

**JOURNAL OF THE FACULTY SENATE**  
 The University of Oklahoma (Norman campus)  
 Regular session - April 8, 1991 - 3:30 p.m.  
 Jacobson Hall 102

The Faculty Senate was called to order by Professor Roger R. Rideout, Chair.

PRESENT: Ahern, Breipohl, Christian, Cozad, Fife, Gabert, Goodey, Gudmundson, Harm, Harper, Havener, Hopkins, Johnson, Kiacz, Kidd, Knapp, Kuriger, Kutner, Levy, Livesey, Michaelson, Mouser, J. Nelson, O'Halloran, Rideout, Salisbury, Sankowski, Schnell, J. Smith, Stanhouse, Stoltenberg, Sullivan, Swoyer, Tiab, Vehik, Vestal, Weaver-Meyers, Wedel, White, Zaman

PSA representatives: Barth, Bloomgarden

UOSA representatives: Burgin, Sanger

ABSENT: Cross, Curtis, Foote, Harris, Hill, Hilliard, Jaffe, James, D. Nelson, Paolino, St. John, P. Smith, Striz

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**APPROVAL OF JOURNAL**

The Senate Journal for the regular session of March 4, 1991, was approved.

**ANNOUNCEMENTS**

The Spring General Faculty meeting will be held Thursday, April 18, 1991, at 3:30 p.m. in room 108 of the Physical Sciences Center.

Prof. Betty Harris (Anthropology) was elected by the College of Arts and Sciences to complete the 1989-92 term of Prof. Paul Gilje (History) on the Faculty Senate.

The Senate Committee on Committees nominated Prof. Patricia Weaver-Meyers (University Libraries) to serve a two-year term on the Bright Idea Suggestion Committee. This committee will decide the winners of recognition and/or monetary awards for submitting suggestions for improving university operations.

#### OVERVIEW OF COMPUTING AND TELECOMMUNICATIONS

Mr. Allen Moore, Director of University Computing and Telecommunications Policy, discussed two reports he recently presented to the Regents: "Review of Computing and Telecommunications" and "Strategic Direction for Computing and Telecommunications." Mr. Moore commented that the Computing Advisory Committee had provided input into the process. Since 1976 the Norman and HSC campuses have had separate computing. At some point, it would be helpful to have machines on the two campuses that could run the same type of program. One of the major problems is that the mainframe in Norman is almost ten years old, when in the life of computing three years is a long time, yet the Merrick Center has limitations to expansion. About 75% of the usage at Merrick is in the academic area. Another consideration is the additional computing operations, such as the networks. Strategic documents of the University call for a student-to-computer ratio of 4-to-1 by the year 2000; currently the ratio is about 50-to-1. The University is having some maintenance support problems with the telephone switches, and they have high utilization. There are about 50 local area networks on the Norman campus, but they cannot communicate with one another. The President has mandated that the library will be computerized, and the on-line card catalog is available now. OSU will have the same type of system. Since 1983/84 annual computing expenditures have been \$4-4.5 million, not including section 13 funds, which have been about \$600,000 a year. That places OU at the lower end of the Big 8. Some work needs to be done in the area of software controls, at the very least to produce a catalog of what is available on campus.

Mr. Moore has defined the institutional computing goal as the creation and dissemination of knowledge. He said technology is really just an enabling tool. It will allow the user access at his own work location. Some of the guidelines related to people matters will be to support a small number of well-known vendors, use off-the-shelf software and proven applications, except in certain specific research areas, provide support which encourages utilization of technology, select options to accommodate emerging technology, and combine computing and telecommunications.

The first priority in the area of material matters is to allow work stations in a network to have greater access than they have now. More personal computers need to be made available to allow access in the classroom, housing, and work place. Merrick should be relocated on the main campus and computing activities, with the exception of the ECN and GCN, consolidated. Voice processing capability should be made available.

The projected capital outlay for these plans is \$26 million (\$20 million for the Norman campus). It will take \$8.5 million just for networks and academic research computing on the Norman campus. One question that will need to be decided is whether to have distributed computing or a mainframe computer. Prof. Rideout asked where the money would come from. Mr. Moore said President Van Horn is hoping for a \$55 million capital allocation from the state. One of the top ten priorities for the proposed capital allocation is about \$4 million for computing. Mr. Moore noted that

a subcommittee of the University accreditation committee would be sending a survey on computing and telecommunications to faculty to get their thoughts about the technology area.

Prof. Rideout commented that the University spent \$400,000 last year on a new accounting system. He asked whether it was working. Mr. Moore said it was supposed to be running by May, but they are still working on it.

#### **SENATE CHAIR'S REPORT, by Prof. Roger Rideout**

"As we have all heard, the Oklahoma Teachers' Retirement System is facing a shortfall of revenues that is expected to bankrupt the fund somewhere before the year 2007. Gossip around campus had implied that OU was considering bailing out of TRS and finding a more profitable plan. The Executive Committee asked President Van Horn about that option at the last meeting, and he confirmed that, indeed, OU is looking into that possibility for two reasons. First, he believes the institution can provide a better return on the investment and second, a different plan may be more "portable," meaning more easily transferred between jobs, states, and the like. When asked what such a change might mean to faculty already vested in the TRS, he replied that no change should be anticipated because a) the option to remain in TRS or to join a different plan will still be available to OU employees and b) the influence Higher Education can exert on policies and the like isn't that great in the first place and probably will not be lessened too much by that effect. Susan Vehik, who has been monitoring that for us, challenged that particular point, but we didn't make any progress on that." Prof. Knapp asked whether OU employees could opt out of TRS now. Prof. Rideout answered that the President is considering alternatives. There may be an effort by other higher education institutions to do the same thing. Prof. Vehik explained that present discussions propose that current faculty would stay in the system; incoming faculty would have the option to be in TRS or some other fund. The problem is if fewer higher education people are in the TRS system, their political clout could be reduced. Another issue is what will happen to retirees' insurance. Prof. Knapp asked who would be responsible for the TRS underfunded liabilities. Prof. Vehik said President Van Horn is concerned that employee contributions will probably go up. However, TRS officials argue that the state is legally responsible for that. (See Appendix Ib for some changes recently proposed in TRS rules.)

Turning to a second issue, Prof. Rideout said, "At the meeting with the Regents last Wednesday they voted for a final version of the paid leave policy (see Appendixes Ia and Ib). Now that's a policy we unanimously rejected a few months ago, but lest you think they did it over us, they really didn't. The policy was completely rewritten to assure no change in faculty benefits. Since there was a time frame, the Executive Committee, on Prof. Vehik's recommendation, agreed to support the policy." Prof. Vehik added that at the last Senate meeting Prof. Mouser asked her to look into salary continuance insurance relative to the number of days in short-term disability. Personnel plans no changes in the salary continuance plan, but they did recognize that should you use up a lot of your short term disability and have to go back into it again, there could be a period of time in which your short term disability ended long before your salary continuance insurance began. Personnel has not decided what to do about that but they are going to discuss it. They thought they would offer yet another salary continuance plan that would be at a much lower cost than the present one, but then they maintain that no one really buys salary continuance insurance anyway. Prof. Breipohl asked whether faculty on nine-

month contracts who are employed on a grant the remaining three months have vacation. Prof. Vehik answered no but that she would suggest that the Faculty Welfare Committee look into that next year.

