores are rising. Prof. Cohen pointed out that NEOSU raised its admissions requirements as an enrollment management method for this Fall, and they actually had a higher demand for admission.

Prof. Kenderdine noted that many students who were allowed to enter this year would not be admitted by 1994, and one effect would be to limit severely minority access to higher education. Prof. Rideout answered that the task force had been concerned about that problem. They found that when all the actual numbers were added up, all of the minority students would still fall within the exception category. Furthermore, the Provost's Office and the Center for Research on Minority Education are stepping up efforts to recruit minority students. Ms. Bystrom explained that the university is also developing an alternate admission

process for women and minorities that would measure some of the things that have been found to be good indicators of academic success. The Provost has recommended against linking ACT with class rank or g.p.a. in an effort to reduce the impact on people who historically have not performed as well on the ACT. Prof. Cohen reminded the senators that the door to OU might be closed to some students, but there are over 20 other state-supported institutions where students can enroll. Prof. Kenderdine commented that the entire 5% would have to be dedicated to minorities, and then some women might be excluded. Prof. Blick asked whether there would be legal implications if the special waivers were used only for minorities. Ms. Bystrom answered that historically OU has never filled the exception category of 5%, and it is not set aside for a certain group of students. The increase in the exception percentage from 5 to 8 and the alternative admission procedures should accommodate those students. Prof. Cohen explained that the alternative admissions would come under responsible academic officers and would be an improvement over the current policy, which allows anyone who is offered financial aid from any university entity to be admitted. Ms. Spigner-Littles said she objected to linking the exception category with minorities. Ms. Bystrom responded that the category is not reserved for anyone in particular but rather for a variety of students who are at an educational or economical disadvantage but have special talents. Prof. Hill urged the university administration to focus on the process for admitting a diverse student body. Prof. Smith said to assume uniformly that the exception rule will only apply to minorities is a false premise. Prof. Cohen added that the ACT scores are improving faster for some of the minority categories than for the general population.

Prof. Magid asked whether the OU policy included an SAT score as an alternative. Ms. Bystrom said OU would accept a comparable SAT. Prof. Magid then repeated that the only difference between the OU and the State Regents' policies is the minimum g.p.a. of transfer students and the 2 years of a single foreign language. He said he believed the senate could usefully endorse both of those proposals. Prof. Ryan noted that the rise in ACT might be offset by the expansion in the exception category, but it is still a rather fast increase. He said there should be a review to see if the university is proceeding too rapidly. Ms. Bystrom noted that the OU proposal stipulates that the standards be reviewed on an annual basis by the OU Regents and State Regents. Prof. Zelby said he thought the university should ensure that academic standards are raised by addressing the problems that come after the admission stage, for instance by instituting some kind of exit standards. Ms. Bystrom responded that the Provost is trying to provide greater academic support for the students who are admitted.

Prof. Cohen reiterated that the administration would like to have faculty opinion on its document in preparation for the OU Regents meeting. He said it is important for the OU Regents to present an institutional recommendation to the State Regents before they make a decision in December. The Senate passed the resolution endorsing the OU administration's proposal, 38 in favor, 3 opposed, and 2 abstentions.

DISCUSSION OF FACULTY VIEWS ON THE ANNUAL OU-TEXAS HOLIDAY

Prof. Cohen reported that survey a concerning the custom of cancelling day-time classes on the Monday after the OU-Texas football game was conducted in response to Prof. Herstand's suggestion at last month's meeting to abolish the holiday. (Results of survey attached as Appendix V). Questionnaires were sent out to 681 faculty; 389 were returned (a 57% return rate). The majority (41%) voted for a change and if changed, to move the holiday to the preceding Friday. Prof. Herstand said the survey was not his intention--what he had in mind was not a discussion of alternatives but rather a motion to abolish Texas Monday. He moved

that "the Faculty Senate go on record as recommending that we abolish the holiday on the Monday following the OU-Texas game."

Several senators complained that with the current arrangement, students also take off Friday, so that MWF classes lose an extra day. Other senators said they had no problem with a holiday, but would like to see it formally scheduled ahead of time. Prof. Cozad pointed out that the holiday is traditional. Prof. Kenderdine said he would prefer a holiday on Friday because that might reduce traffic accidents. Prof. Razook made a motion to amend the main motion to change the holiday to Friday. Prof. Reardon said he thought the Senate needed more time to consider alternatives. Prof. Salisbury said he believed the problem was that the faculty are not informed of the holiday soon enough. After further discussion the amendment failed, 17 in favor, 19 against, and 3 abstentions. The main motion to abolish the holiday carried, 22 in favor, 15 against, and 3 abstentions.

PROPOSED CHANGES IN THE EX-OFFICIO MEMBERSHIP OF THE EMPLOYMENT BENEFITS COMMITTEE

The Senate was asked to consider some changes in the ex-officio non-voting membership of the Employment Benefits Committee (memo from President Swank attached as Appendix VI). The Senate Executive Committee recommended endorsement but also the addition of a representative from the Senate Committee on Faculty Welfare as an ex-officio non-voting member. Those proposed changes were approved by the Senate by voice vote without dissent.

OU UPDATE

In a memo dated October 24, 1988 President Swank asked the faculty and staff governance groups of the Norman and HSC campuses for advice on the usefulness and continuation of OU Update. In his memo President Swank states that "Update was created to better inform employees about the activities on the three campuses and to consolidate information that prior to its creation was disseminated via A&B Distribution memos or the OU Daily." Prof. Cohen reported that Update is usually published bimonthly and costs about \$45,000 annually for the three campuses for publication, labeling, and staff salaries. Many universities have an in-house publication, and Update won an award last year.

