

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - December 9, 1991 - 3:30 p.m.
 Conoco Auditorium (Neustadt Wing, Bizzell Library)

The Faculty Senate was called to order by Professor Susan C. Vehik, Chair-Elect.

PRESENT: Barman, Bennett, Boyd, Breipohl, Christian, Cornelius, Cozad, Cross, Curtis, Dillon, Fonteneau, Foote, Harm, Harper, Harris, Havener, Hill, Hilliard, Hinson, Hopkins, Jaffe, Johnson, Kenderdine, Kidd, Kuriger, Kutner, Latrobe, Levy, Livesey, London, Nelson, Norwood, O'Halloran, Paolino, St. John, Schlegel, Schnell, P. Smith, Stanhouse, Striz, Swisher, Swoyer, Vehik, Vestal, Wallach, White, Whitecotton, Whitmore, Willinger, Zaman

PSA representatives: Barth, Bloomgarden, Spencer
 UOSA representatives: Acree, Dietert

ABSENT: J. Smith, Sullivan

TABLE OF CONTENTS

| | |
|--|---|
| Announcements: | |
| New representative to Senate..... | 1 |
| ✓ Search committee, Business Administration Dean..... | 1 |
| ✓ Ad hoc committee to study role of department chair..... | 2 |
| Remarks by Vice President for Research Administration..... | 2 |
| Senate Chair's Report: proposed NCAA legislation..... | 4 |
| Election, councils/committees/boards..... | 4 |
| Extended care leave proposal..... | 4 |
| ✓ University retirement issues..... | 6 |
| Triennial reapportionment of Faculty Senate seats for 1992-95..... | 7 |
| Program discontinuance policy..... | 7 |
| Admissions standards..... | 7 |

APPROVAL OF JOURNAL

The Senate Journal for the regular session of November 11, 1991, was approved.

ANNOUNCEMENTS

Prof. Samir Barman (Management) was elected to complete the 1991-94 term of Prof. Albert Schwarzkopf in the Faculty Senate, representing the College of Business Administration.

Prof. Gustav Friedrich was selected for the faculty-at-large position on the Business Administration Dean's Search Committee (see 10/91 Journal, page 3).

Last spring the Senate approved some recommendations of an ad hoc committee that provided procedures for evaluating department chairs and for resolving faculty grievances concerning the performance of a chair. President Van Horn asked that the proposed revisions be studied as part of a larger review of the selection, functions, responsibility, and accountability of department chairs. Accordingly, Interim Provost Gipson has requested that the Senate name three faculty members to serve on this ad hoc committee. Associate Provost Ravindran will serve as chair, Professor Anita Hill, Faculty Administrative Fellow (Provost's Office), will serve as an ex officio member, and two chairs or directors will be appointed. Volunteers were asked to contact Prof. Vehik.

REMARKS BY DR. DANIEL O'NEIL, VICE PRESIDENT FOR RESEARCH ADMINISTRATION, ON RESEARCH FUNDING

General faculty with questions were invited to attend this meeting. The Senate unanimously approved a motion to allow non Senators to ask questions.

Dr. O'Neil commented that the research base where he previously worked went from \$10-13 million to in excess of \$170 million. With that growth came problems with quality, number of academic faculty, number of doctoral students, and the number of degrees awarded in the early stages. He wants to avoid that kind of complication here by insuring that graduate and doctoral programs are equally emphasized with research development.

Dr. O'Neil would like to achieve a greater degree of cross-disciplinary, joint research and to increase the research proposal productivity. According to Dr. O'Neil, about 20% of the faculty are producing about 80% of the grants (in Arts & Sciences 10%/90%). He pointed out that the rationale for research is clear: the recovery of indirect costs can be reinvested in the activities of the University. Currently Oklahoma's institutions only receive .2% of the federal funding that goes to universities, yet the state has about 1.2% of the U.S. population and 1.3% of the U.S. student population. Only \$17 million of the \$54 million in research funds come from the federal government, and that is quite low compared with other established universities. In order to meet President Van Horn's goal of becoming a Carnegie I research university, OU will have to increase its federal support from less than \$20 million to \$33.5 million.

