

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - October 16, 1989 - 3:30 p.m.
 Conoco Auditorium, Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Andy R. Magid, Chair.

PRESENT: Baker, Christian, Farmer, Fife, Flowers, Gabert, Gilje, Goodey, Gudmundson, Herstand, Hinson, Hopkins, James, Kiacz, Knapp, Kutner, Levy, Magid, McManus, Minnis, Moore, Mouser, Nicewander, Paolino, Petry, Rideout, Salisbury, Sankowski, Schnell, Stoltenberg, Striz, Swoyer, Vestal, Ward, Weaver-Meyers, Wedel, White, Zaman, Zelby

Provost's office representative: Donna Nelson
 PSA representatives: Aleta Barth, Bette Scott
 UOSA representatives: Johnny Johnson

ABSENT: Ahern, Bergey, Blick, Foote, Harm, Harper, Hill, Jaffe, Kenderdine, Nelson, Ryan, Smith, Zonana

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of September 11, 1989, was approved.

changed. Nor do we know who may have asked for this reexamination. And I certainly don't want to imply that Dr. Van Horn was in any way acting improperly. However, I do want to make a couple of points. First, this Senate only nominates qualified candidates to University Councils, Committees, and Boards. Professors Smith and Montgomery have the complete confidence of their fellow faculty, not to mention our gratitude for their willingness to take on this burden of service. We know they'll do a good job; that's why they were nominated. The same comments, of course, apply to Professors McKnight and Petry. Second, I see in this episode that someone is very concerned about which faculty serve on the Athletics Council. To me, this concern is an acknowledgement of the importance with which Athletics Council deliberations are received and a good sign that faculty concerns about athletic programs are going to be addressed.

"Small Group Sessions. The small group sessions to formulate possible issues for the Senate's 89-90 agenda were held the week of September 19-22. Frank and free discussion brought forward a number of topics, some new, some familiar, with which faculty are concerned. I have prepared a list of these, briefly summarizing them, which were distributed at the beginning of the meeting [see Appendix I]. Following our usual practice, those issues falling under the charge of an existing Faculty Council or Committee may be referred there. One issue which was discussed with passion by all the sessions was the problem of putative racism in student social organizations. An ideal place to address this issue would be the Council on Campus Life. We remain hopeful that the conflicts between Student Congress and the Faculty Senate over the structure of this Council will soon be resolved. Of course, we need not wait on the Council in order to take action on the racism problem.

"Executive Committee Meetings. It's been a busy month for your Executive Committee. In addition to the meetings of the "large" and "small" Executive Committee ("large" means with the Chairs of Councils included) on September 18 and October 2, we met with the Health Sciences Center Faculty Senate Executive Committee on September 25 and with President Van Horn on October 11. Provost Wadlow came to the October 2 meeting and described a new administrative structure, the Enrollment Management Board. The board members are the administrative officers in charge of recruitment, admission, and registration of students. The idea is to coordinate all of these functions. The Provost heads the Board; her administrative fellow, Professor Paul Bell, will supervise it. The logic of coordinating these functions and placing them under academic supervision seems evident. Presumably, the timing has something to do with this year's enrollment drop. Many faculty with high school age children or relatives have complained about the relatively low profile of OU's recruiting efforts compared to those of some of our competitors. Most of these faculty also comment that this is not a new phenomenon and hence hesitate to blame the current enrollment drop on the 1988-89 recruiting effort.

"Texas Holiday. On September 26 President Van Horn announced that he was accepting the recommendation of Student Congress that today be observed as a holiday from classes. The Regents Policy Manual gives Student Congress the right to recommend to the President one holiday in the fall semester. (It doesn't require the President to accept the recommendation.) Now, as you'll recall, the 1988-89 Faculty Senate passed an action calling for the President to abolish the Texas holiday.