Prof. Herstand suggested that the cost could be lowered by publishing Update once a month. Ms. Aleta Barth, who was on the 1982 committee to study the possibility of establishing an all-campus publication, reported that the original intention of Update was to notify staff about policy changes. Prof. Gudmundson said Update has become a second-chance publicity, since much of the information is already published in other publications, such as the Oklahoma Daily. Prof. Salisbury contended that there needs to be a means to collect the numerous notices that people can miss if they are only in the student newspaper. He said he would prefer a publication that is less glossy and that comes out weekly. Prof. Ryan agreed that while Update is well-written, and it is interesting to read about colleagues, the format could be reconsidered--perhaps a sheet included in the Oklahoma Daily. Prof. Lewis pointed out that the student newspaper is oriented toward students, and that the faculty need something timely that explains how policies will affect them.

Prof. Cohen summarized the discussion by saying he believed the general consensus of the Senate was that the University might want to continue to publish an all-campus newsletter, but that the format should be simpler and cheaper, that the content should be devoted to notices of new policies, deadlines, and items not carried in other publications, and that it should be published in a timely manner.

RESOLUTION ON ASSURING ADEQUATE ACADEMIC INPUT IN THE PLANNING OF BUILDINGS

Following up on the discussion from the last meeting on the planning of academic facilities, the Senate Executive Committee presented the following resolution:

WHEREAS the faculty and staff who use the University's academic space and facilities have unique expertise about the facilities needs of our academic programs,

AND WHEREAS the most successful new facilities on the campus have resulted from close consultation of the users during the planning and construction,

BE IT THEREFORE RESOLVED that the Faculty Senate of the University of Oklahoma, Norman Campus, recommends as basic University policy that the faculty and staff of the units that will use projected facilities will be active participants in all stages of the conceptualization, planning, development, construction, equipping, and furnishing of new facilities, AND FURTHER that those faculty and staff be consulted before any final decisions are made about designs or changes in plans for new facilities.

Prof. Brock proposed an amendment to insert language to the effect that duly-elected faculty from the units affected by the projected facility be consulted before a final decision is made. Several senators argued that every faculty member should be given the opportunity to participate in the process. Prof. Brock said the intent was to make sure a faculty member signed off, as a measure of accountability. The amendment was defeated. The main resolution was approved.

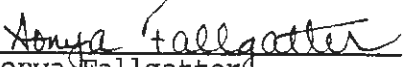
OTHER NEW BUSINESS

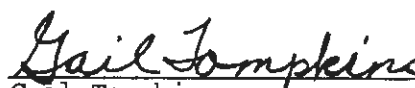
Prof. Ray said he recently learned that there are no faculty representatives on the student code revision committee. He pointed out that this committee approves the academic misconduct procedures, and he urged the Senate to take up this issue at next month's meeting. Prof. Cohen said the Executive Committee had planned a discussion at next month's meeting of the possibility of a university council to address matters, such as this, that affect student life and that would provide for input from faculty, staff, and students.

Prof. Baker said he objected to the General Motors display of cars on the south oval. He questioned using public property for private gain. Prof. Cohen said he would discuss that with President Swank.

ADJOURNMENT

The meeting adjourned at 5:45 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, December 12, 1988 in the Conoco Auditorium, Bizzell Memorial Library.


Sonya Fallgatter
Administrative Coordinator


Gail Tompkins
Secretary



The
University of Oklahoma

11/88 (Appendix I)

DEPARTMENT OF ENGLISH
760 Van Vleet Oval, Room 113
Norman, Oklahoma 73019
(405) 325-4661

October 25, 1988

Gary Cohen
President, Faculty Senate
OU Memorial Union
Campus Mail

Dear Gary:

I'm writing to notify you that the Research Council discussed the review of the membership of the Council yesterday in our monthly meeting in the face of the controversy that has arisen over our recommendation for redistribution we made last spring. In this meeting we came to the conclusion that the distribution of monthly Faculty Research Fund proposals is not the best way to allocate positions on the Council. In the last several years the purview of the Council has expanded, perhaps beyond what could have been anticipated in the initial Senate deliberations. In addition to the monthly recommendations, the Council is now directly involved in the OU Associates competition, the awarding of George Lynn Cross Research Professorships, the Junior and Senior Faculty Summer Fellowships, the Quality Unfunded Proposals, and other internal research support programs. It makes annual recommendations concerning the budgeting of internal support, and it is frequently called upon for advice on matters pertaining to research and scholarship. Recognizing the scope of these efforts, many of which involve the Council members who bear a relatively light load in the monthly proposal reviews, we see only minor gains in efficiency to be realized by passage of the redistribution proposal. For this reason it is the consensus of the Research Council at this time that it is not necessary to alter the present distribution of members.

Nevertheless, it is important to add that the Research Council is not a group of people who "represent" various and differing disciplines in its deliberations. The Council seeks to be a responsible advocate for research, scholarship, and creative activities at the University of Oklahoma. While the Research Council requires a diversity of expertise and experience, it is a faculty body which seeks to promote and support research and creative activity at the University as a whole without regard to the particular departmental and collegial affiliations of its members.

If you feel it is necessary, we can send a Council member to the Faculty Senate to respond to questions about the new recommendation. Daryl McCullough, who assisted in the preparation of this statement of Council's position, is willing to do this.

Sincerely,

Ronald Schleifer
Professor
Chair, Research Council



The
University of Oklahoma

11/88 (Appendix II)

FACULTY SENATE

900 Asp Avenue, Room 406
Norman, Oklahoma 73019
(405) 325-6789

TO: Members of the Faculty Senate
FROM: Gary B. Cohen, Chair *Gary B. Cohen*
DATE: October 27, 1988
SUBJECT: POSSIBLE AGENDA FOR THE OU NORMAN CAMPUS FACULTY SENATE, 1988-89

The Faculty Senate Executive Committee has reviewed and sorted out the proposals from the small group meetings for the Senate's agenda during 1988-89. The following is a summation of the items with proposed assignments to various committees or the Senate itself for study and action. We will discuss this at the November 14 Senate meeting.

