

**JOURNAL OF THE FACULTY SENATE**  
 The University of Oklahoma (Norman campus)  
 Regular session - December 12, 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, Cook, Cozad, Dietrich, Farmer, Gabert, Goodey, Gudmundson, Herstand, Hill, Hinson, Kenderdine, Kiacz, Knox, Kutner, Lewis, Magid, Minnis, Moore, Mouser, Nelson, Nicewander, Ray, Razook, Reardon, Rideout, Robertson, Ryan, Salisbury, Sankowski, Smith, Snell, Stoltenberg, Swisher, Tompkins, Vestal, Weaver-Meyers, Wedel, Zelby

Provost's office representatives: Wadlow, Weber

PSA representatives: Barth, Bloomgarden, Boehme, Scott, Spigner-Littles, Turner

GSS representative: Martin

UOSA representatives: Newton, Walsh

Guests from Student Affairs: Kumin, Sutherland

**ABSENT:** Fagan, Fife, Jackson, Johnson, McManus, Zonana

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**APPROVAL OF MINUTES**

The minutes of the regular session of November 14, 1988, were approved.

## ANNOUNCEMENTS

Prof. Bruce Hinson (Journalism and Mass Communication) was elected to complete the 1988-90 term of Prof. Judy Turk on the Faculty Senate. Student Congress elected the following students as representatives to the Faculty Senate: Stacie Bell, Carrie Newton, and Richard Walsh.

## ACTIONS TAKEN BY THE ADMINISTRATION ON SENATE RECOMMENDATIONS

President Swank acknowledged the Senate's resolution endorsing the administration's proposal for new undergraduate admissions requirements (see 11/88 Senate Journal, page 4). (See further discussion below.)

President Swank has asked for comment from UOSA on the Senate's recommendation to abolish the Monday holiday following the OU/Texas football game (see 11/88 Senate Journal, page 6).

President Swank thanked the Senate for sending him the Interim Report of the Faculty Senate Committee on Faculty Compensation (see 11/88 Senate Journal, page 3) and said he looked forward to receiving the final report. He hopes to be able to attack some of the problems during the coming year but cautions that the increases in state appropriations may be small, according to the preliminary information from the State Office of Finance.

## SENATE CHAIR'S REPORT

Ms. Lori Couch, the Senate's student clerk the past 2-1/2 years, is graduating and will be replaced by Ms. Stephanie Turner. Prof. Cohen expressed appreciation to Ms. Couch on behalf of the Senate and wished her well in her new job with Arthur Andersen and Co.

NSF recently designated OU as one of 11 new centers in the nation for science and technology development. The OU Center for Analysis and Prediction of Storms will receive funding of \$4.9 million over 5 years, with a possible total commitment of 11 years.

On December 5, 1988, the State Regents approved a new schedule for tuition for 1989-90, with proposals for subsequent years (see Appendix I). Considerable increases are recommended, particularly for non-resident students. Prof. Cohen commented that while the University needs to raise the amount of money spent per student, this is a very large one-year jump, and it is important that tuition increases not be used to substitute for funding by the state. (The new undergraduate admissions requirements approved by the State Regents are reported below.)

At their December meeting, the OU Regents approved the Strategy for Excellence, subject to annual review of its progress. Prof. Cohen thanked all of the people who contributed to the Strategy, especially the Provost's office. Regent Kemp announced that the deadline given the search committee for submitting the list of the top candidates for the position of University President will be extended past the original target of January to allow the committee and the executive search firm time to identify the best possible candidates. Prof. Cohen pointed out that a recent newspaper article implied that the executive search firm, Heidrick & Struggles, was just hired recently and possibly was an attempt to speed up the search, when, in fact, the firm was hired in October, with the support of the search committee, for the purpose of identifying the best candidates. The Regents authorized the engagement of an executive search firm

to identify candidates for Vice President for University Affairs and also the hiring of a part-time consultant to assist the University Affairs staff with the centennial fund-raising campaign until a permanent Vice President is named. A new policy was approved by the OU Regents regarding compliance with NCAA and Big 8 athletic regulations. Among other things, the policy calls for the appointment of a special faculty committee to investigate, implement, and audit the progress of the University's rules compliance program. Prof. Cohen is seeking information on how that committee will be selected and what its relationship will be to the Athletics Council. He commented that he believes the faculty welcome the opportunity to assist in assuring a clean and honest athletic program and above all to assist all of our student athletes to get a real university education. He did not think that faculty would be willing to contribute to efforts that deal only with the appearance of compliance with the regulations.