"Consultant on Sponsored Research. On September 19 I met briefly with Judith Norris from the University of Houston, their administrative officer

in charge of sponsored research, who was brought to campus by the Provost's Office as a consultant on sponsored research. Ms. Norris' expertise was certainly useful. I think most who met with her were also eager to learn how Dr. Van Horn had handled sponsored research goals at Houston. Many OU faculty, and I include myself among them, do not think that the fourth best public university in Texas should necessarily be a model for us. At the same time, if such an institution, which I feel comfortable as characterizing as behind us academically, generates significantly more external funding on a per capita faculty basis, then perhaps there are some external funding tricks of the trade that we could learn from them.

"Sexual Harassment. Finally, as the Senate's small groups made clear, the OU faculty is very concerned about the climate for female students and faculty on campus. On October 5 the OU Legal Counsel, Mr. Fred Gipson, gave a presentation on the legal aspects of sexual harassment which I attended as Chair of the Senate. Mr. Gipson described two types of sexual harassment: quid pro quo, which is the linking of sexual favors to employment or advancement, and hostile environment, which could be verbal abuse, unwanted physical contact, comments on personal appearance, and similar conduct. In response to a question, Mr. Gipson said that female faculty not being taken seriously [by male Deans, Department Chairs, or Committees A] fell under the hostile environment category of harassment. Recent U.S. Supreme Court decisions have found that sexual harassment is discrimination on the basis of sex, for which the University can be found liable. The financial implications for the institution of liability are such that Mr. Gipson announced that while the office of the 'Legal Counsel is open to the University community, it will NOT defend [accused] faculty or staff in a sexual harassment case if the facts warrant the bringing of the charges.' In fact, it will be on what Mr. Gipson called 'the other side of the table.' He further warned that the stakes in liability actions being what they are, that the university will seek dismissal of tenured faculty guilty of quid pro quo or hostile environment sexual harassment."

FOCUS ON EXCELLENCE: Robert Bursik

Prof. Rideout focused on Robert Bursik, Associate Professor of Criminology in the Department of Sociology. Bursik earned his Ph.D. in Criminology from the University of Chicago and has been an OU faculty member since 1983. His special interest in the field of criminology is "local community dynamics," the study of those demographic processes that affect the rate of delinquency, particularly as it affects economic conditions (the closing of businesses, the opening of businesses, changes in employment opportunities, the rise and fall of populations, the changing family roles, those things which in some way contribute to the rise and fall of delinquency in communities). His research in this area has been funded by the National Institute of Justice, the National Institute of Mental Health, the American Bar Association, and Amnesty International, to mention just a few. In turn, these results have been published in all of the leading journals in Sociology, such as the American Journal of Sociology, Social Forces, Criminology, and Social Science Research. In 1988, in an effort to coordinate the work he and his colleagues are doing, he founded the Center for the Study of Criminology, Delinquency, and Social Control here at OU. It coordinates his research and serves as a locus for coordinating external grant funding in the various areas in which his colleagues are working.

REPORT BY PROF. SUSAN VEHIK (ANTHROPOLOGY), CHAIR OF THE SENATE COMMITTEE ON FACULTY WELFARE, ON FRINGE BENEFITS

Prof. Magid explained that the Employment Benefits Committee is a University-wide committee charged with making recommendations on benefits and is chaired by the Director of Personnel. The Faculty Welfare Committee, chaired by Prof. Vehik, is a Senate standing committee and independent faculty watchdog.

Prof. Vehik reported on health care benefits and costs, DMO problems, the proposed flexible benefits plan, probable TIAA/CREF changes, child/dependent care, recreational fees at Huston Huffman, and parking fees (see Appendix II). Health insurance premiums increased this year anywhere from 26% to 100%, depending on the option, because of losses in the programs. A common comment is that OU is a very unhealthy group and that the companies are experiencing increased expenses in taking care of OU employees. Costs in Blue Cross/Blue Shield continue to rise at a greater rate because the younger faculty are opting for HMOs, leaving older faculty with more health expenses in BC/BS. Two changes implemented by PruCare require the employee to pay more for drugs and also for visits. The proposed flexible benefits plan was originally scheduled to be operational in January of 1990 but has been postponed until July 1990 at the earliest, if President Van Horn and the Regents approve it. Under this plan the employee would be given a lump sum of money to distribute among the benefits, given certain guidelines. For instance, employees cannot drop their medical insurance if they are not covered by another plan. This plan would provide advantages not only in flexibility but also in tax advantages to employees and the University. Employees can contribute to a reimbursement account with pre-tax dollars, which will allow them to pay for items that the IRS presently allows as deductible expenses, such as eye care and aspirin. Based on data from other universities, the fees for Huston Huffman are extremely high, if facilities and offerings are comparable.