Issues regarding State Higher Education Policies

- 1) Role of OU and OSU in the state system foreseen by the State Regents in their current initiatives and planning [Exec. Comm. with Pres.]
- 2) Role of OU at the University Center in Tulsa; inquiry into planning of OU programs for Tulsa and adequacy of faculty and library resources [Academic Programs Council; Provost Wadlow]

Faculty Professional and Economic Issues

- 1) Establishing a credible University commitment to achieving competitive faculty salaries; monitoring of increases in administrative salaries, abating the growth of administrative positions [Faculty Compensation Comm.; Budget Council]
- 2) Improving the consultation of faculty representatives during the consideration of possible changes in fringe benefits/options; review of the economics of having optional medical plans and of a possible wellness program [Faculty Welfare Comm. with Flegal and Elbert]
- 3) Developing the faculty:
 - a) Establishing a realistic plan and strategy for restoring and increasing faculty positions [Budget Council]
 - b) Developing appropriate mechanisms for planning and targeting new endowed chairs [Exec. Comm. with Pres.]
 - c) Consideration of pro-active measure for retaining faculty [Budget Council]
 - d) Consideration of programs for redeveloping faculty research (and teaching) skills where needed [Research Council; Exec. Comm. with Pres.]

- 4) Inquiry into methods for achieving affirmative action goals for faculty more effectively and for retaining female and minority faculty; development of faculty mentoring program; review of effectiveness of targeted hiring programs [Senate Exec. Comm. and discussion in Faculty Senate]
- 5) Increasing the awareness of sexual harassment and gender discrimination as faculty concerns; review of current University policies as needed [discussion in Faculty Senate; Sexual Harassment Council; Discrimination Comm.]
- 6) Development of child care services at the University [Faculty Welfare Comm. with Adair, Elbert, Flegal]
- 7) Efforts to reduce administrative paperwork and excessive committee obligations [Exec. Comm. will monitor]

Efforts to Improve the Academic Environment

- 1) Review of admissions and registration schedules, deadlines, possible closing dates to alleviate some of the problems due to over-enrollment in some courses [Class Schedule Comm.]
- 2) Inquiry into current and projected budgetary priorities for the University Libraries; review of policy on hard copies of periodicals [Univ. Libraries Comm. and Exec. Comm.; discussion in Faculty Senate]
- 3) Increasing the faculty role in efforts to improve student life at the University and in achieving a better integration of academic activity with the rest of campus life; consideration of proposal for a University council on student life [Exec. Comm. and Senate discussion]
- 4) Facilities: increasing the consultation of academic units in the planning and design of academic facilities (e.g., the proposed new science center, the art studios on North Base, psychology research facilities); making significant additions to available classrooms an URGENT University priority; [Senate discussion already underway; Campus Planning Council]
- 5) Review of administration and planning mechanisms for academic computing at the University; consideration of policies for acquisition and replacement of personal/micro computers and software, problems of compatibility and waste [Computer Advisory Comm. and report to Faculty Senate]
- 6) Consideration of proposal to increase the interval between the fall and spring semesters to facilitate research activities [Class Schedule Comm.]
- 7) Review of the quality and appropriateness of telephone service for the academic units; efforts to abate costs of telephone service and to assure adequate consultation of academic units in planning the future development of communication services [Budget Council]
- 8) Assuring appropriate overhead rates for auxiliary and service accounts [Exec. Comm. and ad hoc comm.]
- 9) Review of University Book Exchange policies on textbooks [Univ. Book Exchange Oversight Comm.]
- 10) Implementation of general education reforms, securing adequate resources [Exec. Comm. with Provost]

INTERIM REPORT
FACULTY SENATE COMMITTEE ON FACULTY COMPENSATION
November 1988

The impetus for this report is the study released by Prof. Karl Bergey in the 1988 Spring semester. Prof. Bergey's study showed that, over a seven-year period, the percentage of the total University budget allotted to faculty salaries declined from 17% in 1981/82 to 15.5% for 1987/88. This report is a follow-up to address the concerns raised by Prof. Bergey.

Trends in Faculty Compensation 1979-1989

In response to the Compensation Committee's request, the Office of Institutional Research (OIR), tabulated the data presented in Table 1. In this table, the budgeted amounts for faculty and staff salaries are listed for years 1980/81 through 1988/89 as well as the amounts for the M&O budget. These, together with amounts for graduate assistants, are the components of the E&G budget, which represents the University's share of the legislative appropriation plus the revolving fund which includes tuition and fees. Although several trends emerge from the data of Table 1, we concentrate on the three largest dollar amounts in the total budget, which together overwhelmingly dominate the net expenditures: faculty salaries, staff salaries, and the M&O budget. Figure 1 shows the percentage share of the total E&G budget for each of these for the years 1980/81 to 1988/89.

Remarks

1. Relative to the E&G budget, faculty salaries have maintained a roughly constant percentage share. The discrepancy between this trend and that demonstrated by Prof. Bergey for the faculty salary share of the total Norman campus budget is due to the declining share of the E&G budget relative to the total OU budget as quoted in the Bergey study. This deserves further attention.
2. Along with keeping a roughly fixed share of the E&G budget, faculty salaries have very nearly kept pace with the cost of living from 1979 to 1988 as seen in Table 2. This, however, is no cause for complacency. On the contrary, it means that OU has maintained its poor ranking compared with peer institutions over the time period. Tables 3 and 4 show OU ranking near the bottom in faculty salary comparisons both to a set of peer institutions and to a set of AAU universities. Furthermore, average salary comparisons hide the well-known poor ranking of OU in comparisons of student-faculty ratios. Figure 2 shows the precipitous decline of total faculty number since 1983; the present number of faculty is only marginally higher than it was in 1979. Thus, over the decade, OU has made little progress in improving its student-faculty ratio. A similar trend is seen for the total number of staff positions. Perhaps a ray of hope can be found in the nearly uncharged faculty numbers from 1988 to 1989, suggesting that the decline is being reversed.