The Executive Committee met with interim President Swank on December 6. The items discussed included priorities for raising salaries for faculty and staff, the role of the Academic Programs Council in the program review process, and the recent display of GM cars on the south oval, which was brought up at last month's Senate meeting. The Executive Committee pointed out that the Norman Campus received a 10.36% increase in the state appropriation and revolving funds, yet salary increases were only 5.5%. President Swank will look into the role of the Academic Programs Council and policies governing commercial promotions on campus.

Prof. Cohen met with the Class Schedule Committee concerning the length of the break between semesters and the over-enrollment in courses. The Committee did not view these issues as part of its charge, so the Senate Executive Committee will discuss these matters with Provost Wadlow.

On November 17 the executive committees of the OU Faculty Senate and OSU Faculty Council met in Norman. Items discussed included State Regents' initiatives, the interface between student affairs and the Faculty Council at OSU, and the role of higher education in economic development.

Prof. Cohen and Ms. Fallgatter attended the state conference of faculty organizations on November 18 at Central State University. Chancellor Brisch was one of the speakers, and discussion continued on the formation of a Higher Education Faculty Association. OSU and OU, including the Health Sciences Center, have taken no action yet to affiliate with HEFA because of concerns that the needs of the comprehensive universities might differ from those of the other state colleges and universities.

Prof. Cohen asked the Senate to give some thought to the procedure for electing Senate officers and to bring any suggestions for change to the January meeting. In the past, the nominations have come from the floor, but the Executive Committee has made sure there was at least one nominee for each position.

The Faculty Senate office has been complying with virtually all parts of the Open Meetings law except notifying the County Clerk of the meeting dates. The university lawyers believe the Senate is not subject to the requirements; however, since there has not been a test, and Student Congress has had some difficulties lately, the Senate office has notified the County Clerk of the meeting dates for 1989. Prof. Kutner mentioned that an old Attorney General's opinion states that the Senate is not bound by the Open Meetings Law.

Prof. Cohen announced that the discussion for next month's meeting will be on academic computing on the campus.

## AMERICAN EXPRESS CORPORATE ACCOUNT CARDS

Prof. Joel Dietrich, Chair of the Senate Committee on Faculty Welfare, reported on the recent offer to provide OU employees with an American Express Corporate Card. There is no annual fee (a savings of \$45.00 per year), and it comes with all the standard privileges, including free travel insurance. There are 400 universities in this program, including five of the other Big Eight schools; with sufficient participation by faculty and staff, this may be a means for the University to negotiate better rates for air fares and hotels. Out of OU's 6000 employees, 1000 had applied by the first part of December. Mr. Earl Whitman in Purchasing has further information. Answering a question from Prof. Ahern, Prof. Dietrich said that American Express had paid for the mailing. [Note: The target date for submitting applications was December 1, but American Express will accept applications any time, according to the Purchasing Office.]

## FOCUS ON EXCELLENCE: Michael McInerney and Joseph Suflita

This month's focus was presented by Prof. Andy Magid on Professors Michael McInerney and Joseph Suflita, anaerobic microbiologists in the Department of Botany and Microbiology. Prof. McInerney is studying enhanced oil recovery utilizing microorganism growth. Prof. Suflita has discovered the process by which certain bacteria metabolize an industrial by-product into a dangerous carcinogen, and he toured the country educating industries about his findings. Professors McInerney and Suflita look forward to establishing a Center for Geomicrobiology to facilitate the transfer of microbiological technology.

## ISSUE FOR DISCUSSION: improving the recruitment and retention of women and minority faculty

Prof. Cohen introduced the discussion by saying the recruitment and retention of women and minority faculty are perennial concerns, but this topic was chosen now because the numbers of minority graduate students and Ph.D.s are declining nationally and, while the University did well this past year in the recruitment of women and minorities, the overall representation of women and minority faculty on this campus is low. Furthermore, there are new methods and approaches that the faculty should be made aware of.