During the question and answer period, several senators said they believed increases in health insurance costs should be accompanied by a letter of explanation ahead of time so that there is some reaction time. In discussing details of the flexible benefits plan, Prof. Vehik said it could be beneficial to employees to be able to choose where they wanted their dollars spent, but the main drawback is that it is easier to separate benefits from salary increases and not necessarily fund benefit increases at their real cost. Also, it might be easier to hide changes. Answering Prof. Magid's question, Prof. Vehik said that faculty and staff are treated as one insurance pool. Prof. Baker said there ought to be an opportunity to have some in-house discussion before decisions are made on health insurance. Prof. Vehik said the Faculty Welfare Committee would check proposals against the current offerings to try to avoid any decreases in benefits. Prof. Vestal commented that a child care program would be helpful in recruiting young faculty. Prof. Vehik responded that for now there would simply be a referral system to existing facilities rather than a day care facility. Prof. Herstand pointed out that under the flexible benefits plan, the money an employee contributes to a reimbursement account and does not spend is retained by the University. Prof. Vehik agreed, but noted that the money deposited in the reimbursement account would lower the employee's taxable salary. Prof. Gilje asked whether retirement would be included in flexible benefits. Prof. Vehik answered that OU's proposed program includes benefits such as health, dental, life, and accidental death and dismemberment, but not retirement.

Prof. Hopkins said she had read that Lex Holmes might propose some changes in retirement. Prof. Vehik said she would look into that. Prof. Petry commented that the reason given for the big increase in Huston Huffman fees a few years ago was to keep the swimming pool from being closed. Prof. Vehik said she had been trying to contact the person in charge of fees at Huston Huffman to find out whether the institutions listed in the table provide the same facilities as OU. Prof. Goodey said it might be helpful to get comparable health insurance data from OSU. Prof. Vehik said she would do that.

DISCUSSION OF MENTOR PROGRAMS, LED BY PROF. CAL STOLTENBERG (EDUCATIONAL PSYCHOLOGY), MEMBER OF THE SENATE EXECUTIVE COMMITTEE

[Note: In December 1984 the Affirmative Action Officer spoke to the Faculty Senate about a possible mentor program in which senior faculty would help junior faculty become adjusted to the University. The Provost's office is now trying to revive this program. This discussion was held to provide some faculty advice on the idea. Professor Donna Nelson, Provost's Office Administrative Fellow, is working on this project and was present at the meeting to offer comments.] Professor Stoltenberg said the College of Education instituted a mentor program a couple of years ago with no published guidelines; it has just taken shape over time. In the College of Education the relationship continues until the mentee is being considered for tenure and promotion; in some institutions, though, it is just for one year. He said he believed the current impetus for the mentor program on the Norman Campus is due, in part, to a requirement of the State Regents for their minority faculty awards. Currently, the Affirmative Action Office is working from a list of available senior professors who can be assigned to incoming minority faculty members. He noted that the previous discussions by the Senate urged that the assignments be voluntary and made by the mentee's home department as opposed to, for instance, the Affirmative Action Office or Deans.

Prof. Stoltenberg then discussed some of the advantages and disadvantages of such a program. Research collaboration between the mentor and mentee is one of the most important functions, as well as advice on teaching and service roles. Advantages to the mentor are more limited but include rejuvenated careers, increased respect by peers, and the opportunity to share ideas and experiences, develop a better understanding of other systems, and get to know the new faculty member better. A disadvantage is that the mentee may be limited to just one perspective on a number of issues; therefore, multiple mentors may be needed. Other potential problems are that mentors may leave an organization and thus leave a mentee stranded, mentors can abuse the relationship, a mentee could be attached to a poor mentor, and it may be difficult to schedule time between a mentor and mentee. There appears to be some uncertainty about the eventual role of the mentor in the evaluation of the new faculty; the literature suggests that mentors should have no special role in an evaluation for tenure, promotion, or merit. A possible remedy is to pair people from different departments, but then that may offer less in the areas of research and learning the ropes of the department. Participation in these programs should be totally voluntary on the part of the mentor and the mentee. Current efforts at OU focus on retaining new faculty, especially female and minority faculty, but the idea is that it should be open to all new faculty. Other benefits include building research skills, identifying a network of researchers, and improving chances of gaining tenure.