Prof. Rideout continued, "The latest issue of the Chronicle lists national averages for faculty salaries for this year. Please note two things. Unless our raises are greater than the rate of inflation, we will make no real strides in closing the gap between our average and the national average. Again at the last meeting, President Van Horn reiterated the hope that faculty raises would be in the 8% category, which would mean we might make about a 1.5% increase over inflation this year. Remember the handout from last month, our percentages against the national averages were 85th for full professors, 90th for associate, and 89th for assistant professors. According to this year's salaries, we have made a slight increase: up to 88% for full professors, up to 93% for associate professors, and up to 90% for assistant professors (see Appendix IIa). In short, there is some gain on our salaries compared to the national average. If we can continue the 1% to 1.5% gain, we might catch up sometime before the end of this decade. Jan Jackson (Budget Director) responded to our questions at the last meeting and provided another assessment of comparison of faculty and administrative salaries." (See Appendix IIb for faculty and staff salary increases and Appendix IIc for administrative salary comparison.) Ms. Jackson noted that the average percentage increase of the top 50 staff salary increases was 8.98, including hourly staff. Prof. Johnson said his point last month was that the top 50 faculty would represent only about 8% of the faculty, whereas the top 50 administrators would represent a much larger percentage of administrators. He suggested taking the same fraction of both groups. Ms. Jackson offered to calculate the average increase for the top 10% for both. Prof. Christian commented that that would make for a small number of staff. Prof. Schnell said the dollar amount would also be useful. When asked who should be included in administrators, Prof. Rideout answered deans and above. Mr. Bloomgarden noted that the staff at the lower level do not fare as well. Prof. Zaman asked whether this information would help the faculty get more attention. Prof. Rideout responded that the President says he intends to narrow the gap between faculty and administrative salaries by allocating higher percentage increases to faculty. Prof. Goodey contended that the bigger issue is the number of administrators and amount of money spent on non-teaching activities. For example, there are plans to recruit more assistant deans.

Returning to his Chair's report, Prof. Rideout said, "Last Thursday evening Ken Wedel and the local chapter of the AAUP sponsored a forum on faculty discontent at which the Provost spoke, along with Dan Gibbens, Jay Smith, and Mr. Travis Donoho, the organizer for the Communications Workers' Union. On Friday evening, KGOU quoted Mr. Donoho as saying he was on campus at the invitation of the Faculty Senate. I would like to make it clear that he was not invited by the Faculty Senate, but rather by the AAUP. Please pass that correction on to your colleagues. I believe this statement was made either ignorantly or in an effort to garner respect and attention for his act by implying his work has the sanction of the Senate. I want to correct that.

"The UOSA passed a resolution a few weeks ago requesting a more liberal policy for dropping courses. The Senate opposed such an action in 1982 on the grounds that any policy which was more liberal than we have now discouraged responsibility, inflated grade point averages, and used up course space that should be used by students needing to complete degrees rather than by students shopping around for the best g.p.a. The Executive Committee discussed these points with President Van Horn, and he stated, "I

want to respond positively to the students' resolution." Following a discussion with the Provost, the Executive Committee decided to form a joint ad hoc committee to examine the issue and propose a model which could be implemented January 1992 to see what effect this more liberal add-drop would have on enrollment and the like. We can fight against it (and I think it might be approved over our heads), or we can go to the experimental plan and try to determine whether or not it is possible. We do not have a copy of the resolution. Anyone who wants to volunteer for the committee should see me after the meeting." Prof. Hopkins said she would like some information on peer group policies. Prof. Rideout said he would see what he could do.

Prof. Rideout announced that Higher Education Day is on April 17 at the State Capitol. Representatives from higher education institutions will be asking legislators to support higher education. Faculty are encouraged to attend.

#### **FOCUS ON EXCELLENCE: Student Athlete Academic Support Program**

(See Appendix III.)

#### **REPORT OF THE SENATE COMMITTEE ON COMMITTEES**

Prof. Jay Smith, Chair of the Committee on Committees, presented a slate of nominees for the end-of-the-year vacancies on University and Campus Councils, Committees, and Boards (available from the Senate office). The Senate will vote on the nominations at the May meeting. Prof. Smith commented that the new committee structure eliminates the two-for-one nominees and reduces the size of several committees; therefore it was not necessary to nominate as many faculty this year as in the past (see Committee Restructuring item below).

#### **PROGRAM REVIEW PANEL**

The Senate approved the following Committee on Committees' nominations for the 1991-92 campus departmental review panel:

Edmund Hilliard (Architecture)  
 Yoshi Sasaki (Meteorology)  
 Kevin Saunders (Law)  
 Robert Swisher (Library & Information Studies) [carryover]

#### **COMMITTEE RESTRUCTURING**

Prof. Rideout reported, "Last month we had a special meeting with President Van Horn and Richard Gipson, who has been his coordinator in this matter of committee changes. The President agreed to that long list of thirty-odd proposals that we made two months ago where we listed all the changes we wanted in committees and councils. He agreed to all but one. He will not approve our request to exempt the Research Council and Academic Programs Council from administrative appointment. Remember we asked that those two councils be exempted from administrative appointment and remain solely Senate appointment. He said, "I see no reason to exempt those committees from all the others. If you're after consistency, I want to see those in with all the rest." And his reason was that the new Vice President for

Research Administration, when that person is hired, ought to be able to make an appointment to that committee. And equally, he felt the Provost should have the right to put someone on the Academic Programs Council. Now, I wasn't too sure I liked that, except that he agreed to everything else in our proposal.

"Now, the trade for essentially giving up that one point has been the complete acceptance of our request for the Athletics Council. Let me refresh your memory on what that was. Professor Gibbens, the NCAA representative who was recommended to serve as Chair, will serve as ex-officio. A chair will be elected from the membership. Meetings which were recommended to be quarterly or whenever anyone wanted to call one will remain monthly as they are now. The student-athletes who were added will be ex-officio. They will not have voting power. And also, this is President Van Horn's recommendation, the charge of the council will be expanded. He wants the council to formulate the position in writing on all issues relating to NCAA resolutions and the like. Now those of you who have served on the Athletics Council know that that council has never responded to those resolutions or formulated any position on these matters. To expand the charge to that seems like a major improvement in the role of the faculty in setting some policy concerning athletics. Now I believe that those concessions were worth giving up this one other point. I remind you of what this means. There are two or three other councils, and we don't have time to enumerate them, in which an administrator has served as chair. From now on every council elects its chair from the membership. No administrator can serve as chair of any existing council or committee. I think that alone will clear up a lot of problems in a number of committees, and it also clarifies the status of every administrator from dean on up, and that is that they are ex-officio on standing committees." Prof. Salisbury moved that the Senate re-approve the committee restructuring with that change. The Senate approved that revision on a voice vote.