A number of people on campus were invited to provide information: Beth Wilson, Affirmative Action officer, presented a statistical outline of the problem; Provost Wadlow talked about financial incentives to assist with recruitment; Dorcine Spigner-Littles, coordinator of minority participation for the College of Arts and Sciences, discussed ways to identify minority candidates; and Gail Tompkins, Associate Professor of Education, described the faculty mentoring program in the College of Education.

Ms. Wilson cited statistics from 1981 to 1987, which showed a sporadic and inconsistent effort in hiring females and minorities. She said she hopes that some of the new incentive programs will have a positive impact on the number OU is able to recruit. She described the incentive awards funded by the State Regents and the targeted recruitment programs that allow departments to identify minority or women faculty in underrepresented areas and target their recruitment efforts to these groups. Ms. Wilson said she was pleased that the strategies for excellence contained specific goals for the recruitment of minorities and women faculty: to double the number of underrepresented faculty by 1991, that is to go from 26 to 52. She urged the faculty to get involved with identifying

individuals to hire. Then she commented on how retention affects the recruitment effort. Since 1981 OU has lost 39 minority faculty and 72 female faculty, which means there has not been much of a net gain. In order to make steady progress and to succeed in meeting the goals, OU will have to do a much better job of retention. A program that could help is a new grant from the State Regents' office to fund research and creative activity for minority and women junior faculty during the summer.

Provost Wadlow said that it is important to have cultural diversity at the University and to recognize that as we try to increase the student minority population, we need to be sure there are role models here. She explained that most of the institutions around the country are competing for the same pool of minority candidates, so it is important to provide financial incentives and adequate support for recruiting and retaining minority faculty. To aid in this effort the Provost is using the salary savings funds apportioned to the Provost's office to recruit minority and women tenure-track faculty. Out of the 66 new tenure track faculty hired for Fall 1988, 33 were minorities or women. She said that again this year she will earmark those resources for recruiting minorities--in particular Blacks, Hispanics, and American Indians--and women in underrepresented fields. Together with some funds from the President's office, \$192,000 will be available for that purpose. Provost Wadlow explained that since this is one-time money, she had offered some suggestions to the Deans, Chairs, and Directors on ways the funds could be used: for a portion of a salary until permanent funding can be found; for start up costs, such as computing, travel and equipment; for summer research stipends; and for GA support. She noted that there are pressures on new minorities and women to participate in a whole array of activities, and ways must be found to allow them time to engage in these types of activities. She suggested that these groups might be attracted to campus by bringing potential candidates here as lecturers or artists for short periods of time. To aid in retention during their early years at OU, they could be provided with the opportunity to spend time away from campus, perhaps at another institution, a workshop, or in industry.

Dr. Spigner-Littles discussed how she assists the departments in the College of Arts and Sciences in finding ways to enlarge the minority applicant pool for faculty positions. She said first there must be a clear understanding of the need to have a faculty that is representative of the student body it serves and the society. Then there should be general agreement that there must be specific actions to achieve affirmative action goals. She explained that affirmative action is the inclusion in the job force of individuals previously excluded or underrepresented--reaching out to candidates and treating them with fairness and equality. In contrast, a quota system can be mandated by a court to redress a pattern of discriminatory hiring. Methods for increasing the pool of minority applicants include advertising the position in a variety of publications; making direct contact with academic departments, professional organizations and colleagues; encouraging faculty who will be attending professional conferences to make some recruitment efforts; establishing working relationships with similar departments at institutions with substantial numbers of women and minorities; requesting names of potential candidates from women and minorities at OU and other universities, since women and minorities often have strong networks; requesting names of potential candidates from minority caucuses within professional and academic associations; keeping the National Higher Education Association informed of present and possible future positions; maintaining on-going contact with professional associations and agencies that have job referral services; hiring minority graduates from OU; maintaining close contact with minority graduates from OU and encouraging them to have their students apply for faculty positions at OU; asking women and minorities who have received significant grants or professional recognition for the names of minority