Dr. O'Neil said his job is to provide internal seed money and to attract sponsors. Because we are a comprehensive university, the money will not be distributed equitably. About 95% will flow into life sciences, engineering, hard sciences, environmental sciences, and social sciences. He said it is imperative that the community take care of the less well off areas, like the arts and humanities, while providing a fair return to those areas that bring in the funds. Part of Dr. O'Neil's job is to develop a resource allocation system that will have the input of the University community, will reward competitive success in research, and will allow a reasonable distribution of income. OU is state assisted, not supported, so there is a greater need for external revenue. Dr. O'Neil's strategy is to allow the development of basic research to continue but recognize that for total growth we will have to go beyond basic research into areas such as applied research, engineering systems, public service activities, and collaborative research with industry. That could involve non-tenured research faculty working on- or off-campus. For example, he is trying to acquire a contract to manage and operate the Department of Energy Laboratory in Bartlesville, and that would require other kinds of faculty.

About 17-18% of the total money available to universities from the federal government is directed toward basic research. OU missed out on the research growth of the 1970s and 1980s and, along with Kansas State and OSU, is now at the bottom of the Big 8 in terms of federal funding. Dr. O'Neil's first priority is to make it easier to process proposals. All faculty should have computers so they can access a database to assist them in writing proposals or to identify other researchers with similar interests. He has spent his first few months talking to small groups in order to see how to use the 1992 funds judiciously to stimulate competitive research. So far he has kept programs in place while looking at what is available. He should have a plan ready by Christmas. He would like to stimulate competitive research and promote cooperative research programs. He is a strong advocate of the equipment cost matching program (grow funds). OU is 90th in the U.S. in terms of total research and development, 118th in terms of federal funding, 128th in industrial funding, and about 85th in terms of what the University puts back into equipment.

According to Dr. O'Neil, he will focus, but not exclusively, on the hard sciences because that is where the money is. He summarized his 1992 concepts: faculty peer review, multi-disciplinary activities, a program between the HSC and Norman campuses, and an internal research program to provide money for experimental research, travel, equipment needs, faculty awards, and the arts and humanities.

During the question and answer period, Prof. Foote asked what happens to the \$5-7 million in overhead that comes in. Dr. O'Neil said the figure was more like \$3.5-4 million and it is difficult to track. Part is re-distributed through SRI funds. He would like to return SRI funds to distinguishable accounts at the departmental level. Prof. Breipohl asked whether those funds would be given to the department or Principal Investigator (PI). Dr. O'Neil answered that they would be allocated to a general department account.

Prof. Johnson asked whether the proposed new kind of faculty members--the non tenure track positions--would be funded by University funds. He said it sounded as though they would be separate from the research units, and if so, they should be self-supporting. He recalled when the Energy Research Institute lost its grant and the University partially paid a lot of those employees. Dr. O'Neil said those types of operations generate more income than they draw. Prof. Johnson asked, "Do you anticipate re-directing funds into setting up and paying people to hire people for these positions?" Dr. O'Neil answered that he would seed non tenure track faculty on a research entrepreneur basis to build a program within a certain period of time and then it would become self-sustaining. Typically they would be asked to build a four-person soft money operation within 18 to 24 months. Then it will generate indirect costs that will provide resources for the University. Prof. Johnson asked whether there would be some kind of sunset provision if this ideal is not met. Dr. O'Neil said there would be such a provision. He said there are many research associate types of people who are not being provided a career path.

Prof. Kenderdine asked if the goal is to generate research contract money that provides indirect costs, what is there to keep this from diluting the mission of the University--that the tail doesn't wag the dog--and where does the money come from? Dr. O'Neil said there are checks and balances within the University that control that growth. The funding will come through re-allocation of state funds and indirect cost funds. Prof. Kenderdine asked, "Does that mean there may be a change in how SRIs are calculated for return

to departments and PIs?" Dr. O'Neil responded that that was not likely and that if he had his way, the SRI would increase.

Prof. Cohen said faculty are concerned about the transition period and how this effort will be launched, particularly the start up funds. He asked where Dr. O'Neil would get the money to start peripheral projects without taking away from other worthy activities. He noted that according to some of Dr. O'Neil's reports, support for basic research seems to be drying up. Prof. Cohen also asked about the status of grants under \$750, junior faculty fellowships, and the Research Council. Dr. O'Neil answered that the amount of research going on at the University is abysmal, and there is very little money to allocate. He will do his best to take the limited amount of money that is available and see that it gets invested so that the University sees a three to five fold return.