Prof. Nelson cited three reasons why mentoring is important. Mentors can give mentees valuable information on how to gain tenure; for that reason, she supports having the mentor come from the same department. Second, the mentor can help the junior faculty make informed decisions regarding committee assignments and service choices. Third, mentors can ensure that the concerns of the female or minority faculty were taken seriously. Prof. Stoltenberg pointed out that mentoring should not take the place of communications by the Department Chair or Committee A.

Prof. Magid asked about compensation for the mentor. Prof. Ward said there are a variety of incentives, such as released time, which would have to be worked out within the department. She also suggested that mentoring should last three years. Prof. Nelson said there has been some talk of monetary incentives. Prof. Wedel said it would be a shame not to recognize that thousands of faculty hours already are being spent in informal mentoring. Prof. Levy asked how much time is typically spent in mentoring and whether studies indicate that this really does increase retention. Prof. Stoltenberg said that the time commitment can vary from one or two hours a week to two or three hours a semester. The typical studies on retention rates are for one year, after which people are asked how they liked the mentor program. Studies suggest that men are attracted to mentees who are similar in terms of their identity and issues, which then presents problems to minority and women faculty coming into departments with few minority and women faculty. Prof. Magid noted that if 33 new minority faculty are hired each year, then about 100 mentors would be needed in the full program, and that means a serious faculty commitment. Prof. Flowers asked about the legal liability if the mentor gives bad advice. Prof. Levy said he would like to have the young faculty queried as to their views, and he questioned how the mentor could be prevented from having an extra say in the mentee's evaluation. There was additional discussion on whether mentoring is a collegial responsibility or needs special incentives and whether the mentor should come from the same or different department than the mentee.

Prof. Magid said he would summarize this discussion and forward it to the Affirmative Action and Provost's offices.

COMMITTEE ON COMMITTEES' RECOMMENDATIONS ON TWO-FOR-ONE NOMINATIONS

At the September 11 meeting, Prof. Rideout, Chair-elect and Chair of the Committee on Committees, distributed a recommendation to change 16 of the University-wide committees to one-for-one status (see Appendix III). Currently 24 of the 43 committees require the Senate to provide two nominations for each vacancy.

Prof. Zelby asked for the rationale for selecting the 16 committees. Prof. Rideout said the determinant was which committees are so sensitive that the President would probably want to maintain his prerogative. He said his hope was that this would prompt a reassessment of all the two-for-one committees. Prof. Christian suggested an amendment to request changing all of the committees to one-for-one status. Professors Schnell and McManus questioned whether that would jeopardize changing any of them. Prof. McManus suggested a strategy of asking for a change for the committees for which it is difficult to find candidates. Prof. Herstand said he supported the amendment, because even if it is not approved by the President, the Senate can come back later with a shorter list.

Prof. Hopkins said the Senate had made similar efforts a few years ago, without much success. She said she still saw no reason not to proceed with this request, because it is the faculty expertise that is being questioned. The amendment to add all of the two-for-one committees to the list was approved 31 to 3. The main motion to recommend that all of the committees for which the Senate provides two nominations for each vacancy be changed to one-for-one status was approved 32 to 2.

REVISED COPYRIGHT POLICY

Prof. Magid noted that the Senate would not vote on the proposed revisions in the copyright policy until the November meeting to give the senators an opportunity to discuss it with their colleagues. He asked for volunteers to serve on an ad hoc committee of senators to collect information and help lead the discussion at the next meeting. [Note: The following faculty agreed to serve on the committee: Professors Christian, Herstand, Kutner (Chair), and Wedel.]

