

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – December 10, 2012 – 3:30 p.m. – Jacobson Faculty Hall 102

office: Jacobson Faculty Hall 206 phone: (405) 325-6789

e-mail: facsen@ou.edu website: <http://www.ou.edu/admin/facsen/>

The Faculty Senate was called to order by Professor Michael Bemben, Chair.

PRESENT: Apanasov, Ayres, Baer, Bemben, Bergey, Bisel, Burns, Chang, DePew, Devegowda, Duncan, Fagg, Gramoll, Griffith, Hahn, Hewes, Hofford, Keresztesi, Kim, Klein, Knapp, Kosmopoulou, Kutner, Landis, Laubach, Leseney, Loon, Mackey, Mata, Morvant, Moses, Nelson, O’Rear, Palmer, Park, Refai, Smith, Snell, Stock, Stoltenberg, Zhang, Zhu

Provost's office representative: Mergler

ISA representatives: Hough, Cook

ABSENT: Ellis, Grady, Grasse, Lucas, Minter, Pigott, Ransom, Riggs, Vehik

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of November 12, 2012 was approved.

ANNOUNCEMENTS

The regular meetings of the Faculty Senate for the spring 2013 semester will be held at 3:30 p.m. in Jacobson Faculty Hall 102 on the following Mondays: January 14, February 11, March 11, April 8, and May 6. (*Note: Subsequent to this meeting, the January 14 faculty senate meeting was cancelled.*)

The Faculty Senate sent out the call for proposals for the Ed Cline faculty development awards on November 13. Proposals are due to the Faculty Senate office by February 1, and up to \$2,500 may be awarded per proposal. Further information is available at <http://www.ou.edu/admin/facsen/facdev.htm>.

The Faculty Senate is sad to report the deaths of two retired faculty members: Charles J. Mankin, former Director of the Oklahoma Geological Survey and Regent's Professor of Geology and Geophysics on November 13, and Sam Olkinetzky, Professor Emeritus of Art and Director Emeritus of the Museum of Art, on November 26.

On behalf of the Faculty Senate, the Executive Committee approved the nomination of Heather Ketchum (Biology) to complete the term of Petra Klein (Meteorology) on the Faculty Awards and Honors Council. That term ends in 2013.

The Center for Teaching Excellence, OU Information Technology, and the University Libraries will be hosting the Second Annual Academic Technology Expo on January 11, 2013. This event is open to all faculty members who are interested in learning about emerging technologies that can facilitate improvements in teaching. Additional details should be emailed to faculty soon. (*Note: Prof. Morvant, director of the Center for Teaching Excellence, stated that the agenda should be finalized this by Wednesday, December 12. Details are available at <http://blogs.ou.edu/academictech/2012/12/14/academic-technology-expo-1-11-13/>*)

PARKING RESOLUTION FROM THE FACULTY WELFARE COMMITTEE

Prof. Bembem explained that this resolution ([attached](#)) was introduced at the November meeting ([see 11/12 Senate Journal](#)). He reminded the senators that these will be single-day passes costing about \$3 per day and are useful for faculty/staff that normally walk, bike, or carpool to OU.

At the November meeting, there were a few questions raised about the passes, and Prof. Bembem agreed to contact Parking Services for additional information. He contacted Douglas Myers, the Director of Parking and Transportation Services, and was told that the single-day passes will allow access to the parking garages at both Elm Street and the Stadium. They can also be used in the gated lots on campus.

Another question raised at the last meeting was if the sale of these passes would negatively impact the revenues of Parking Services. Mr. Myers did not think that there would be an issue and that there will be a minimal financial impact in terms of these parking passes.

There was no further discussion and Prof. Bembem called for a vote. The Senate approved the resolution unanimously on a voice vote.

FACULTY SENATE PROPOSED ENDORSEMENT OF STAFF SENATE RESOLUTION FOR SAME SEX PARTNERSHIP FAMILY AND MEDICAL LEAVE ELIGIBILITY

Prof. Bembem explained that the resolution ([attached](#)) was generated by the Staff Senate. Endorsement of the resolution by the Faculty Senate was discussed at the November meeting. ([See 11/12 Senate Journal](#)).