SENATE CHAIR'S REPORT

Prof. Vehik reported for Prof. Smith that the Athletics Council Chair and Chair of Athletics Council academic subcommittee will meet with the President, Athletic Director, and faculty representative to the NCAA on December 17 to go over proposed legislation for the NCAA meeting in early January. She said, "As far as Jay Smith and I have been able to ascertain, this is the first time the Athletics Council leadership has been asked to participate in these discussions." Prof. Foote suggested that it would be appropriate for some of the student athletes to be allowed to comment on the proposed rules.

ELECTION, COUNCILS/COMMITTEES/BOARDS

The Senate approved the Senate Committee on Committees' nominations to fill vacancies on University and Campus Councils, Committees and Boards (Appendix I).

EXTENDED CARE LEAVE

The Senate was asked to consider a counter-proposal of the Employment Benefits Committee (EBC) subcommittee to the extended care leave proposal developed by the Norman Campus Faculty Welfare Committee and HSC Faculty Affairs Committee (see 11/91 Journal, page 6 and Appendix I). Prof. Gabert, Chair of Faculty Welfare Committee (FWC), read a motion of the FWC that proposed a separate maternity/adoption leave policy for faculty (see Appendix II). Prof. Havener asked for a clarification of how this recommendation would fit in with the previous proposal. Prof. Gabert answered that it relates to recommendation #1 of the EBC policy.

Prof. Kenderdine asked why it was limited just to faculty. Prof. Gabert said the faculty are a special group in this situation. Prof. Vehik said the logic behind it was that the faculty work unit is a semester, whereas staff operate on a different time frame. The other difference is that the FWC is proposing that this be removed from short term disability and be an entirely separate leave because 9-month faculty accumulate short term disability at a slower rate than 12-month employees. Prof. Kenderdine wondered whether this would be just for 9-month faculty. Prof. Vehik answered that it would cover all faculty. Mr. Bloomgarden commented that the University has a long-standing tradition of putting proposals forward on

an inclusive basis. Prof. O'Halloran said she believes there is a legitimate distinction between faculty and staff on this issue because faculty have to meet tenure criteria. In the interest of recruiting female faculty, the University needs a more liberal policy for faculty than for staff. Prof. Hopkins added that there is a real distinction between benefits for faculty and staff, so it is difficult to draft a document applicable to both; for instance, staff have sick leave and vacation.

Prof. Johnson mentioned the situation where faculty who have research grants hire one or two technical people to help with the work, and the productivity during that grant is used to determine the next grant. He said he was concerned about having a separate maternity leave because those individuals could be gone for several months and totally destroy a funded research program. Prof. Foote said that related to his concern about the number of times this could be exercised and the cost. Prof. Gabert answered that a survey he conducted of chairs/directors showed that less than five women had been on maternity leave in the last 3-5 years. When asked how many requests they would have had if a policy had been available, the chairs/directors indicated about five. Prof. Foote commented that if such a benefit is offered, more will use it.

Prof. Kenderdine noted that Rationale #4 implies that money will be available to the department in which leave is being taken. In actuality the department gets no money until the employee goes on long-term disability. He said he would vote against the recommendation because he thinks it is ill-advised to go forward with an exclusively faculty policy. "I think we can draft a policy between us and the various staff groups that covers everyone and go forward with some sort of sensible unified policy across the board. I think one of the most deleterious things that has happened in the last five years has been the present administration's insistence on driving wedges between faculty and monthly staff and hourly staff and playing one constituency against the other." Prof. Vehik pointed out that that was recommendation #1 of the EBC.

Prof. St. John said the problem with the current policy is that primary care givers can only get six weeks if they have a doctor's statement saying they are physically disabled. There is no provision for how a department is supposed to cover classes while a female faculty member is on maternity leave. It is really easier if the leave is for a semester and funding is provided to pay a temporary faculty to teach the courses. As it is, something has to be worked out on an ad hoc basis to allow a female faculty member to take longer than six weeks.

Prof. London asked whether there would be a limit on the number of times that a person could use this benefit. Prof. Gabert said there would be no limit. Prof. Boyd said he would not expect the University to have a population boom as a result of this policy. He said he agrees that there is a need for such a policy but believes it should include staff. Prof. Gabert noted that staff assignments are not for a semester, and that the FWC believes staff will come up with a policy that will address some of these issues.