MISCELLANEOUS BUSINESS


Prof. Herstand said he would like to have a discussion at the next meeting and consideration by the Executive Committee before the next meeting of the administration's decision to increase participation in the University Center at Tulsa. He also said he would like to investigate another location for the Senate meetings--one that is more conducive to an exciting interchange.

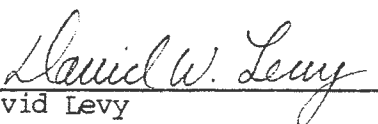
Prof. Zelby asked the Executive Committee to review a new policy of the Provost's office requiring advisers to call freshmen and keep a log of their phone calls.

Prof. Schnell said he would like to know whether there was any faculty involvement with the transfer of Section 13 funds from the Norman Campus to the Health Sciences Center [for the Family Practice Center]. He said he understood that it had not been discussed at any faculty forum, and it could have a serious impact on the Norman Campus.

ADJOURNMENT

The meeting adjourned at 5:00 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, November 13, 1989, in the Conoco Auditorium.


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Small Group Sessions

Issues for Senate Agenda

University Organization and Structure

1. Regents' Budget Analyst
2. Single FTE appointments split among two or more faculty
3. Norman Campus-Health Sciences Center split of Section 13 funds
4. Establishing fixed relations between faculty and administrative salaries.

Potential Perquisites

1. Faculty lounge and meeting center
2. Financial planning services
3. Travel advances
4. Wellness center

Compensation and budget

1. Parity in summer session salaries
2. Salary compression and inversion
3. Summer administration salaries for faculty
4. GA stipends
5. Phone system budgeting

Fringe benefits

1. Legal liability protection
2. Tuition discount for faculty family
3. Maternity/Paternity leave policy
4. Fringe benefit charges to research grants
5. Parking

Sponsored research

1. Fairness and appropriateness in sponsored research goals
2. Status of Strategy for Excellence
3. Teaching load and research load balance
4. Overhead return to principal investigators

Physical facilities

1. Availability of quality classroom and laboratory space
2. Ventilation problems
3. Office space problems

Governance

1. Proliferation of Task Forces and Review Committees
2. UCT faculty rights
3. Administration inquiries into grading policies

Campus life

1. Racism in student social organizations
2. Decorum of student social organizations
3. Faculty/Staff relations
4. Age discrimination
5. Sexual harassment
3. Gender discrimination

October 16, 1989

To: Faculty Senate

Subject: Benefits and other issues

From: Faculty Senate Welfare Committee

Susan Vehik, Chair

Health Care Benefits and Costs

Although there were only a few changes in health care benefits the costs of those benefits increased this year. Comparative costs of the various health and dental plans are provided in Table 1. Blue Cross/Blue Shield increased 26% without any changes to their plan. Costs in this program continue to rise at a greater rate than in the other plans. There was a \$700,000 loss in this program last year. Pru-Care increased 30% and implemented two changes that could be viewed as a decrease in benefits. BlueLincs' overall increase was 42% but the spouse rate increased 100%. BlueLincs was the only HMO to give their actual cost experiences. They lost over \$200,000 last year and passed it on in this year's fees. Nationally the health insurance industry was using an 18% trend increase.

Dental insurance experienced a 10% across the board increase.

In a letter from Interim President Swank to Don Flegal, Chair of the Employments Benefits Committee (EBC) it was stressed that the University cannot continue to fund benefit increases of this magnitude. Swank suggested that future increases should be similar to cost of living increases.

DMO Problems

Problems with Prudential's DMO exist in that dentists keep dropping out. A survey of those dentists indicated that they did so both because they were not making money and, more importantly, they felt Prudential's procedures compromised patient treatment. This problem does not appear to have been resolved.

Flexible Benefits

This will not be operational until July 1990 at the earliest-if President Van Horn approves it. This system allows an individual to have more choice in how benefit dollars are spent. It gives tax advantages to employees and to the University. Experience also shows it is easier to hide employer cut-backs in benefits with this system.