#### **PARKING RATE INCREASE**

Prof. Rideout reminded the Senate that Mr. Michael Thomas, Auxiliary Services Director, had asked the Senate to choose between two options for parking rate increases (see Appendix IV). Ms. Sarah Blouch, Manager of Parking and Transportation Systems, was present to answer questions. She distributed some handouts on revenues and expenses, capital improvements, and facts and figures, which are available from the Senate office. Ms. Blouch reported that parking is an auxiliary service, which is self-supporting. The costs of maintaining the parking lots are rising, and some new parking lots will be added to their maintenance budget. Options were proposed because an Employee Executive Council survey at the time of the last large increase showed that employees wanted to know about fee increases in advance and they wanted the increases to be moderate. One option is to tie the increases to the cost of living.

Prof. Rideout asked what the Energy Center lot would cost Parking. Ms. Blouch said Parking would not have to pay anything to build the lot, but Parking would be responsible for maintaining it. The new lot will have 170 spaces, compared to 88 spaces in the gravel lot. She explained that it costs \$87 per space to maintain a lot. Faculty and staff currently pay \$53 a year for their gate cards. Other revenue comes from parking fines, but that has been declining. Prof. Schnell asked how much of the budget was for CART. Ms. Blouch said the CART allocation was \$205,000, which comes from activity fees.

Prof. Hopkins asked how much the Athletic Department pays for the parking spaces that are used during home games. Ms. Blouch said the Athletic Department pays nothing, but Parking gets the income from the parking fees, which amounted to about \$60,000 last year. She said charging the Athletic Department is an option. She noted that the lot between the Rupel Jones theater and the Physical Sciences Center is reserved for faculty and staff during game days and that anyone who has purchased a permit can get in free. The Athletic Department controls about 100 spaces near the stadium (Jenkins and Lindsey) and pays \$50 per season per space. Faculty, staff, and students with permits are allowed in any of the non-reserved parking areas on campus at no charge. Ms. Blouch referred to the handout on pricing which shows OU's fee compared with the other Big 8 universities and local parking lots.

Prof. Livesey asked about the plan for replacing lost spaces when the Catlett building is expanded. Ms. Blouch said the current lot has about 180 spaces. When those are lost, there will be a problem because there is no other place to build a surface lot in that part of campus. The only other option is to build a high-rise, but it costs \$10,000/space for a parking garage. (Surface lots are \$1500/space.) Prof. Gabert asked how the Norman campus fee compares with the HSC. Ms. Blouch said the HSC charges nothing because of the coordination problem between the different agencies, but their parking is in bad shape.

Prof. Wedel asked about University vehicles. Ms. Blouch said if the vehicle is rented through the Motor Pool, the price of the gate card is included in the monthly rent. If a University-owned vehicle parks in a space that would normally be sold, there is a charge for the gate card. There is no charge to park in service parking.

Prof. Zaman asked when the Energy Center lot would be completed. Ms. Blouch said the target date was April 15. Prof. Knapp asked what proportion of the Parking budget goes toward salaries. Ms. Blouch answered about 30%. Enforcement costs are about \$350,000/year and capital improvements \$250,000. She said Parking was hoping to implement some software that would allow visitors who have permission to park in gated lots to call Parking from the lot and be let in. Another plan is to place a parking garage on each corner of the north end of campus if funding can be identified.

Prof. Livesey asked whether any money from the proposed capital allocation would be available for parking. Ms. Blouch said parking is 14th on the priority list. She explained that Parking requested the rate increase from \$35 to \$45 in 1988 in order to continue preventive maintenance on the lots. Prof. Rideout questioned who determines the right to request an increase. Ms. Blouch said once an increase has been approved by the Faculty Senate, Employee Executive Council, and Campus Planning Council, Vice President Elbert reviews it, and the President decides.

Prof. Vehik asked whether the percentage increase would be stable. Ms. Blouch said the increase would be tied to cost of living. Fees would not be raised unless needed, or any surplus could be used for parking garages. Prof. Kidd asked if there were any other options. Prof. Rideout said one option would be to reject the request for a rate increase. Ms. Blouch reminded the group that preventive maintenance would be hampered if no increase was approved. Prof. Schnell suggested that there are other options like charging the Athletic Department for game day parking. He added that the Senate could approve an increase subject to funds being sought from that source. Prof. Weaver-Meyers asked when the last rate increase had been for

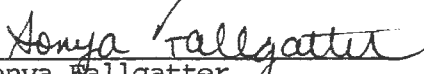
game day parking. Ms. Blouch said the fees went up last year. It now costs \$5 for the lots Parking controls north of Timberdell, and the money goes to Parking. When asked how many spaces the Athletic Department controls, Ms. Blouch answered that they have about 300 spaces just on game days.

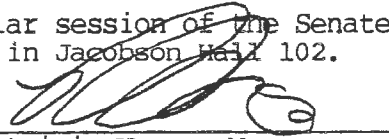
Prof. Fife moved to accept plan A. Prof. Havener commented, "The problem with basing increases on inflation is that don't know what we are buying into." Prof. Kutner argued that it would be better for the University to bear any fee increases, even if that meant a slight reduction in salaries, because of the tax implications for employees. In addition, there would be more scrutiny about the need for an increase. Prof. Hopkins contended that since OU is at the bottom of the Big 8 in everything else, why not also be at the bottom in parking fees. Prof. Christian urged the Senate to vote the motion down. The motion to accept plan A failed.

Prof. Kutner moved that additional funding needs be budgeted within the University budget rather than by increasing parking fees for faculty and staff. Prof. Smith pointed out that parking is an auxiliary service, so it must pay its own way and maintain a reserve. He questioned whether University funds could be used for parking. Ms. Jackson answered that Educational & General funds cannot be used for an auxiliary unit. Prof. Schnell commented that the motion could not be implemented. Prof. Knapp asked what kind of oversight for parking was in place. Ms. Blouch answered that Parking is audited. Prof. Hopkins made a friendly amendment to the motion: that alternative sources of funding to fee increases be sought. Prof. Smith said the point should be conveyed that the Senate is basically opposed to an increase. He suggested that fee increases could be tied to salary increases. The amended motion was approved, by a show of hands, with one opposed.

#### ADJOURNMENT

The meeting adjourned at 5:16 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, May 6, 1991, in Jacobson Hall 102.