Prof. Foote said two issues needed to be addressed: staff should be included, and there should be some financing associated with it. Four to six weeks of leave could be added to paid leave or disability leave to have a child. There was some discussion about whether more people would have children as a result of this policy. Several senators spoke on the advantage of such a policy in recruiting female faculty.

Prof. Kenderdine argued that with the new provision, a person could take off for a semester but the money still would not be available to fund a replacement. Prof. St. John contended that there are very few female faculty of child bearing age, and this policy could make their lives immeasurably better. Prof. Gabert said the number would be much larger if staff were included.

Prof. Harris commented that the existing policy forces women to postpone having children until they have received tenure, and then there are more chances for complications. Prof. Vehik added it is extremely difficult for 9-month faculty to accumulate short-term disability. Prof. Kenderdine asked if the policy included a statement that stops the tenure clock. Prof. Vehik answered that such a statement is included in recommendation #4.

Prof. O'Halloran suggested that some language be inserted in recommendation #4 of the EBC proposal to include the Dean and Provost in efforts to accommodate the needs of the care-giver similar to what is set forth in the maternity/adoption paid leave recommendation. Prof. Gabert said he would accept that suggestion. The third sentence of Recommendation #4 would then read:

The primary care-giver may propose an alternative to the division or department head or supervisor ~~who~~ . The Academic Unit Administrator, the College Dean, and the Provost should make a substantial effort to accommodate the needs of the care-giver.

When asked for clarification, Prof. Vehik said the proposed maternity recommendation would be added to recommendation #1 of the EBC and the Senate would vote on the whole package. The Senate approved the recommendations 20 to 4 with 2 abstentions.

PROPOSAL ON UNIVERSITY RETIREMENT ISSUES

The Senate had some discussion on retirement issues last month (see 11/91 Journal, page 7 and Appendix II), and the current OU Retirement Plan was attached to this month's agenda (see Appendix III). Prof. Gabert moved to table the retirement proposal until the Faculty Senate had time to review all items, hopefully by the February meeting. The motion was unanimously approved.

Prof. Gabert said he had a few brief comments on the proposal. The administration is recommending a limited number of vendors if the transferability of CREF accumulations is approved; cashability should not be total but perhaps 50%; the vesting period should be 3-5 years and begin when someone is hired regardless of age; and hourly employees have to be provided with a retirement plan because of IRS regulations. He said many questions have been raised about OTRS, and he is trying to get more information. The FWC is working from the premise that the total compensation package will not be reduced.

Prof. Johnson said he would like to know if there is any difference in the vesting period between faculty and administrators and whether administrators are vested immediately. He said a higher vesting period might keep administrators at the University longer.

Prof. Christian urged the Senate to split off the transferability and cashability of CREF from the other issues and go forward with them. He said

he believes cashability should be 100%. Prof. Gabert noted that there had been some discussion about working on those first. He explained that the President believes the institution needs to protect its employees. He said he would try to have a proposal on that in January, and he asked the Senators to send comments to him.

Prof. Cozad commented that many previous Faculty Senates have worked hard for the current fringe benefits and he would hate to see this Faculty Senate give any away. Prof. Gabert said the FWC was working toward the premise that the total compensation package will stay the same. Prof. Kutner said that is the line the University administration has been using; however, he believes the administration wants to reduce TIAA/CREF to the extent that the tax on the University's contribution to OTRS will go up, and they can say they are still paying the same. The only way to counteract that is to give up OTRS entirely, and that is not possible. Prof. Vehik concluded, "That is what we have to avoid."

TRIENNIAL REAPPORTIONMENT OF FACULTY SENATE SEATS FOR 1992-95

Professors Gary Copeland (Political Science) and Al Schwarzkopf (Management) served on the ad hoc committee to recommend the apportionment of Senate seats for 1992-95. The proposal from the ad hoc committee was distributed at the meeting (see Appendix IV). Prof. Copeland explained that the apportionment figures were derived by providing one seat each to the Graduate College and to Liberal Studies, as required in the Faculty Senate Charter, and proportionally allocating the remaining 48 seats. Based on this methodology Art. & Sciences gains a seat and Business Administration loses one, presumably as a result of the transfer of the Economics Department, and Education gains one and Fine Arts loses one. The committee used the same methodology as the previous two apportionments, and it was agreed to before seeing any numbers. Because of rounding only 49 seats were allocated, so the additional seat was given to Geosciences, having the largest remainder. The Senate will vote on the recommendation in January.