The last time this plan was discussed in detail it was stressed that an employee would be able to select exactly the same benefits as she/he has presently. In addition there will also be a reimbursement account. An employee may put funds into this account for tax free payment of IRS eligible expenses. Included in this are health care and dependent care expenses up to certain limits. There have been some recent IRS rulings that may change some aspects of this.

Comments on Benefit Costs and Flexible Benefits

It may be difficult to limit benefit cost increases to the cost of living (or other similar measures), especially given the trend increase of 18% in medical for this year. This could lead to decreased benefits or employee

contribution requirements. The introduction of a flexible benefits package may also result in a perception by the Administration and/or Regents that benefits are a separably fundable package into which a certain amount of money can go without necessarily covering all increased costs in benefits.

TIAA/CREF

Some changes are to occur in this area. The EBC will study the various options (not yet specified) and some decisions will be made.

Child/Dependent Care

This topic is being addressed by the Family Issues in the Work Place Committee. They are considering a variety of issues including: emergency/personal leaves, maternity leave, adoption leave, paternity leave, attendance control, alternative work schedules, child care, elder care, and the training of department heads and chairs in these issues. They intend to conduct a survey to determine the needs of faculty, staff, and students. They also want to consider the importance of this issue in recruiting. At present the final result is more likely to be a referral system rather than a day care facility.

Recreational Fees

There has been some complaint about faculty/staff fees for Huston Huffman. Larry Hill (Political Science) obtained some comparative data from other universities (Table 2). Obviously, OU is charging rather high fees.

Parking Fees

Increases in parking fees traditionally had to go through the Campus Planning Council. This year apparently someone found a way to avoid following procedures. This problem would seem to be more appropriate for the Campus Planning Council to address.

Table 1. Health Insurance Costs 1989-1990 Per Month

Insurer:	BC/BS	PruCare	Goddard BlueLincs	Basic Dental	DMO
University Pays Employee	\$120.96	\$120.96	\$120.96	\$ 4.08	\$ 4.08
Employee Pays					
Family	187.48	226.96	260.34	23.92	37.74
Spouse	125.88	126.72	192.76	13.00	25.58
Children	105.48	107.26	110.94	10.92	23.24
Employee	NA	NA	NA	NA	11.18

Table 2. Faculty/Staff Recreational Fees

OU: \$150/year, includes locker and towels.
 KU: \$10/year, includes locker and towels.
 Texas: \$30/year, includes locker and towels.
 OSU: \$66.25/year, includes locker and towels.
 Texas A&M: \$37.50/year, \$7.50 to join, \$30 for locker and towels.

October 16, 1989

10/89 (Appendix III)

TO: Professor Andy Magld, Chair: Faculty Senate, Norman Campus

FROM: Committee on Committees

ABOUT: Committee Assignment Issues

As you know, there are 43 university campus committees whose membership derives directly from Senate nominations and administrative selection. 19 of these committees (containing 242 positions) require only 1 nomination for each vacancy. The remaining 24 committees (containing 119 positions) require 2 nominations for each vacancy. Since 1/3 of all committee assignments (361 in all) must be filled each Fall, the committee on committees must secure the commitment of c. 160 of our colleagues in order to submit a slate of c. 120 nominees to President Van Horn. Also, each Fall, the senate office receives a list of those faculty who have been awarded a sabbatical for the upcoming year, who are on various leaves of absence, etc. This list adds c. 30 more nominations to the number that must be secured in the course of an academic year.

According to the University's accounting for 1988, there are only 630 faculty available to fill these slots. This means 57% of OU's faculty must serve on campus-wide committees in any given year. This seems like an extraordinarily high percentage of faculty involvement. (I hasten to add that these 361 committee assignments do not reflect those committees whose membership comes directly from departmental or college nominations, such as the Graduate Council, nor does it reflect the departmental and college level committees on which we all serve.) Under our present nominating system 40 of the faculty who agree to serve are nominated but not chosen. Their service is put on hold until another year passes. This seems like an unnecessary waste and I would like to suggest we ask President Van Horn if it is possible to reduce the number of committees requiring 2 for 1 nominations. Naturally, a number of the committees have sensitive tasks wherein judicious selection should be made. But many of the committees seem to be in the 2 for 1 category merely in order to allow the vice-presidents the option of choosing. This poses an unnecessary burden on the selection committee whose members are careful to select individuals with appropriate interests and backgrounds. Can we eliminate 10 to 15 of these committees in an effort to save the nominating committee the onerous task of getting 20 to 30 nominations to no appreciable end? The committees I recommend we request changing to 1 for 1 status are given below.