  
 Sonya Fallgatter  
 Administrative Coordinator

  
 Patricia Weaver-Meyers  
 Secretary

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**ISSUE: PAID LEAVE AND SHORT-TERM DISABILITY POLICIES****PAID LEAVE AND SHORT-TERM DISABILITY POLICY****ACTION PROPOSED:**

President Van Horn recommends that (1) the current Leave of Absence for Illness policy be rescinded and (2) the attached Paid Leave and Short-Term Disability policies and implementation plan be approved effective July 1, 1991.

**BACKGROUND AND/OR RATIONALE:**

These proposed policies are designed to preserve the excellent benefits which help attract and retain valuable employees but discourage misuse of sick leave resulting from the "per incident" provision of the current policy. They also provide an accrual system needed to address questions raised by the Teachers' Retirement System (TRS). The TRS policy grants an additional year of credit upon retirement for accumulated unused leave. Unless someone is currently off work with an incident of sick leave, the University reports that the individual has 120 days of unused sick leave. TRS has questioned the University's lack of an accrual system when this time is reported as "unused sick leave". The proposed Paid Leave and Short-Term Disability policies combine vacation, sick leave and funeral leave as paid leave. Because faculty appointed less than 12 months do not receive vacation, their policy is separate.

The present vacation policy provides leave accrual based on employment classification and years of service. Sick, emergency and funeral leave are all charged separately to sick leave, but only hourly employees under five years of service are on an accrual system. All others have a "per incident" allowance of three months or six months depending on classification and years of service. The current policy has been interpreted by some as allowing "unlimited" sick leave. Inconsistent interpretation and administration has created inequities.

During development of these proposed policies, input was requested from the Employment Benefits Committee, faculty and staff governance groups, and from faculty, staff and administrators University-wide. Care has been taken to address the needs of current employees in the proposed implementation plan.

A copy of the current Leave of Absence for Illness policy is presented for information beginning on page 9.8.

If the proposed policies are approved, the Regents' Policy Manual will be amended accordingly.

Paid leave benefits are available to staff and twelve-month faculty who hold continuous appointments. Employees on limited appointments and student employees are not eligible for paid leave time. Paid leave time may be used for vacation, personal illness, funeral attendance, illness of a family member, or other personal business. Monthly employees working at least half-time but less than full-time will receive paid leave accrual in proportion to their FTE appointment. Employees on the hourly payroll receive leave accrual on the basis of the number of hours paid. Accrual will be given for weeks during which at least 20 hours up to 40 hours are paid. Employees working at least half-time but less than full-time will accrue paid leave benefits on a pro-rata basis. The 40-hour work week will be the basis for the pro-rate computations. Earned paid leave time is accrued on a monthly basis according to the schedule below:

<u>Employment Category</u>	<u>Years of Service</u>	<u>Monthly Hours</u>	<u>Annual Accrual</u>	<u>Maximum Accrual Allowance</u>
Executive Officers, Administrative Officers & 12-month faculty	Each year	22	33 days (264 hrs)	42 days (336 hrs)
9-month staff*	Each year	8	12 days (96 hrs)	12 days (96 hrs)
All other staff	1st yr.-5th yr.	18	27 days (216 hrs)	30 days (240 hrs)
	6th yr.-10th yr.	20	30 days (240 hrs)	36 days (288 hrs)
	11th yr. & there- after	22	33 days (264 hrs)	42 days (336 hrs)

\*Accrual rate is less since vacation policy does not apply to 9-month staff.

Paid leave time can be accrued up to the maximum allowance listed above. Time accrued beyond the maximum allowance will be deposited in a short-term disability account. There is no maximum on the accrual of short-term disability. Short-term disability can be used for extended personal illness requiring more than 7 days. New full-time staff after six months and twelve-month faculty will have 30 days deposited in their short-term disability account at the time of appointment. Part-time employees will receive a deposit to short-term disability in proportion to their FTE appointment. An employee may transfer accrued paid leave time to the short-term disability account. Time deposited in the short-term disability account may not be transferred back to the paid leave time accrual.

Time away from work because of vacation, illness of a family member, funeral attendance, or other personal business is to be reported as paid leave time taken. Absence due to personal illness is to be reported as paid leave time taken for the first 7 days per incident. When there is no accrued time in

the paid leave time account, the first 7 days per incident of illness must be leave without pay. Absence due to personal illness beyond 7 continuous working days will be deducted from the short-term disability account as long as accrued time is available. When there is no accrued time in the short-term disability account, absence due to personal illness will be deducted from paid leave time. Scheduled paid leave time taken will be considered as time worked for the purpose of compliance with the University overtime policy. Unscheduled paid leave time taken and short-term disability time taken will not be considered as time worked for overtime purposes.

An employee who is hospitalized may access the short-term disability account immediately without the requirement to use 7 days of paid leave time. An employee returning to work part time following a short-term disability may continue to draw from the short-term disability account for the time not worked until a full release is given by the physician. Recurrence of the same illness within 30 days of returning to work from a short-term disability may be considered a continuation of the incident and charged to short-term disability.

Absences due to personal illness should be reported on the monthly payroll certification or hourly time records. A Personnel Action form changing the employee's status to short-term disability must be processed before any absence may be deducted from the short-term disability account. The University will require acceptable medical documentation of illness or disability before allowing any charges to short-term disability leave benefits whatsoever.

Leave for personal illness should be taken in the following order: 7 days of paid leave time, short-term disability leave, compensatory leave, remaining paid leave time, leave without pay. Duration of the disability is to be medically determined. No supervisor should compel an employee to return to work without a medical release. Pregnancy is to be treated as any other short-term disability. An employee may continue normal duties through pregnancy or use available leave while unable to perform regular duties. Employees who utilize leave for pregnancy shall suffer no penalty, retaliation or other discrimination.

Vacation time is to be taken from paid leave time. Authorized holidays falling within an employee's vacation period will not be counted as vacation time. Paid leave time may not be used for vacation within the first six months of employment. Use of paid leave time for other than personal illness or emergency must be scheduled in advance with supervisory approval. Employees must comply with departmental policies for reporting absences and approving time off work. Whenever possible, the University will grant earned paid time off at the convenience of the employee. However, departmental needs must be met.

Cash payment to an employee in lieu of paid leave time will not be permitted except upon termination. No cash payment will be made for time accrued in the short-term disability account. Nine-month employees will not receive cash payment for accrued paid leave time. Twelve-month employees terminating their employment under satisfactory conditions and who have been employed by the University more than six months will be paid for paid leave time which they have accrued not to exceed the amount of their annual accrual. Terminal pay will not include credit for University-recognized holidays falling

within the terminal pay period. The budget head may recommend that terminal pay be denied to an employee discharged for serious cause. Retiring employees or the beneficiaries of deceased employees will be paid for accrued paid leave time up to the maximum accrual allowance and will receive pay for holidays falling within the terminal pay period.