Prof. Bembem reminded the Senate that the resolution had been reviewed by both Human Resources and the OU Legal Counsel and had been sent to the President's Office by the Staff Senate. In addition, the

resolution is only concerned with job protection for individuals who have to take time off to care for domestic partners.

There was no further discussion and Prof. Bemben called for a vote. The Senate approved the resolution unanimously on a voice vote.

SENATE CHAIR'S REPORT, by Prof. Michael Bemben

“On Thursday, Nov 15, the Informational Technology Council met to discuss a number of issues. One issue is that there are no faculty appointments to either the Executive Committee or the Working Committee that are developing a campus IT policy. However, Scott Wright, Assistant Director of IT Security, has indicated that faculty members will be included. Another issue that directly involves the Faculty Senate is the need for Mark Morvant and Robert Kelly to provide updates to the Executive Committee. This would allow the Executive Committee to announce issues to the Faculty Senate that involve ADA compliance issues like restrictions for closed captioning and changes that will be coming to Ozone, D2L, and The Book.

“There was a Faculty Appeals Board Procedures review meeting held on Monday, November 19, to discuss and review the procedures of the Faculty Appeal process, since this policy had not been updated in a number of years. It was decided that Anil Gollahalli and Greg Heiser would draft the recommended changes made by the committee, circulate the changes back to the committee, and then meet to discuss and decide on the changes hopefully before the end of this semester.

“The Executive Committee was asked to interview Suzette Grillot, Interim Dean of the College of International Studies, prior to the December Regents meeting to determine if Dean Grillot would be appointed Dean of the college. The Faculty Senate Executive Committee spent about an hour and a half discussing a number of issues with Dean Grillot and exploring her thoughts about the status of the College, the Department of International and Area Studies, and all the other services that are provided within the College, such as the Education Abroad Program and International Student Services. Dean Grillot began the meeting by providing a summary of the status of the College of International Studies and what her vision is for the College, as well as her projected top three priorities or potential new initiatives. We also talked about her view of the national or international reputation of the College, how the College compares to other in our peer institutions, and any strategic steps that may be taken to elevate the College relative to these comparisons. The last area that was discussed included the major challenges and opportunities that might confront the College of International Studies. The Faculty Senate Executive Committee felt that Dr. Grillot was an excellent choice for Dean of the College of International Studies and we passed on our recommendation to President Boren. The Minutes from last week’s Regents’ meeting indicate it was approved.

“David Boeck (Architecture) has agreed to Chair the Environmental Concerns Committee and will see if President Boren has any specific initiatives in mind for the campus’s sustainable growth prior to exploring options with his committee members (Michael Crowson, Molly Strothmann, Marc Jensen, Udomekong Udoko, and Sue-Anna Miller).

“The Deans’ Council meeting was held on Wednesday, November 21. There was an update on the Scholars Walk Project that should be completed in the fall of 2013 at a cost of \$9.25 million. Dean Williams from the Graduate College commented on the 11 percent decline in international graduate student applications at OU while the national application rate has increased by 8 percent. Finally, Provost Mergler reported on the various shared technology services between OU and OSU that has helped save both campuses significant amounts of money.

“The Large Executive Committee met on Monday, November 26, to hear midyear reports from the Council Chairs and Standing Committee Chairs. Reports were provided from Tom Woodfin, Chair of the Budget Council; Paul Spicer, Chair of the Research Council; and Janette Habashi, the Tulsa Faculty

Liaison. The Chair of the Athletic Council, Charles Kimball, and the Chair of the Information Technology Council, Al Schwarzkopf, were unable to attend because of conflicts, and the Chair of the Faculty awards and Honors Council, Satish Kumar, reported that they have not yet met. Finally, the Chairs from the Faculty Welfare Committee, Greg Burge and Misha Klein, and the Chair of the Faculty Compensation Committee, Nancy LaGreca, provided updates regarding their committees' work. The final reports from all Councils and Standing Committees will be posted on the Faculty Senate webpage in May.