The Faculty Compensation Committee intends to build on this interim report and to attempt to answer some lingering questions by examining the trends from unit to unit.

E & O BUDGET CHANGES
UNIVERSITY OF OKLAHOMA, NORMAN CAMPUS
FY 1981-1989

UNIVERSITY TOTAL

Years	-----Faculty-----		Graduate Assts	Staff	M & O Budget	Total Budget	Annual % Change	Cumulative % Change
	Teaching	Other						
1980-81	\$22,903,910	\$1,976,783	\$2,201,031	\$21,261,632	\$14,824,067	\$63,167,423		
1981-82	26,384,574	2,316,952	2,626,428	26,660,040	16,985,918	74,974,712	18.69%	18.69%
1982-83	31,046,215	2,812,168	3,121,212	32,846,466	20,168,328	89,994,389	20.03	42.47
1983-84	30,968,411	2,889,294	3,126,087	30,531,204	18,782,838	86,297,914	-4.11	36.62
1984-85	30,127,013	2,940,942	3,286,467	28,556,707	18,313,432	83,224,561	-3.56	31.75
1985-86	32,354,723	3,260,758	4,180,886	32,034,027	19,506,513	91,338,907	9.75	44.59
1986-87	31,233,303	3,277,491	5,217,688	27,737,102	22,793,211	88,258,795	-3.37	39.72
1987-88	32,073,839	3,291,941	3,320,555	28,777,987	22,881,609	90,345,931	2.36	43.03
1988-89	34,144,322	3,392,450	4,710,978	31,206,565	26,255,279	89,709,595	10.36	57.85

- Notes:
1. Faculty and Staff budgets include fringe benefits and retirement.
 2. "Other faculty" includes administrative faculty (deans, associate deans, and assistant deans), research faculty, and library faculty.
 3. "Teaching faculty" includes faculty whose primary function is instruction. It also includes chairs and directors of academic departments.

Office of Institutional Research 10/88

TABLE 1

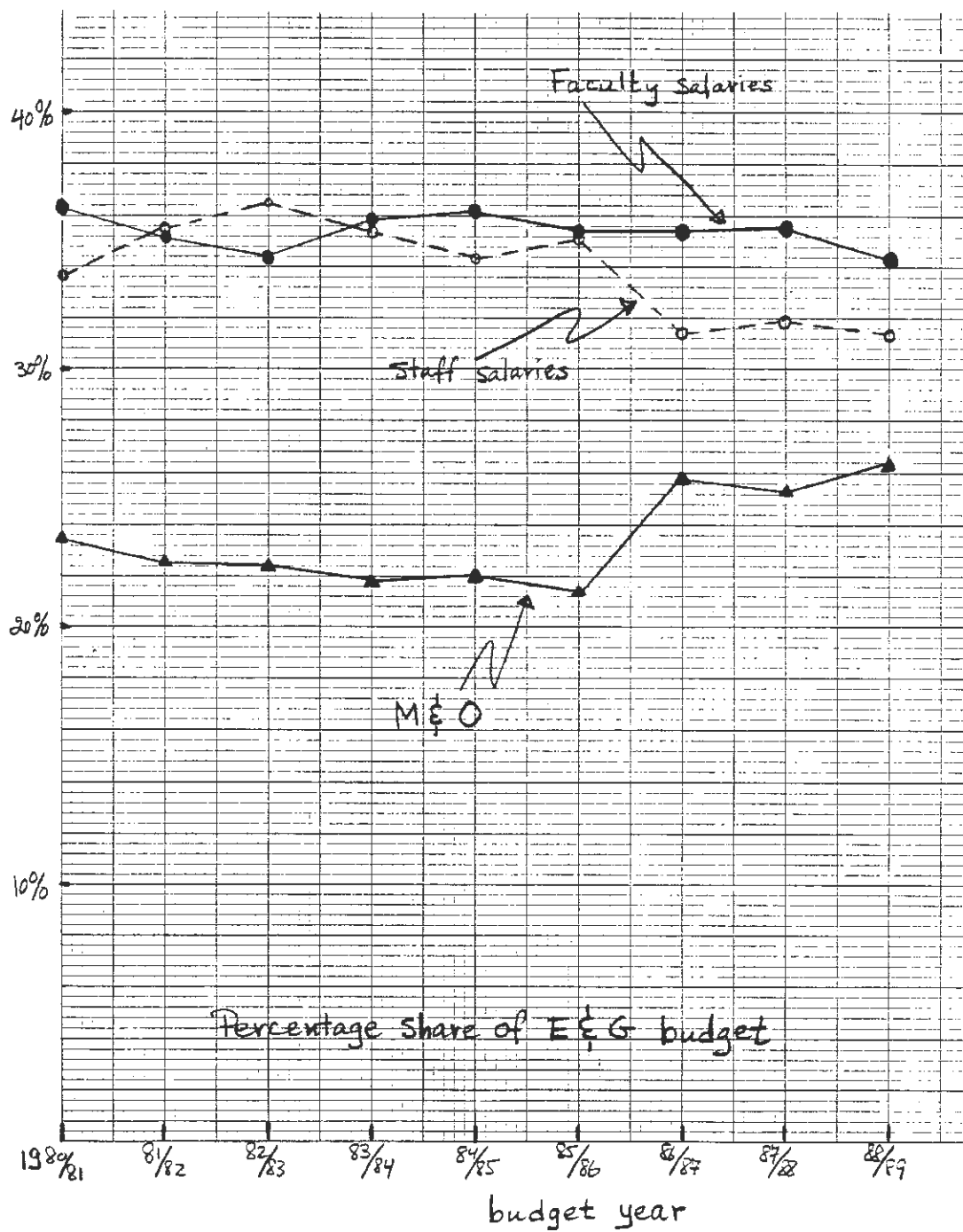


FIGURE 1

AVERAGE FACULTY SALARY BY RANK IN CURRENT AND CONSTANT DOLLARS
 FISCAL YEARS 1979-1988
 University of Oklahoma, Norman Campus