Employees appointed to grants and contracts accounts are expected to use all earned paid leave time during the specified period of their appointment unless the grant or contract contains a separate account with sufficient funds to pay for accumulated leave time upon termination or the department to which the employee is transferring is willing to accept it. If such funds are not available, paid leave time must be transferred into the short-term disability account at the time the employee terminates or the grant or contract is discontinued. Twelve-month employees changing to a nine-month appointment must transfer all accrued paid leave time in excess of 12 days into the short-term disability account.

STEPS FOR IMPLEMENTATION OF  
PROPOSED PAID LEAVE AND SHORT-TERM DISABILITY POLICY

1. Current twelve-month employees will have their vacation accrual balance deposited into their paid leave time account.
2. Current full-time employees will have 70 days deposited into their short-term disability account plus additional days based on years of service as follows:

Employees with 5 years of service or less will receive 1 additional day per month of service.

Example 1--employee with 4 years of service

70 days (Initial deposit of 70 days)  
+ 48 days (4 yrs. x 12 mos. = 48 mos. @ 1 day per mo. = 48 days)  
118 days

Employees with more than 5 years of service will receive 1 additional day per month of service up to 5 years plus 1/2 day per month of service over 5 years.

Example 2--Employee with 10 years of service

70 days (Initial deposit of 70 days)  
+ 60 days (1st 5 yrs. x 12 mos. = 60 mos. @ 1 day per mo. = 60 days)  
+ 30 days (2nd 5 yrs. x 12 mos. = 60 mos. @ 1/2 day per mo. = 30 days)  
160 days

3. Current employees working at least half-time but less than full-time will receive a short-term disability deposit in proportion to their FTE appointment.

Example 1--Employee with 4 years of service appointed .50 FTE

70 days (Initial deposit of 70 days)  
+ 48 days (4 yrs. x 12 mos. = 48 mos. @ 1 day per mo. = 48 days)  
118 days  
x .50 FTE  
59 days

Example 2--Employee with 10 years of service appointed .75 FTE

70 days (Initial deposit of 70 days)  
+ 60 days (1st 5 yrs. x 12 mos. = 60 mos. @ 1 day per mo. = 60 days)  
+ 30 days (2nd 5 yrs. x 12 mos. = 60 mos. @ 1/2 day per mo. = 30 days)  
160 days  
x .75 FTE  
120 days

4. Seven days will be deducted from the short-term disability account after the initial deposit and will be deposited into the paid leave account to cover incidental sick leave for the first few months after implementation. If the addition of these hours exceeds the employee's maximum accrual, the balance will be returned to their short-term disability account.

SHORT-TERM DISABILITY POLICY FOR NINE- AND TEN-MONTH FACULTY

The following short-term disability benefits are available to full-time faculty members with the rank of instructor or above who hold nine-month or ten-month continuous appointments on the Norman and Health Sciences Center campuses. Benefits for 12-month faculty are addressed in the University's Paid Leave and Short-Term Disability Policy.

Full-time, nine- and ten-month faculty with the rank of instructor or above will accrue 12 days of short-term disability leave per year. Such faculty members working at least half-time (.50 FTE) but less than full-time (1.0 FTE) will receive leave accrual in proportion to their FTE appointment. Any unused portion of a faculty member's accrued annual short-term disability leave will be deposited into the short-term disability account. There is no maximum on the accrual of short-term disability. No cash payment will be made for any time accrued.

Full-time nine- and ten-month faculty with a rank of instructor or above will have 65 days deposited into their short-term disability account at the time of appointment. Part-time nine- and ten-month faculty will receive a deposit to short-term disability in proportion to their FTE appointment.

All short-term disability leave must be reported and charged to the short-term disability account. Any leave greater than seven days requires a Personnel Action Form changing the faculty member's status to short-term disability. The University will require acceptable medical documentation of illness or disability before allowing any charges to short-term disability leave benefits.

A full-time faculty member returning to work part-time following a short-term disability may continue to draw from the short-term disability account for the time not worked until a full release is given by his/her physician. Recurrence of the same illness within 30 days of returning to work from a short-term disability may be considered a continuation of the incident and charged to short-term disability.

Duration of a disability is to be medically determined. No supervisor shall compel an employee to return to work without a medical release. Pregnancy is to be treated as any other short-term disability. A faculty member may continue normal duties through pregnancy or use available leave while unable to perform regular duties. Faculty members who utilize leave for pregnancy shall suffer no penalty, retaliation, or other discrimination.

STEPS FOR IMPLEMENTATION OF PROPOSED SHORT-TERM DISABILITY  
POLICY FOR NINE- AND TEN-MONTH FACULTY

1. Current faculty members will have 70 days deposited into their short-term disability account, plus additional days based on years of service as follows:
  - a. Faculty with five years of service or less will receive 12 additional days per year of service.
  - b. Faculty with more than five years of service will receive 12 additional days per year of service up to five years, plus six days per year for service over five years.

CURRENT POLICY

LEAVE OF ABSENCE - ILLNESS

Sick leave with pay accrues for service and operations and supervisory staff who hold regular appointments and have less than five years of service at the rate of one day for each month of service to a maximum total of 60 days. Accrued sick leave benefits will be credited on the basis of the number of hours paid; no credit will be given for weeks during which less than 20 hours is paid and no credit will be given for the time paid over 40 hours per week. The 40-hour work week will be the basis for the pro-rata computations. Employees working at least half-time but less than full-time will earn sick leave benefits on a pro-rata basis.

Full-time members of the faculty at the Oklahoma City Campus (Health Sciences Center) and full-time members of the faculty with rank of instructor or above on the Norman Campus and regular, full-time executive officers, administrative officers, administrative staff, managerial staff, and professional staff as well as supervisory and service and operations staff with five or more years of service, are eligible for sick leave benefits. The sick leave benefits are based on length of service with the University in accordance with the schedule outlined below, but in any case will not exceed a total of one year (12 months) of sick leave with pay as calculated from the date of disability. Part-time faculty appointed for 50% FTE or more and other part-time employees on regular or trainee appointments for 50% FTE or more are eligible for benefits in proportion to their FTE.

(a) Persons who have completed five or more years of continuous full-time service are eligible for sick leave benefits with full salary, to cover periods of absence that occur during their period of appointment for a total of six months' time. Should the disability continue beyond six months, an application may be made to the President for sick leave benefits of \$100 per month for an additional six months' time. Disabilities continuing into a second fiscal year will be covered within the limitations of sick leave benefits stated above (i.e., approval for full salary will not exceed a total of six months of time and the \$100 per month benefit will not exceed a total of six months of additional time for the entire period of the disability regardless of the overlapping time involved between two fiscal years).