PROGRAM DISCONTINUANCE POLICY

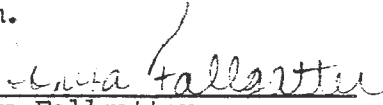
In April 1988 the Senate approved some revisions to the 1977 University Policy Statement on Program Discontinuance to incorporate the current program review process. No action was taken on the proposed revisions, so Interim Provost Gipson suggested that the Senate reconsider the document. Professors Roger Frech (Chemistry & Biochemistry) and Steve Curtis (Music), who served on the original committee, Davis Egle (AME), and Anita Hill (Law), Faculty Administrative Fellow from the Provost's office, reviewed the 1988 document and proposed some modifications (attached to the agenda for this meeting). Prof. Vehik explained that the policy will be discussed and voted on in January. Prof. Roger Frech will be at the January meeting to answer questions.

ADMISSION STANDARDS

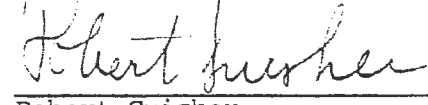
Prof. Whitmore suggested an item for the January Senate meeting: an explanation and perhaps discussion of the recent statements by the President that apparently revise or attempt to revise the University's admissions standards. He said in the past the Senate has supported the State Regents on this issue and he would like to discuss the University's position.

ADJOURNMENT

The meeting adjourned at 5:30 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, January 13, 1992, in the Conoco Auditorium.



Sonya Fallgatter
Administrative Coordinator



Robert Swisher
Secretary

Norman Campus Faculty Senate
Oklahoma Memorial Union, Room 406
325-6789
WA0236@uokmvs.bitnet

FACULTY SENATE COMMITTEE ON COMMITTEES' NOMINATIONS FOR
COUNCILS, COMMITTEES, AND BOARDS (December 1991)

Academic Regulations Committee:

to replace Jerry Smith, 1988-92 term
Deborah Leslie (University Libraries)

Campus Planning Council:

to replace William Shelton, 1989-92 term
Bruce Hinson (Journalism & Mass Comm.)

Committee on Sexual Harassment:

to replace Rick Tepker, 1990-93 term
Kathleen Haynes (Library & Information Studies)

Faculty Appeals Board:

to replace Lennie Marie-Tolliver, 1990-94 term
Vivian Ng (History)

to replace Kaan Akin, 1990-94 term
George Emanuel (AME)

to replace Bret Wallach, 1989-93 term
Bart Ward (Accounting)

to replace Gene Shepherd, 1988-92 term
Dragan Milivojevic (MLL&L)

8 faculty with staggered terms to bring total on Board to 50
Simin Pulat (Industrial Engineering), 1990-94 term
Patricia First (Educational Leadership), 1990-94 term
Ron Kantowski (Physics & Astronomy), 1990-94 term
Steve Livesey (History of Science), 1989-93 term
Elizabeth Yamashita (Journalism & Mass Comm.), 1989-93 term
David Branch (Physics & Astronomy), 1988-92 term
Bruce Roe (Chemistry & Biochem.), 1988-92 term
Ronald Kline (AME), 1988-92 term

Racial and Ethnic Harassment Hearing Panel:

to replace Lennie Marie-Tolliver, 1990-92 term
Osborne Reynolds (Law)

MATERNITY/ADOPTION PAID LEAVE RECOMMENDATION

The University of Oklahoma should provide a separate MATERNITY/ADOPTION LEAVE (distinct from Short Term Disability Policy) for faculty members. The distinct faculty policy should provide paid leave of up to 1 semester for the primary care-giver of a newly born or adopted child under two-years of age. The leave is generally assumed to be for the semester in which the child is born or the adoption occurs. However, special situations necessitating leave across 2 semesters may be granted (special paid leave not to exceed a normal semester time length). The Academic Unit Administrator, the College Dean, and the Provost should work to provide appropriate benefit to the faculty member involved and to minimize the effect of the leave on the University community. For example, the assigned teaching requirement may be changed in terms of canceling a class until the next semester, or offering a class in a shortened format. In situations where classes must be taught supplemental resources should be provided to the unit so that Teaching Assistants or Faculty may be hired to teach the required classes.