Rank	Fiscal Year	Current Dollars	FY 1979
			Constant Dollars
PROFESSORS	1979	25,537	25,537
	1980	27,096	23,907
	1981	30,655	24,243
	1982	34,046	24,776
	1983	38,368	26,769
	1984	38,593	25,970
	1985	38,877	25,178
	1986	41,551	26,153
	1987	41,431	25,510
	1988	43,796	26,180
ASSOCIATE PROFESSORS	1979	20,154	20,154
	1980	21,361	18,847
	1981	23,658	18,709
	1982	26,312	19,148
	1983	29,602	20,653
	1984	29,301	19,717
	1985	29,262	18,951
	1986	31,622	19,904
	1987	31,387	19,325
	1988	33,240	19,870
ASSISTANT PROFESSORS	1979	16,148	16,148
	1980	17,539	15,475
	1981	19,147	15,142
	1982	20,924	15,227
	1983	23,470	16,375
	1984	23,649	15,914
	1985	23,849	15,445
	1986	26,562	16,719
	1987	26,961	16,600
	1988	28,396	16,975
INSTRUCTORS/ LECTURERS	1979	10,954	10,954
	1980	11,284	9,956
	1981	12,152	9,610
	1982	13,603	9,899
	1983	15,935	11,118
	1984	15,247	10,260
	1985	14,810	9,591
	1986	14,784	9,305
	1987	15,373	9,465
	1988	15,180	9,074

Notes: 1) Library faculty is not included.

2) 12-month salaries are converted to 9-month equivalent using the factor .8182.

3) Current dollars are converted to FY 1979 constant dollars based on the Consumer Price Index; FY 1988 CPI is estimated at a 3% inflation rate.

Source: "HEGIS Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty," various years, OIR.

TABLE 2

FACULTY HEADCOUNT AND AVERAGE SALARIES IN THOUSANDS BY RANK
 PEER INSTITUTIONS AND THE UNIVERSITY OF OKLAHOMA
 1987-88

PEER INSTITUTIONS	--P R O F E S S O R--			-A S S O C P R O F-			--A S S T P R O F--			-I N S T R U C T O R-		
	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing
U. of Colorado-Boulder	427	\$49.5	13	241	\$37.8	11	180	\$33.6	6	16	\$24.9	4
U. of Illinois-Urbana	979	53.8	6	547	37.8	11	427	33.6	6	3	-	-
Northwestern Univ.	434	61.0	1	210	41.0	3	197	37.0	1	-	-	-
Indiana U.-Bloomington	596	51.7	9	334	36.2	14	258	30.9	14	3	-	-
Purdue U.-Main Campus	560	55.1	5	421	38.6	7	399	32.3	11	66	21.0	10
U. of Iowa	477	51.0	12	277	38.7	5	235	32.8	8	12	27.5	2
Iowa State U.-Ames	487	48.7	14	330	37.0	13	331	31.0	13	144	21.0	10
U. of Kansas-Lawrence	474	44.2	16	285	32.8	18	152	28.3	18	18	20.7	13
Kansas State Univ.	340	40.7	20	241	31.0	20	226	27.8	20	97	21.4	9
U. of Michigan-Ann Arbor	820	59.1	2	338	44.5	1	399	36.8	2	13	23.2	7
Michigan State U.-East Lansing	990	51.3	10	449	38.7	5	447	32.4	10	76	24.0	6
U. of Minnesota-Mnpls. St. Paul	780	52.1	7	483	38.3	8	333	32.7	9	23	28.8	1
U. of Missouri-Columbia	364	44.6	15	258	34.0	15	217	30.4	15	63	22.3	8
U. of Nebraska-Lincoln	462	41.5	19	269	32.0	19	233	28.0	19	26	18.5	16
Ohio State U.-Main Campus	741	57.9	4	605	42.0	2	519	35.3	3	65	24.6	5
Oklahoma State Univ.	346	43.1	18	277	33.6	16	215	29.9	16	37	20.7	13
Texas A&M Univ.	533	51.3	10	415	38.8	4	378	32.1	12	12	20.8	12
U. of Texas-Austin	872	58.1	3	502	38.3	8	425	33.9	4	32	26.7	3
U. of Wisconsin-Madison	900	52.1	7	206	38.2	10	293	33.7	5	1	-	-
U. OF OKLAHOMA-NORMAN	291	43.8	17	234	33.2	17	180	28.4	17	14	18.9	15
PEER INSTITUTION AVERAGE	11,582	52.0		6,688	37.8		5,864	32.6		707	22.5	
% Difference		18.8%			13.8%			15.0%			18.9%	
Base number for ranking			20			20			20			16

Note: Average salaries are not given when the number of individuals in a given rank is five or fewer.
 Source: Economic Status of the Profession, 1987-88, AAUP.