(b) Persons who have not completed five years of continuous service are eligible for sick leave benefits with full salary, to cover periods of absence that occur during their period of appointment, for three months from the date of disability. Should the disability continue for more than three months, application may be made to the President for additional sick leave benefits of \$100 per month for an additional three months.

(c) Absences consisting of 10 continuous working days or less should be reported on the monthly payroll certification. Absences of more than 10 continuous working days are to be reported on the payroll certification and a change of status form for paid sick leave must be processed.

Long term salary continuation insurance, which goes into effect six months after the start of an illness for monthly-paid employees and three months after the start of an illness for hourly-paid employees, is available to faculty and staff at a nominal charge.

Sick leave may be used to continue regular compensation in case of personal illness or disability. Absence due to illness of other family members may be charged to sick leave as provided for under emergency leave below.

All time lost from work because of personal illness or disability will be charged to accrued sick leave except as otherwise provided by University policy. Additional time as needed may be charged to earned vacation.

Pregnancy is to be treated as any other temporary disability. An employee may continue normal duties through pregnancy or use available leave while unable to perform regular duties. Leave should be taken in the following order: sick leave, compensatory leave, annual leave, leave without pay. Duration of the disability is to be medically determined. No supervisor should compel an employee to return to work without a medical release. Employees who utilize leave for pregnancy should suffer no penalty, retaliation or other discrimination.

Time required which is incident to the death of a relative or friend may be charged to earned sick leave up to a total of five working days.

Up to but no more than three days' absence each fiscal year may be charged to accumulated sick leave to cover emergency leaves. This may be serious illnesses in the immediate family, emergency personal business that cannot be handled at another time or similar emergency situations. Emergency leave is administered by the heads of budget units. The benefit is not cumulative, and the new eligibility period begins July 1 of each year.

Sick leave benefits will be coordinated with all other forms of salary protection benefits (e.g., worker's compensation), for which the University pays the cost, so that no more than 100% of the employee's current daily rate of compensation is paid for absences due to illness/injury for any days of such absence from work.

The University reserves the right to require acceptable evidence of illness, disability or other pertinent reason for absences before allowing any charges to sick leave benefits whatsoever. (RM, 3-9-72, pp. 11378-79; amended 6-12-75, p. 13475; 5-11-78, pp. 14966-69; 7-22-82, pp. 17088-89; 7-23-87, pp. 19827-29)

## PAID LEAVE

1. Employees other than 9-10 month faculty accrue what is essentially 12 days of sick leave and 21 days of vacation leave (together these make a paid leave of 33 days). Within paid leave can be as much as 42 days (this equals the present rule that allows vacation to accrue to twice the annual amount).
2. Because 9-10 month faculty do not get vacation they receive the equivalent of 12 days of sick leave-except it goes into short-term disability. What this means is that 9-10 month faculty do not report sick days, funerals etc. You only report short-term disabilities.
3. All current employees will have 70 days deposited into short term disability.
  - a. 12 month employees will receive 1 day per month for each month worked up to five years, after 5 years they receive  $\frac{1}{2}$  day per month worked.
  - b. 9-10 month faculty receive 12 days per year for each year worked up to 5 years, after 5 years it is 6 days per year.
4. All new 12 month employees after working 6 months receive a deposit of 30 days in short-term disability.
5. All new 9-10 month faculty have 65 days deposited into short-term disability.
6. 12 month employees at time of termination may receive a cash payment for accrued paid leave. This could be as much as 42 days. The present policy for this is 1.5 times the amount of unused vacation or as much as 32 days. 9-10 month faculty have not previously had and do not now have a similar clause since they do not receive "vacation".

## OTRS CHANGES

Below are some of the more important changes recently proposed in OTRS rules and comments sent by OU.

1. OTRS proposed to restrict membership to those higher ed people who teach 8 or more semester hours. OU recommended that FTE replace the hour specification.
2. There is a not easily summarized discussion of how many hours a day an employee must work over how long a period to get a year of OTRS credit. OU proposed that if 6 months at 6 hours a day gets a full year of credit so should 12 months of 4 to 6 hours a day.
3. OTRS proposed a rule that for out of state service to be eligible for service credit in TRS the out of state service must be covered by a public retirement system in that state. OU argued that higher ed employees are more likely to be covered by TIAA/CREF than a state retirement program.
4. OTRS proposed that no more than 15 days of sick leave per year can count for TRS credit. OU proposed that TRS should recognize the various accrual system employers currently or will have.
5. OTRS proposed a rule whereby if you die while on leave or sabbatical you do not get the \$18,000 death benefit. OU argued that death benefits should remain consistent for all employees on approved leave of absence.
6. OTRS proposed a rule to the effect that a member's annual compensation for each of the last three creditable years of service before retirement may not exceed the credited compensation of the immediately preceding creditable year for service in the same or similar positions by more than 20%. OU wants it to read that the compensation cannot be greater than 20% more than general increases over the 3 year period.
7. Present rule on post-retirement employment has an earnings limit statement that says earnings from the public schools may not exceed  $\frac{1}{2}$  of the member's final average salary or \$10,000 whichever is less and that earnings shall include all payments and benefits received for employment after retirement. New part: This includes payment for consulting services, travel allowances, per-diem, fringe benefits and any other compensation taxable or nontaxable. OU proposed that the section only refer to taxable items.

FACULTY SALARY COMPARISON, 1990-91  
University of Oklahoma vs. National Averages

	OU	National	OU/Nat'l
Professor	53,300	60,450	.88
Associate professor	40,800	44,000	.93
Assistant professor	33,200	36,980	.90

Source: The Chronicle of Higher Education, April 3, 1991, pages A14 and A17.  
Comparison is made to Public Doctoral Institutions.

4/91 (Appendix IIb)

*The University of Oklahoma*

**FY91 Comparison of Average Salary Increases  
for E&G Faculty and Staff**

15-Mar-91

	<b>Faculty</b>	<b>Staff</b>
<u>Average % Increase</u>	5.40%	4.40%
<u>Average % of Top 50 Salary Increases</u>	12.00%	8.98%
<u>Average % Increase for Top 50 Highest Paid</u>	6.00%	5.20%

Note: The sum of salary increases were divided by sum of prior salaries to calculate percentage increases. Percentages are not averaged.

Staff includes all executive officers and administrative officers, i.e., president, provost and vice presidents, administrative and academic directors, assistant vice presidents, deans, associate provosts and deans, and assistant provosts and deans.