scholars; inviting minority scholars from other institutions to participate in departmental-sponsored symposia and visiting professorships; and recruiting women and minority graduate students into their field so that the pool of candidates will be greater in the future. Dr. Spigner-Littles noted that raiding minority faculty from other schools does nothing to increase the pool of minority candidates. Another suggestion was for departments to publish statements of commitment to affirmative action and discussions of affirmative action issues in their newsletters which are sent to alumni. Dr. Spigner-Littles then turned to retention factors. She said that quality of life issues, such as housing, the nature of minority communities, and school districts, figure prominently in retaining minority faculty. It is important to develop personalized, not hostile relationships in the department, to make sure the individuals are informed of expectations for tenure and promotion at the outset, and to include minority faculty in collaborative enterprises. Chairs should give consideration to the extra demands, such as committee service, placed on minorities and provide released time when necessary to pursue research. Dr. Spigner-Littles concluded by saying, "I believe a University cannot begin to achieve academic excellence without a heterogeneous faculty and student body ... and the responsibility to provide cultural diversity is vested in each of us." Answering Prof. Cohen's question, Dr. Spigner-Littles said she could assist departments with the name exchange services that collect names of minority scholars in various disciplines, and that the name exchanges can be helpful for contacting people in the market as well as asking them for other names.

Prof. Tompkins discussed the mentoring program started in the College of Education this year. Considerations included how to match tenured faculty with new faculty, how long the relationship should last, and what kinds of help mentors could provide. Prof. Tompkins said she believes the mentors should be selected because of some previous contact, such as serving on the search committee, or common professional interests, the help should go on through tenure, and the assistance should be in the areas of orientation, teaching, research, and service. She commented that new faculty members will often turn to another new faculty member for advice, which is a case of the blind leading the blind. The mentoring program, on the other hand, has been successful in Education and can be a good way to retain young faculty in general.

Prof. Baker asked whether the University had any data on why minority faculty have left and whether OU has any unusual problems. Ms. Wilson responded that many leave to go to other institutions or careers. The results of a questionnaire sent to faculty who had left the HSC indicated that the mentoring they received and the community environment were important. The Affirmative Action office plans to do some exit interviews on the Norman campus to determine why individuals have left. Prof. Herstand asked if there is a major reason why OU is not recruiting enough minority and women faculty. Provost Wadlow said that feeling a part of the institution and community is important to minorities, so it might be helpful to introduce minority candidates to minorities in other departments. Prof. Kenderdine noted that the College of Business had arranged for a candidate to meet with minorities in the area who were not even related to the University. Prof. Sankowski asked if the Faculty Senate had done anything on this lately. Prof. Cohen said the Senate could conduct a workshop on mentoring. Prof. Wanda Ward (Director of the Center for Research on Minority Education) mentioned some resources that could help in this area: One-third of a Nation and Handbook on Minorities. Prof. Cohen thanked the speakers for the information they provided and summarized by saying the University can do more on recruitment and retention of women and minorities and he hoped this would be a continuing subject of concern and discussion.

## STATUS OF PROPOSED CHANGES IN UNDERGRADUATE ADMISSION REQUIREMENTS

Prof. Cohen called attention to the handout on the admissions requirements approved by the State Regents on December 5 (see Appendix II). The Regents did not approve a foreign language curricular requirement or a change in the transfer requirements, but the rest is close to what the Senate approved last month. Prof. Cohen said he hoped the University would follow up on the foreign language and transfer requirements soon.

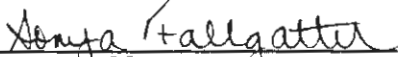
## COUNCIL ON CAMPUS LIFE


Prof. Bergey moved to adopt a proposal of the Executive Committee for the creation of a council on campus life to advise the President (see Appendix III). Prof. Bergey pointed out that it is a two-part recommendation: that a council be formed and that some other committees be discontinued or merged into the new council. Prof. Cohen reported that a survey of the Big 8 and Big 10 universities showed that the majority of the ones who responded have some kind of committee or council on campus life, although the form varies. Prof. Cohen has discussed this idea with the Vice President for Student Affairs, whose recommendation was for an informal body.