Office of Institutional Research 5/88

TABLE 3

FACULTY HEADCOUNT AND WEIGHTED AVERAGE SALARIES IN THOUSANDS
 BY RANK AND UNIVERSITY
 27 AAU PUBLIC UNIVERSITIES, BIG EIGHT AAU UNIVERSITIES AND THE UNIVERSITY OF OKLAHOMA
 1987-88

AAU PUBLIC UNIVERSITIES	--P R O F E S S O R--			-A S S O C P R O F-			--A S S T P R O F--			-I N S T R U C T O R-		
	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing
U. of Arizona	643	\$53.3	15	354	\$39.2	10	270	\$33.2	13	20	\$27.9	3
U. of California-Berkeley	936	64.2	1	253	42.3	2	195	36.1	3	-	-	-
U. of California-Los Angeles	855	63.0	2	265	41.0	6	286	36.2	2	-	-	-
U. of California-San Diego	351	60.8	4	113	41.6	5	112	35.1	5	-	-	-
U. of Colorado-Boulder*	427	49.5	22	241	37.8	19	180	33.6	11	16	24.9	7
U. of Florida	953	53.9	13	739	40.9	7	592	34.5	6	97	25.5	6
U. of Illinois-Urbana	979	53.8	14	547	37.8	20	427	33.6	12	3	-	-
Indiana U.-Bloomington	596	51.7	18	334	36.2	22	258	30.9	23	3	-	-
Purdue U.-Main Campus	560	55.1	10	421	38.6	15	399	32.3	20	66	21.0	18
U. of Iowa	477	51.0	20	277	38.7	14	235	32.8	14	12	27.5	4
Iowa State U.-Ames*	487	48.7	23	330	37.0	21	331	31.0	21	144	21.0	17
U. of Kansas-Lawrence*	474	44.2	25	285	32.8	27	152	28.3	27	18	20.7	19
U. of Maryland-College Park	474	55.8	9	430	39.9	9	242	32.7	16	91	24.0	12
U. of Michigan-Ann Arbor	820	59.1	5	338	44.5	1	399	38.8	1	13	23.2	13
Michigan State U.-East Lansing	990	51.3	19	449	38.7	13	447	32.4	18	76	24.0	11
U. of Minnesota-Mnpls. St. Paul	780	52.1	16	483	38.3	16	333	32.7	17	23	28.8	1
U. of Missouri-Columbia*	364	44.6	24	258	34.0	24	217	30.4	24	63	22.3	14
U. of Nebraska-Lincoln*	462	41.5	28	269	32.0	28	233	28.0	28	26	18.5	22
U. of North Carolina-Chapel Hill	514	55.8	8	287	40.1	8	216	34.5	7	8	28.7	2
Ohio State U.-Main Campus	741	57.9	7	605	42.0	4	519	35.3	4	65	24.6	9
U. of Oregon-Eugene	244	43.9	26	188	33.9	25	184	28.5	25	68	22.1	15
Penn State U.-University Park	537	54.2	12	426	39.1	11	370	32.3	19	152	20.4	20
U. of Pittsburgh-Main Campus	434	54.2	11	422	39.0	12	302	30.9	22	63	21.5	16
U. of Texas-Austin	872	58.1	6	502	38.3	17	425	33.9	8	32	26.7	5
U. of Virginia-Charlottesville	406	62.6	3	259	42.1	3	240	33.7	10	21	24.5	10
U. of Washington-Seattle	845	50.8	21	459	35.7	23	333	32.8	15	9	24.7	8
U. of Wisconsin-Madison	900	52.1	17	206	38.2	18	293	33.7	9	1	-	-
U. OF OKLAHOMA-NORMAN	291	43.8	27	234	33.2	26	180	28.4	26	14	18.9	21
AAU PUBLIC UNIVERSITT AVERAGE	17,121	54.2		9,740	38.7		8,190	33.1		1,090	22.9	
% Difference		23.7%			16.6%			16.5%			21.1%	
BIG EIGHT AAU AVERAGE	2,214	45.7		1,383	34.7		1,113	30.3		267	21.3	
% Difference		4.4%			4.6%			6.7%			12.6%	
Base number for ranking			28			28			28			22

*Big Eight AAU member

Note: Average salaries are not given when the number of individuals in a given rank is five or fewer.
 Source: AAUP, Economic Status of the Profession, 1987-88