Rationale:

1. Child-bearing and adoption are special events that occur in a normal productive society and the primary care-giver should be provided the necessary benefits by the hiring institution.
2. Benefits for maternity and adoption leave should not directly or indirectly interfere with the normal sick leave or extended care benefits provided to the faculty employee. As noted in the Vehik memo (10/21/91) to President Van Horn, 9 - 10 month faculty accrue Short-term Disability Leave at a much slower rate than 12 month personnel.
3. Faculty have a unique assignment which generally spans the academic semester. Disruption to the teaching of a class should be minimized to ensure academic quality for the students involved.
4. In order for an academic unit to limit the interruption to students that may be caused by child-birth or adoption, additional resources must be available to hire temporary, supplemental faculty to teach the classes involved, when necessary. Negotiations between the Faculty member, Chair/Director, and Dean/Provost should be expected in this situation to insure benefits are provided to the primary care-giver and that the interruptive effects are minimized.
5. In a brief, volunteer survey of the Chairs/Directors/Deans on the Norman campus, only 5 specific primary care-giving situations were recalled over the last 3 - 5 years. A similar number of requests were expected if a policy had been in place.
6. Benefits for maternity/adoption are assumed necessary correlates for the UNIVERSITY OF OKLAHOMA which positively states in philosophical documents and in recruiting materials to be an institution which actively supports affirmative action/equal opportunity, and is responsive to the needs of dual-career couples.

Consists of three components:

1. Social Security
2. Oklahoma Teachers' Retirement System
3. TIAA-CREF

These three components provide retirement benefits for employees who meet eligibility requirements for retirement.

Social Security

All employees participate (except students & non-resident aliens)
 Employee - Contributes 7.65% of salary
 University - Contributes 7.65% of salary

Up to limit established by Social Security

6.2% of salary up to \$53,400
 1.45% of salary up to \$125,000

Retirement benefit is determined by Social Security

Oklahoma Teachers' Retirement System

Monthly employees required by state to participate.
 Hourly employees have option to participate.

Employee - Contributes 6% on salary + fringe benefits up to \$25,000
 Contributes 11% on salary + fringe benefits over \$25,000 and up to \$40,000
 Depending on contribution level elected

University - Contributes 1.5% on salary + fringe benefits up to the level elected by employee

Retirement benefit based on average salary for 3 highest years x 2% x number of years of service with TRS.

TIAA-CREF (Annuity)

All employees participate who are:

1. Member of OTRS
2. Age 30 or 3 years of service with OU or transfer from another TIAA-CREF Plan
3. Base salary greater than \$9,000

Employee - Contributes \$0
 University - Contributes 15% of salary over \$9,000

Retirement annuity benefit determined by TIAA-CREF

Example

NAME: Mr. A. B. Cee
 SS#: 000-00-0000
 DATE OF BIRTH: 10/1/39
 DATE OF ELIGIBILITY: 6/1/70 @ age 30
 JOINED TRS: 6/1/70 @ age 30

| | |
|---------------------------|--------------|
| Retirement Date = 5/31/95 | (Rule of 80) |
| Age = 55 years | |
| TRS Credit = 25 years | |
| OU Credit = 25 years | |

| FY | Annual Salary | TRS Estimated Compensation | |
|-------|---------------|----------------------------|-----------------------------|
| 94/95 | \$46,300 | \$40,000 | \$40,000 x 2% x 25 = 20,000 |
| 93/94 | 44,100 | 40,000 | |
| 92/93 | 42,000 | 40,000 | |

Estimated Retirement Income:

| | | |
|-----------------|---|----------|
| TRS | = | \$20,000 |
| TIAA-CREF | = | 13,000 |
| Social Security | = | N/A |
| Annually | | \$33,000 |
| Monthly | | \$ 2,750 |

Replaces 71% of final salary without Social Security

12/91 (Appendix IV)



TO: Faculty Senate
Jay Smith, Chair

FROM: Gary Copeland
Al Schwarzkopf
Ad Hoc Committee on Faculty Senate Reapportionment

SUBJECT: Faculty Senate Reapportionment

DATE: December 9, 1991

Pursuant to the guidelines provided in the Faculty Handbook we propose the following reapportionment for the next triennial, 1992-1995. Figures for current faculty were provided by the Office of Institutional Research. The numbers reflect tenured and tenure-track faculty on the payroll for the Fall, 1991 semester. Figures for previous years are derived from reports by previous ad hoc committees on reapportionment.