Mr. Richard Walsh, a Student Congress representative, said he agreed with the basic proposal, because compartmentalization of academic and extracurricular life has been a concern of students. He questioned some of the committees that were proposed to be discontinued or replaced by this new council, for instance, the Student Activity Fee Committee and Student Code Revision Committee, which traditionally have been student concerns. He said he believed the suggested length of the students' term (up to three years) is too long, and the students should have a more predominant position on the council. Prof. Cohen suggested that a term of one year for the students would be too short, but that two years might be workable. Prof. Ray said he disagreed that Student Code revisions only affect students and pointed out that one part of the Student Code is the Academic Misconduct Code--an area of particular concern to the faculty. Prof. Cohen added that in recent years the faculty have had no input into the revisions to the Student Code. He noted that the activities of some the committees that would be discontinued or merged could be taken up by subcommittees of the new council. Prof. Ryan commented that there has been no synthesis of the various elements of the campus in the past, so he thinks this is a good idea. He suggested that with such a broad scope, enough people should be appointed so that they are not overworked, or else use subcommittees. Mr. Jeff Bloomgarden, PSA representative, said he supports the idea, particularly if this is an attempt for the faculty to become more involved in campus life. The motion to approve the proposal carried, without dissent, on a voice vote.

## ADJOURNMENT

The meeting adjourned at 5:30 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, January 16, 1989 in the Conoco Auditorium, Neustadt Wing, Bizzell Memorial Library.

  
Sonya Fallgatter  
Administrative Coordinator

  
Gail Tompkins  
Secretary

TUITION AND FEE RATES AND PERCENTAGE INCREASE COMPARISONS, FOUR YEAR PLANS

	1988-90				1990-91				1991-92				1992-93				
	1988-89 Rates	Original Plan	Percent Change	Revised Plan	Percent Change	Original Plan	Percent Change	Revised Plan	Percent Change	Original Plan	Percent Change	Revised Plan	Percent Change	Original Plan	Percent Change	Revised Plan	Percent Change
<b>Comprehensive Universities</b>																	
<b>Resident</b>																	
Lower Division - OK	34.50	43.00	24.64%	41.30	19.71%	53.50	24.42%	49.45	19.73%	66.50	24.30%	59.25	19.82%	71.15	7.00%	70.75	19.41%
Lower Division - Peers	53.98	58.24	7.89%	57.76	7.00%	62.32	7.01%	61.80	6.99%	66.68	7.00%	66.13	7.01%	71.35	7.00%	70.76	7.00%
Upper Division - OK	38.00	46.00	21.05%	44.30	16.58%	55.50	20.65%	51.80	16.93%	66.50	19.82%	60.55	16.89%	71.15	7.00%	70.75	16.85%
Upper Division - Peers	53.98	58.24	7.89%	57.76	7.00%	62.32	7.01%	61.80	6.99%	66.68	7.00%	66.13	7.01%	71.35	7.00%	70.76	7.00%
Graduate Division - OK	47.50	57.50	21.05%	58.20	22.53%	69.50	20.87%	71.30	22.51%	84.00	20.86%	87.30	22.44%	89.88	7.00%	106.60	22.11%
Graduate Division - Peers	81.43	73.34	-9.93%	87.13	7.00%	78.48	7.01%	93.23	7.00%	83.97	7.00%	99.63	6.86%	89.85	7.00%	106.60	7.00%
<b>Nonresident</b>																	
Lower Division - OK	112.50	136.50	21.33%	133.00	18.22%	166.00	21.61%	156.90	17.97%	202.00	21.69%	185.10	17.97%	216.14	7.00%	218.40	17.99%
Lower Division - Peers	166.62	176.22	5.76%	178.28	7.00%	188.56	7.00%	190.76	7.00%	201.76	7.00%	204.11	7.00%	215.88	7.00%	218.40	7.00%
Upper Division - OK	131.50	151.50	15.21%	149.70	13.84%	175.00	15.51%	169.75	13.39%	202.00	15.43%	192.55	13.43%	216.14	7.00%	218.40	13.43%
Upper Division - Peers	166.62	176.22	5.76%	178.28	7.00%	188.56	7.00%	190.76	7.00%	201.76	7.00%	204.11	7.00%	215.88	7.00%	218.40	7.00%
Graduate Division - OK	159.50	177.00	10.97%	187.10	17.30%	197.00	11.30%	219.45	17.29%	219.00	11.17%	257.45	17.32%	234.33	7.00%	302.10	17.34%
Graduate Division - Peers	230.47	191.48	-16.92%	246.60	7.00%	204.89	7.00%	263.86	7.00%	219.23	7.00%	282.33	7.00%	234.58	7.00%	302.09	7.00%

The legislature's action giving the State Regents authority to set tuition levels extends only through 1989-90.