Office of Institutional Research 5/88

TABLE 4

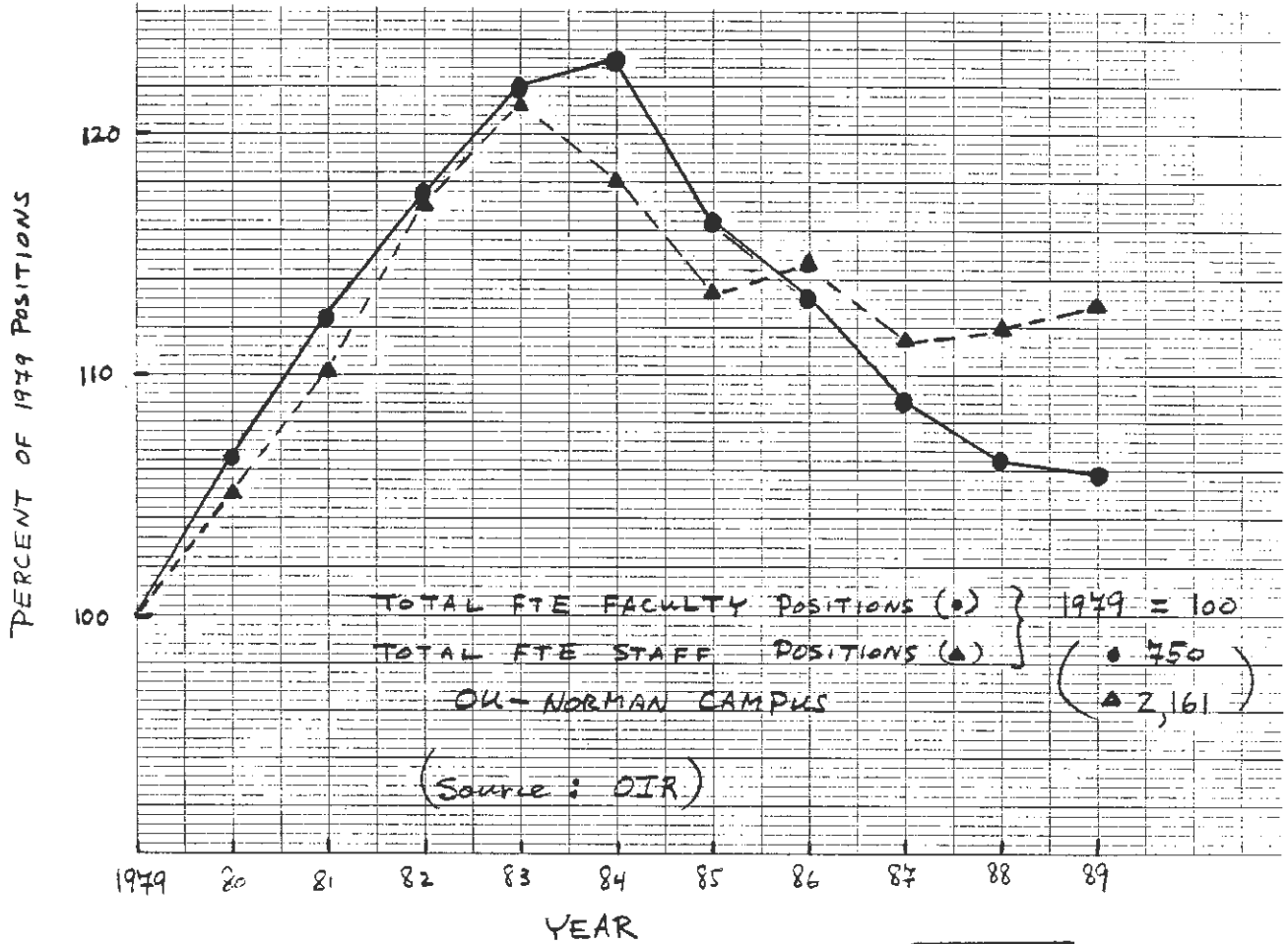


FIGURE 2

PROPOSED SENATE RESOLUTION ON UNDERGRADUATE ADMISSIONS STANDARDS

WHEREAS significant increases in the performance standards for entering freshman are needed to increase the potential for success, improve the overall educational experience, and reduce the unacceptably high attrition rate of undergraduate students at the University of Oklahoma,

WHEREAS greater differentiation in the undergraduate admissions standards among the three tiers of the Oklahoma State System of Higher Education will serve the citizens better by using scarce higher education resources more efficiently and effectively and by making it possible to serve students more successfully according to their particular needs and abilities in each of the three tiers,

WHEREAS the gradual, staged plan of increasing admissions requirements through Fall of 1993, as stated in the October 31, 1988 proposal of the University administration, is necessary to achieve a significant advance in quality for the University of Oklahoma,

WHEREAS the proposed enhanced recruitment of minority students and the gradual increase in the percentage of students admitted exempt from the conventional admissions standards from 5% in Fall 1989 to 8% in Fall 1993 will preserve opportunities to attend the University for students of differing cultural and social backgrounds and for students with special talents who nonetheless have potential for general academic success,

BE IT THEREFORE RESOLVED that the Faculty Senate of the University of Oklahoma, Norman Campus, ENDORSES the University administration's proposal of October 31, 1988 for new undergraduate admissions requirements, and urges the University of Oklahoma Regents and the Oklahoma State Regents for Higher Education to adopt those requirements as essential to achieving the level of quality appropriate to the state's flagship university.

The Faculty Senate also takes particular note of the administration's recommendations to raise the requirements for undergraduate transfer students from a minimum grade point average of 2.0 in Fall 1991 to 2.5 in Fall 1993 and to establish a new curricular requirement of two years of secondary school courses in a single foreign language effective in the Fall 1994, and the FACULTY SENATE strongly ENDORSES these proposals, as necessary to assure success in completing an undergraduate education at the University of Oklahoma and, in the case of the foreign language, to the students' basic educational preparation.

PROPOSAL OF THE OU ADMINISTRATION
FOR REVISED UNDERGRADUATE ADMISSIONS REQUIREMENTS
(October 31, 1988 Draft)

1. Admission policy for first-time entering freshmen at The University of Oklahoma:

Fall 1989:	19 ACT or 3.0 GPA or top half of class	5% exception
Fall 1990:	20 ACT or 3.0 GPA or top half of class	5% exception
Fall 1991:	20 ACT or 3.0 GPA and top half of class	6% exception
Fall 1992:	21 ACT or 3.0 GPA and top half of class	7% exception
Fall 1993:	22 ACT or 3.0 GPA and top third of class	8% exception
Fall 1994:	22 ACT or 3.0 GPA and top third of class and two years of a single foreign language	8% exception

2. Admission policy for transfer students:

Fall 1991: Minimum GPA of 2.0
Fall 1992: Minimum GPA of 2.25
Fall 1993: Minimum GPA of 2.5

3. That these proposed admission standards be reviewed on an annual basis by the OU Regents and State Regents to determine their effect, and to make changes, as appropriate.
4. That the State Regents for Higher Education be encouraged to evaluate their curricular requirements to determine if additional changes should be made over the next three to four years.