OU Budget Office

*The University of Oklahoma*  
**FY91 Administrative Salary Comparison**  
**National and Peer Averages**

15-Mar-91

Title	OU Salary	Chronicle	OU/ Chronicle	Peers	OU/ Peers	Date Hired
Chief Executive of System (President)	\$147,000	\$141,325	104.0%	\$145,507	101.0%	07-15-89
Chief Academic Officer (Provost)	\$105,000	\$111,300	94.3%	\$117,057	89.7%	07-01-86
Director, Affirmative Action	\$63,000	\$54,631	115.3%	\$55,015	114.5%	09-10-87
Chief Legal Counsel	\$89,000	\$85,119	104.6%	\$88,285	100.8%	07-01-88
Staff Attorney	\$47,198	\$52,042	90.7%	N/A	N/A	10-06-86
Chief Business Officer (VP/Admin)	\$99,000	\$97,825	101.2%	\$105,603	93.7%	02-01-79
Bursar	\$51,760	\$45,500	113.8%	\$50,033	103.5%	09-16-71
Director, Purchasing (& Risk Management at OU)	\$65,400	\$52,000	125.8%	\$64,190	101.9%	06-01-75
Controller	\$70,700	\$70,274	100.6%	\$80,230	88.1%	06-01-87
Auditor	\$61,244	\$56,168	109.0%	\$62,597	97.8%	12-07-77
Director, Grants and Contracts	\$53,060	\$62,768	84.5%	N/A	N/A	06-19-74
Budget	\$62,800	\$62,900	99.8%	\$63,584	98.8%	11-04-85
Director, Accounting	\$53,300	\$52,150	102.2%	\$52,707	101.1%	05-30-70
Chief, Physical Plant Officer	\$72,700	\$71,638	101.5%	\$72,374	100.5%	07-01-79
Director, Campus Security	\$51,000	\$51,888	98.3%	\$54,487	93.6%	04-07-89
Director, Printing Services	\$57,541	N/A	N/A	N/A	N/A	06-15-73
Chief Development Officer (VP/Univ)	\$105,000	\$95,100	110.4%	\$101,680	103.3%	04-02-90
Director, Annual Giving	\$52,000	\$43,274	120.2%	N/A	N/A	08-04-75
Director, Alumni Affairs (3)	\$61,360	\$54,036	113.6%	\$68,430	89.7%	04-15-60
Chief Student Affairs Officer (VP)	\$81,000	\$87,150	92.9%	\$93,195	86.9%	01-11-74
Director, Student Housing	\$58,243	\$52,800	110.3%	\$73,056	79.7%	06-18-73
Director, Student Placement	\$52,225	\$48,657	107.3%	\$56,762	92.0%	07-25-78
Director, Food Services	\$60,000	\$54,039	111.0%	N/A	N/A	05-01-85
Director, Research	\$77,261 (a)	\$58,758	131.5%	N/A	N/A	09-01-80
	\$49,585 (b)	N/A	N/A	N/A	N/A	09-01-80
Dean, Arts and Sciences	\$110,000	\$95,410	115.3%	\$105,387	104.4%	07-01-90
Dean, Business	\$100,000	\$103,057	97.0%	\$118,236	84.6%	07-01-87
Dean, Education	\$81,066	\$87,700	92.4%	\$98,365	82.4%	07-01-85
Dean, Engineering	\$95,000	\$110,746	85.8%	\$119,214	79.7%	06-01-87
Dean, Fine Arts	\$74,550	\$84,400	88.3%	\$100,774	74.0%	07-01-62
Dean, Graduate	\$77,650	\$87,859	88.4%	\$98,643	78.7%	09-01-65
Dean, Architecture	\$79,511	\$89,376	89.0%	\$92,516	85.9%	08-01-83
Dean, Liberal Studies	\$72,772	N/A	N/A	N/A	N/A	07-01-69
Dean, Geosciences	\$83,797	N/A	N/A	\$97,952	85.5%	09-01-73
Dean, Instructional Services (Univ. College)	\$74,816	N/A	N/A	\$86,205	86.8%	09-01-64
Dean, Continuing Education	\$83,969	\$76,402	109.9%	\$88,800	94.6%	09-15-87
University Registrar	\$46,241	\$65,544	70.5%	N/A	N/A	09-01-79
Director, Energy Center	\$82,305	N/A	N/A	N/A	N/A	09-10-87
Director, Institutional Research	\$58,054	\$58,758	98.8%	\$59,787	97.1%	04-21-75
Director, Arch & Engineering Services	\$65,600	N/A	N/A	N/A	N/A	12-01-69
Director, Computing Services	\$71,600	\$76,100	94.1%	\$83,111	86.1%	08-17-70
Director, Personnel Services	\$65,300	\$66,000	98.9%	\$67,645	96.5%	04-27-87
Director, Auxiliary Services	\$63,700	\$62,232	102.4%	\$77,619	82.1%	08-10-87
Director, Environmental Safety (Health & Safety)	\$55,650	\$57,600	96.6%	N/A	N/A	08-01-82
Director, Lloyd Noble Center	\$59,750	N/A	N/A	N/A	N/A	06-23-75
Director, Athletics	\$105,000	\$79,500	132.1%	\$95,523	109.9%	09-08-86
Director, Information Systems	\$70,050	\$60,363	116.0%	\$80,472	87.0%	08-08-88
Director, Mental Health (Student Counseling)	\$50,000	\$54,500	91.7%	\$61,445	81.4%	08-22-83
Director, Information Office	\$58,240	N/A	N/A	\$61,088	95.3%	01-01-73
Director, Recreational Svcs (Campus Rec)	\$49,333	\$43,500	113.4%	\$57,690	85.5%	07-01-74
Director, Student Development Programs	\$50,896	N/A	N/A	\$49,844	102.1%	01-11-74
Director, Minority Student Services	\$45,026	\$43,000	104.7%	\$47,201	95.4%	08-18-77
Director, Admissions	\$43,100	\$59,488	72.5%	N/A	N/A	04-02-73
Director, Financial Aid	\$50,562	\$53,000	95.4%	N/A	N/A	08-13-74
Average	\$69,813	\$69,906	99.9%	\$80,828	86.4%	-

(a) Vice Provost, Research (b) Director, ORA

(1) FY91 Budget Book

(2) The Chronicle of Higher Education, January 23, 1991, p. A15. Comparison is to Doctoral Institutions.

(3) Prior to mid-year promotion and raise to \$64,360/1.19 of National Average.