Academic Regulations
Campus Disciplinary Councils I and II
Class Schedule
Commencement
Energy Conservation
Equal Opportunity
Film Review
Goddard Health Center Review Board
Intramural
Panel of Legal Advisors
Patent Advisory
Student Discrimination Grievance
University Copyright
University Judicial Tribunal
Graduate Assistants Appeals Board
Recreational Services Advisory

As an aside, I was curious whether the 57% needed for service was reflected by the same percentage of real bodies involved. So, thanks to the new data base Sonya Fallgatter created over the summer, I was able to determine college service. The information is given in the table below.

CATEGORIES:

1. College
2. Number of Faculty in College
3. Percentage of Total University Faculty
4. Actual Number of Faculty Serving on Committees
5. Percentage of College Faculty Serving on Committees
6. Number of Committee Positions being Filled
7. Percentage of Total Committee Positions Filled by College Faculty

1.	2.	3.	4.	5.	6.	7.
A & S	294	47%	118	40%	163	45%
Engineering	84	13%	25	30%	32	9%
Fine Arts	61	10%	25	41%	33	9%
Business	55	9%	18	33%	22	6%
Education	33	5%	8	24%	10	3%
Geosciences	33	5%	10	30%	11	3%
Law	24	4%	17	71%	29	8%
Architecture	20	3%	10	50%	14	4%
Library	16	4%	12	75%	17	5%

As one can see (categories 3 and 7), the colleges are providing faculty to fill committee assignments at about the same ratio of the total number of faculty available. Therefore, there are no inequities in service which can be readily addressed--but one. The 234 persons serving on committees (total of category 4) represents only %39 of the total faculty. Also, reviewing the names reveals that the same people keep re-appearing. There are many of our colleagues who have not served on a university campus-wide committee in over ten years (which is the extent of the data base). This seems patently unfair to those who serve repeatedly out of kindness and to the committees themselves who need the breadth and expertise these other faculty could provide. Is there a way in which we can encourage the Deans and Departmental Chairs to nominate individuals across a wider spectrum than presently employed? I suggest we print off the service records by department and send them to the chairs with such a request.

METHOD OF SELECTION TO COUNCILS, COMMITTEES, BOARDS
Faculty Senate

ELECTED BY FACULTY SENATE (1:1)

Academic Programs Council
Bass Memorial Scholarship Committee
Budget Council
Campus Planning Council
Committee on Discrimination
Continuing Education and Public Service Council
Faculty Advisory Committee to the President
Faculty Appeals Board
Investigative Council on Sexual Harassment
Parking Violations Appeals Committee

Research Council
Rhodes Scholarship Selection Committee
Rita Lottinville Prize for Freshmen Committee
ROTC Advisory Committee
Speakers Bureau
Student Activity Fee Committee
University Book Exchange Oversight Committee
University Scholarships Committee
Will Rogers Scholarship Committee

NOMINATED BY FACULTY SENATE (2:1)

Academic Regulations Committee
Athletics Council
Campus Disciplinary Council I
Campus Disciplinary Council II
Campus Tenure Committee
Class Schedule Committee
Commencement Committee
Computing Advisory Committee
Employment Benefits Committee
Energy Conservation Committee
Equal Opportunity Committee
Faculty Awards and Honors Council

Film Review Committee
Goddard Health Center Review Board
Graduate Assistants Appeals Board
Intramural Committee
Legal Panel
Patent Advisory Committee
Publications Board
Student Discrimination Grievance Committee
University Copyright Committee
University Judicial Tribunal
University Libraries Committee
University Recreational Services Advisory Committee