The University of Oklahoma

11/88 (Appendix V)

FACULTY SENATE
900 Asp Avenue, Room 406
Norman, Oklahoma 73019
(405) 325-6789

TO: Faculty Senate (Norman Campus)
FROM: Gary B. Cohen, Chair *GC*
Faculty Senate
DATE: November 14, 1988
SUBJECT: Results of survey regarding the "Texas" Holiday

681 ballots mailed; 389 returned (57%).

		<u>Signed</u>	<u>Unsigned with label</u>	<u>Unsigned without label</u>
SHOULD THE CUSTOM OF CANCELLING DAY-TIME CLASSES ON THE MONDAY AFTER THE OU-TEXAS FOOTBALL GAME BE (CHECK ONE):				
105 (27%)	continued as is	56	36	13
111 (29%)	abolished	43	45	23
160 (41%)	changed	91	49	20
13 (3%)	miscellaneous	4	3	6
<u>389</u>		<u>194</u>	<u>133</u>	<u>62</u>

IF THE CUSTOM WERE CHANGED TO A DIFFERENT FORM, WHICH WOULD YOU PREFER—EVEN IF YOU INDICATED NO CHANGE ABOVE (CHECK ONE):

59 (15%)	Keep the Monday cancellation and put it in the schedule of classes as a "mid-semester break."	26	28	5
114 (29%)	Move the holiday from Monday to the preceding Friday with classes meeting on Monday.	66	32	16
27 (7%)	Cancel classes on both Friday and Monday of the Texas weekend and extend the semester to compensate for the lost days for MWF classes.	15	8	4
98 (25%)	Have no cancellation of classes for the Texas weekend and make the Thanksgiving vacation a whole week (with the semester lengthened to meet State Regents requirements)	46	35	17
28 (7%)	Other option:	18	6	4
63 (16%)	Miscellaneous	23	24	16
<u>389</u>		<u>194</u>	<u>133</u>	<u>62</u>

Other comments (continue on back, if needed):



11/88 (Appendix VI)

The University of Oklahoma


OFFICE OF THE PRESIDENT
660 Parrington Oval, Room 110
Norman, Oklahoma 73019
(405) 325-3916

TO: Gary Cohen, Chair ✓
Norman Campus Faculty Senate

Trina Stinley, Chair
Employee Liaison Council

Francene Weatherby, Chair
Health Sciences Center Faculty Senate

Breck Turkington, Chair
Employee Executive Council

FROM: David Swank
Interim President 

SUBJECT: Change in Ex-Officio Membership of the Employment Benefits Committee

DATE: October 14, 1988

I have been requested by the Personnel Directors of both campuses to make a modification to the Ex-officio non-voting membership of the Employment Benefits Committee. Over the past several years, not only have the job titles of the Ex-officio positions changed, but the configuration of the Ex-officio representatives who actually attend the meetings does not match the positions listed in the Committee Charge. The purpose of the modification is to bring the Ex-officio membership in line with actual practice.

Listed below is the current Ex-officio membership, as it appears on the Committee Charge, and the proposed modification:

<u>Current</u>	<u>Proposed</u>
Personnel Director - Norman Manager, Payroll - Norman	Personnel Director - Norman Assistant Personnel Director - Norman Manager, Insurance - Norman
Personnel Director - HSC Associate Personnel Director - HSC Associate Director Administration and Finance - TMC	Personnel Director - HSC Assistant Personnel Director - HSC - OKC Assistant Personnel Director - HSC - TMC

No change is requested in the voting status of the Ex-Officio members.
All Ex-Officio members would remain as non-voting members of the Committee.

I request your concurrence with this modification. Please discuss this with the necessary representatives and let me know of your decision.

ds

Attachment - Current Committee Charge

cc: Mr. Don Flegal
Mr. Gerry Moore

Time for Greatness

EMPLOYMENT BENEFITS COMMITTEE (UNIVERSITY)

Purpose: To advise the President and the Director or Personnel Services on the University's employment benefits program and to make recommendations for program additions and changes in the existing programs.

Membership: The Employment Benefits Committee (University) will consist of 18 members apportioned in the following manner

*Personnel Director (Norman Campus) Ex-officio, non voting

Manager, Payroll Services (Norman Campus) Ex-officio, non voting

Personnel Director (HSC Campus) Ex-officio, non voting

Assoc. Director, Personnel Services (HSC Campus) Ex-officio, non voting

Associate Director Administration & Finance (Tulsa Medical College) Ex-officio, non voting

<u>Membership</u>	<u>Method of Selection</u>	<u>Term</u>
4 Faculty Members	The Norman Faculty Senate submits twice as many nominees as there are vacant positions. Selection and appointment is made by the President.	4 years (1/4 to retire each year)
2 Faculty Members	The HSC Faculty Senate submits twice as many nominees as there are vacant positions. Selection and appointment is made by the President.	
4 Staff Members	The Employee Executive Council submits twice as many nominees as there are vacant positions. Selection and appointment is made by the President.	4 years (1/4 to retire each year)
2 Staff Members	The HSC Employees Liaison Council submits twice as many nominees as there are vacant positions. Selection and appointment is made by the President.	4 years (1/4 to retire each year)
1 Member from the Tulsa Medical College	The HSC Employees Liaison Council submits twice as many nominees as there are vacant positions. Selection and appointment is made by the President	4 years

* The Director of Personnel Services (Norman Campus) shall Chair the Committee.

(Compiled by the Committee on Committees of the Faculty Senate to assist those interested in University committees appointed by the President. This has been prepared in consultation with the committee involved and is subject to change by the committee or other appropriate bodies or officials. Approved by the President on May 10, 1974 and amended on February 24, 1976 and March 14, 1977. Change in name from Fringe Benefits Committee (University) to Employment Benefits Committee (University) recommended by the Committee and approved by the President on July 7, 1977.)

6/10/86