Our recommendation is attached. We have followed the same formula as in the previous two reapportionments (at least). We began by allocating one seat each to the Graduate College and to Liberal Studies, as required. Of the remaining 48 seats we allocated them on a straight percentage basis. The columns on the top right of the table indicate that following that procedure we only allocated 49 seats. The additional seat was given to the division with the largest disparity--Geosciences.

The final set of columns summarize the changes and the outcome. Arts and Sciences predictably gains a seat at the expense of Business Administration due to the transfer of a department from the one college to the other. The other change is a gain of one seat by Education and a loss of one by Fine Arts. Education has had substantial growth--17 faculty (about 1.5% of the total faculty) since the last reapportionment and Fine Arts has gained faculty since 1989, but lost a full one percentage of the University total since our last reapportionment.

Attached, under the column labeled "Proposed Seats, 92-95" is our recommendation for the 1992-1995 period.

PROPOSED REAPPORTIONMENT OF FACULTY SENATE
FALL 91

| DIVISION | TOTAL | | | PERCENT | | | FORMULA ALLOCATION | |
|--------------------|--------------------------|------|------|--------------------------|-------|-------|--------------------|--------|
| | <-- FACULTY --> 1986 | 1989 | 1991 | <-- FACULTY --> 1986 | 1989 | 1991 | ROUND | EXACT |
| ARCHITECTURE | 24 | 20 | 26 | 3.29 | 3.20 | 3.56 | 2 | 1.707 |
| ARTS & SCIENCES | 346 | 292 | 356 | 47.46 | 46.72 | 48.70 | 23 | 23.376 |
| BUSINESS ADM. | 66 | 54 | 46 | 9.05 | 8.64 | 6.29 | 3 | 3.021 |
| EDUCATION | 34 | 32 | 49 | 4.66 | 5.12 | 6.70 | 3 | 3.218 |
| ENGINEERING | 92 | 81 | 85 | 12.62 | 12.96 | 11.63 | 6 | 5.581 |
| FINE ARTS | 70 | 61 | 64 | 9.60 | 9.76 | 8.76 | 4 | 4.202 |
| GEOSCIENCES | 41 | 33 | 37 | 5.62 | 5.28 | 5.06 | 2 | 2.430 |
| LAW | 24 | 24 | 33 | 3.29 | 3.84 | 4.51 | 2 | 2.167 |
| UNIVERSITY LIBRARY | 15 | 15 | 21 | 2.06 | 2.40 | 2.87 | 1 | 1.379 |
| ROTC | 17 | 13 | 14 | 2.33 | 2.08 | 1.92 | 1 | 0.919 |
| GRADUATE COLLEGE | 0 | 0 | 0 | 0.00 | 0.00 | 0.00 | 1 | 1.000 |
| LIBERAL STUDIES | 0 | 0 | 0 | 0.00 | 0.00 | 0.00 | 1 | 1.000 |
| TOTAL | 729 | 625 | 731 | | | | 49 | 50 |

| DIVISION | SEATS | | PROPOSED SEATS 92-95 | CHANGE FROM 89-92 | PERCENT | |
|--------------------|-------|-------|-------------------------|----------------------|-----------------------|-------|
| | 86-89 | 89-92 | | | <- SEATS -> OF 50 | OF 48 |
| ARCHITECTURE | 2 | 2 | 2 | 0 | 4.00 | 4.17 |
| ARTS & SCIENCES | 22 | 22 | 23 | 1 | 46.00 | 47.92 |
| BUSINESS ADM. | 4 | 4 | 3 | -1 | 6.00 | 6.25 |
| EDUCATION | 2 | 2 | 3 | 1 | 6.00 | 6.25 |
| ENGINEERING | 6 | 6 | 6 | 0 | 12.00 | 12.50 |
| FINE ARTS | 5 | 5 | 4 | -1 | 8.00 | 8.33 |
| GEOSCIENCES | 3 | 3 | 3 | 0 | 6.00 | 6.25 |
| LAW | 2 | 2 | 2 | 0 | 4.00 | 4.17 |
| UNIVERSITY LIBRARY | 1 | 1 | 1 | 0 | 2.00 | 2.08 |
| ROTC | 1 | 1 | 1 | 0 | 2.00 | 2.08 |
| GRADUATE COLLEGE | 1 | 1 | 1 | 0 | 2.00 | |
| LIBERAL STUDIES | 1 | 1 | 1 | 0 | 2.00 | |
| TOTAL | 50 | 50 | 50 | | 100 | 100 |