## NEW ADMISSIONS STANDARDS APPROVED BY THE STATE REGENTS 12/5/88

Excerpts of memo from President Swank to Faculty Senate

At the meeting of the Oklahoma State Regents on December 5, they approved a modification of the Admission Standards that was published in their agenda. They approved the standards for the years 1989-90-91-92 as printed in the material. For the years 1993-94-95, they did not approve the performance standards but did approve the alternate admission percentage rate.

YEAR	HIGH SCHOOL STANDARD TESTS		PERFORMANCE				ALTERNATE ADMISSION
	ACT	SAT	RANK	GPA			
1989	19 or	820	OR Top 1/2	or	3.0	5%	
1990	20 or	850	OR Top 1/2	and	3.0	6%	
1991	21 or	880	OR Top 2/5	and	**	7%	
1992	22 or	920	OR Top 1/3	and	**	8%	
1993	***No Performance Standards Adopted					7%	
1994	***No Performance Standards Adopted					6%	
1995 and beyond	***No Performance Standards Adopted					5%	

\*\*GPA will be set annually based on the rank and the analysis of the relations between rank and GPA.

\*\*\*For the years 1993, 1994 and 1995, the performance standards, which were proposed but were not adopted, are the same as for the year 1992.

If a student is excluded for not meeting the performance standards adopted by the State Regents, that student may request a personal interview. That interview must be granted by the institution to which the student is applying.

The State Regents will also be considering transfer standards and standards for the Medical College and the College of Osteopathic Medicine in the Spring when they are considering the standards for the regional universities.

**PROPOSAL FOR A UNIVERSITY COUNCIL ON CAMPUS LIFE**

**APPROVED BY THE FACULTY SENATE (NORMAN CAMPUS) DECEMBER 12, 1988**

1. In view of the need to integrate more effectively the extracurricular life of the campus with the University's core academic functions and the many current efforts to improve the overall quality of the educational experience for students at the University of Oklahoma, the Faculty Senate of the Norman Campus recommends to the University President the creation of a University Council on Campus Life for the Norman Campus. Such a new council should take the place of at least some of the existing committees that have responsibilities in this area. The proposed Council should be composed in equal thirds of (1) full-time, continuing faculty elected for three-year terms by the Faculty Senate, (2) University staff nominated by the Employee Executive Council for three-year terms, and (3) undergraduate and graduate students nominated by the Student Congress and Graduate Student Senate for terms of two or three years. In addition, a representative of the Student Affairs administration should serve as a non-voting ex officio member of the Council. The Council would report to the President, who shall appoint the members. Following the model of the other University councils, the Council on Campus Life would be chaired by one of the faculty members.

The Council on Campus Life would advise the President on all matters pertaining to the quality of campus life at the University that are not in the purview of any other continuing committees or councils. The Council's concerns would include, although not be limited to, student counseling and career planning services, registration and orientation services, University tuition and fees policies, minority student affairs, student financial aid, campus health care services, housing and recreational policies and services, and the student code. Having a joint faculty-staff-student council to advise the President on such matters, as is common in many other universities, would foster greater mutual support and understanding among those three elements and help to overcome the excessive compartmentalization of academic activities and extracurricular life that has long characterized the University of Oklahoma, Norman Campus.

2. The Faculty Senate further requests the President to review the functions and activities of the following existing committees to determine whether all are still necessary, whether any could be merged with each other, and whether some should be discontinued upon the creation of a Council on Campus Life with broad responsibilities in the same area:

- Communicable Diseases Committee
- Goddard Health Center Administrative Review Board
- Intramural Committee (Norman)
- Student Activity Fees Committee
- Student Code Revision Committee (Norman)
- University Recreational Services Advisory Committee
- University Scholarship Committee