FOCUS ON EXCELLENCE: STUDENT ATHLETE ACADEMIC SUPPORT PROGRAM  
Presented at the April 8, 1991 Faculty Senate Meeting by Jay Smith

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The Focus on Excellence presentations this year have highlighted University of Oklahoma academic programs which have national and international recognition or have the potential to resolve difficult issues such as the need for diversity on our campus. The academic program highlighted this month may surprise some of you and may even anger some of you. My purpose is not to anger any person but to provide for the Faculty Senate an update, a progress report on an area of considerable concern and cynicism for faculty, especially so for the past several years. Generally when we faculty think of Athletics at the University of Oklahoma we do not link our thoughts with anything having to do with academic accomplishment and certainly not with academic program excellence. The term "student athlete" is often thought of as an oxymoron. It is rarely used on this campus and when used is still generally greeted by both the opponents and proponents of athletics with a "sneer." With a few notable exceptions, coaches and other professionals in athletics most often talk about winning, "level" playing fields, cost of programs, attendance figures and alumni interest and support. Faculty most often talk about missed classes, special treatment, programs and young people "out-of-control," and distraction from the real purpose of a university. Of course there is truth and exaggeration in both points of view. The Faculty Senate, representing the faculty, can feel some pride in the topic of this month's Focus of Excellence because the faculty, along with other concerned members of the University Community and the publics we serve, was responsible for the establishment of the University of Oklahoma Student Athlete Academic Support Program.

The March 27, 1991 issue of The Chronicle of Higher Education reported both the Knight Commission Recommendations for College Sports and the graduation rates of athletes and other students at 262 Division I colleges and universities. The Chronicle survey reported that in Division I-A, nationally, 50.3% of 1984 freshmen (female and male, non athletes) graduated by August 1989, while the percent of '84 freshmen athletes (female and male, all sports) who graduated by August, '89 was 51.1%. The percent of football players graduating over that time was 42.5% and for men's basketball players the percentage was 31.9. In the Big 8 Conference, the percent of all students graduating was 46%, all athletes 42.3%, football players 39.4% and men's basketball players 34.8%. At the University of Oklahoma, the percent of all entering freshmen in 1984 having graduated by August of 1989 was 35% (a sobering thought in and of itself). The percent of all recruited athletes graduating was 27.1%, of football players 25% and of men's basketball players 00%. While this data, as most data, can be worked and reworked, and other information such as transfers, et cetera can be factored into the data, the results, I think, clearly demonstrate that there existed for all students and certainly for athletes at the University of Oklahoma a retention and graduation problem. As for athletics, I am happy to report that, mostly because of the work of the Student Athletic Academic Support Program, data on class attendance, types of courses

Focus on Excellence: April, 1991

page two

taken, grade point averages, some self-imposed limitations on practice and competition, and time spent in a "study" atmosphere indicate a turnaround is happening.

The goal of the Student Athlete Academic Support Program is to assist student athletes in developing their intellectual and social potential, and in so doing prepare them to be worthwhile citizens after their competitive athletic days have come to an end. Graduation and total individual development are the primary objectives of the Program. In order to accomplish the goal and objectives of the Program a number of services are provided including: A study hall program required of all freshmen, all transfer students and all athletes with less than a 2.00 GPA; A course performance check which involves course attendance and course performance of all student athletes being checked a minimum of four times a semester and any student in any course receiving a negative report or a grade of less than 2.00 being required to seek tutoring for the class and/or attend study hall; A Tutoring Program which provides one-on-one and small group tutoring in particular disciplines as well as assistance with study skills and problem solving techniques. Student athletes who fail to keep tutoring appointments are subject to disciplinary actions; and, A mentoring program for freshmen which meets a minimum of ten hours per week in small groups. The mentors coordinate activities for student athletes between tutors, study hall monitors, instructors, and the assistant athletic director. Each mentor is responsible for maintaining close contact and supervision for a group of four to six freshmen student athletes. The mentors are mature, experienced teachers enrolled in the University of Oklahoma graduate programs in the College of Education.

The Student Athlete Academic Support Program is staffed by an Assistant Athletic Director, Dr. Tom Hill, two academic counselors, two secretaries, four small group monitors, one reading specialist, one writing specialist, and 30 tutors. All funds for the Program come from the Athletic Department.

I've been made aware of the work of Dr. Hill and his staff through my membership on the Athletics Council. The Student Academic Support Service Program is an excellent one. While the "proof-of-the-pudding is in the eating," and the Program is still young and more data over more years is needed, the future for a more concerned and effective academic life for the athlete at OU looks good. Of course faculty will remain vigilant, and while it can be argued that this Program is another example of special treatment, a counter argument can be made that something is being done for a student population that does exist. As faculty members concerned with the welfare of students, I hope you will join me in congratulating and encouraging Dr. Hill and his staff and the Athletic Department for a notable and excellent effort designed to clean-up what was clearly an academic mess. Thank you.





The  
University of Oklahoma

DEPARTMENT OF AUXILIARY SERVICES  
731 Elm Avenue, Room 318  
Norman, Oklahoma 73019  
(405) 325-2981

February 28, 1991

TO: Dr. Roger Rideout, Chair  
Faculty Senate

FROM: Michael F. Thomas, Director  
Auxiliary Services

SUBJECT: Parking Rate Increase

Over the years, the Parking Services operation has strived to keep the annual parking fee as low as possible. There have been three rate increases during the past 10 years (1981, 1988, 1989) increasing the annual fee from \$20 to \$53. The Parking operation on this campus is an auxiliary service and does not receive funding from any other source other than self-generated revenues.

As with every department on campus, regular cost of living expenses have impacted the Parking operation. Employee salaries, supplies, materials, and operational expenses such as postage, utilities, and telephone rates have all increased in the past two years. When the annual rate was increased from \$35 to \$45 in 1988, a pledge was made to the University community to bring the long neglected parking lots up to standard and maintain them in that manner. Considerable progress has been made; three lots have been resurfaced, new gate equipment has been installed, painting has been done more frequently, signage has been updated and is now consistent, and snow/ice removal has improved.

We cannot, however, continue to maintain this progress without rate increases. We are, therefore, asking your committee to recommend options on how future increases shall be made. The Employee Executive Council circulated a survey in the fall of 1989 and one of the resulting suggestions was that if future rate increases were necessary, the preference was to have small, regular increases rather than sporadic, large increases. There are two options that we feel would satisfy this request and the Parking operation's need for revenue: (1) a yearly increase of a few percent, perhaps 1% less than the stated cost of living increase for the nation (for FY92 the percentage increase would be 5% based on a 6% cost of living index), or (2) rates can increase in \$10 increments every third year until such time as either Parking Services does not need to generate additional revenue or the revenue generated in either manner is not sufficient to meet expenses. Either of these

Memo to Dr. Roger Rideout  
February 28, 1991  
Page Two

options will generate approximately the same amount of revenue for Parking and should meet the financial needs of the department. The increases would average \$.07 per week increase each year.

I would appreciate your committee discussing these options and making a recommendation prior to May so that we can complete our budgets and make any necessary adjustments. Please feel free to contact me if you have additional questions or concerns.

Example of proposed rate adjustments

	<u>Percentage increase each year</u> (based upon 5% increases)	<u>\$10 increase every third year</u>
Present Rate	\$53	\$53
1991	56	53
1992	59	53
1993	62	63
1994	65	63
1995	68	63
1996	71.5	73

cc: Dr. Arthur J. Elbert  
Ms. Sarah Blouch