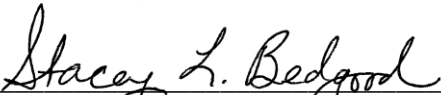
“Sonya Fallgatter’s retirement reception was held on November 30, at 3:00 pm in the Beaird Lounge of the Union. There was a short program that included Vice President Nick Hathaway, representing President Boren, presenting Sonya with a framed picture of her from around the time that she completed her undergraduate degree at OU. He also announced that the Faculty Senate Office would be named in Sonya’s honor, pending Regents approval. The Minutes from last week’s Regents’ meeting indicate it was approved. Tom Love, the Faculty Senate Chair who hired Sonya in 1985, made a few comments, as did the last Faculty Senate Chair to serve a full term with Sonya, Georgia Kosmopoulou. All the past Faculty Senate Chairs who had the pleasure to work with Sonya over the past 29 years presented a gift to her during the reception.

“The Executive Committee met on Monday, December 3, and discussed a number of issues that included the change in travel funding from the VPR’s Office as well as the loss of funding to support Research Liaisons. Provost Mergler indicated that the Conflict of Interest forms and the procedures for yearly faculty evaluations would be sent to faculty in the near future. In addition, it is anticipated that all Colleges will go to the on-line submission of Tenure and Promotion dossiers next year.

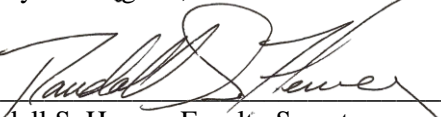
“Finally, the Executive Committee met on Wednesday, December 5, with President Boren to discuss his thoughts on upcoming legislative agenda items that may affect budget decisions, as well as the issues facing the University of Texas and Texas A&M Universities. These issues have a direct impact on the President’s intention of trying to address serious salary inversion and compression issues in many departments and the possibility of an increased faculty/staff compensation program. We also discussed the need for a centrally coordinated effort to help address the enormous start-up costs that are often associated with some new faculty hires if we are to remain competitive in the hiring process with our peer institutions in the Big 12 and the Big 10.”

ADJOURNMENT

The meeting adjourned at 3:47 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, February 11, 2013, in Jacobson Faculty Hall 102.



 Stacey L. Bedgood, Administrative Coordinator



 Randall S. Hewes, Faculty Secretary

TOPIC: TEMPORARY PARKING PERMITS

SUBMITTED BY: FACULTY WELFARE COMMITTEE, 2012-13

DATE: October 15, 2012

- WHEREAS, There continues to be a shortage of parking on campus; and
- WHEREAS, Vehicle congestion poses transportation, safety, and health problems for the campus community; and
- WHEREAS, The University wishes to encourage healthy behaviors on the part of faculty, staff, and students; and
- WHEREAS, Bicycling, walking, and other self-propelled modes of transportation to campus relieves the pressures on parking and traffic, while engaging in aerobic exercise; and
- WHEREAS, Many faculty and staff live in the vicinity of campus; and
- WHEREAS, There are very few days out of every year on which it is unsafe or impossible to bicycle or walk, making a year-round parking permit unnecessary; and
- WHEREAS, Faculty and staff occasionally have need for a car on campus in order to conduct University business (i.e., transporting job candidates and other visiting scholars); and
- WHEREAS, Faculty and staff from the Tulsa and HSC campuses occasionally need to come to the Norman campus; and
- WHEREAS, Faculty and staff with spouses on campus are not always able to coordinate schedules to avoid bringing two cars; it is
- RESOLVED, That the Parking Office shall make available to faculty and staff single-use, one-day parking permits, available for purchase individually or up to ten at a time in advance, to encourage alternate modes of transportation for the benefit of individual wellbeing and that of the campus community, while providing flexibility; and be it
- RESOLVED, The Parking Office shall set the price of such temporary permits so that they will not be used as a cheaper alternative to purchasing a year-round pass or be substituted for daily visitor passes.

Resolution Regarding Same Sex Partnerships' Family and Medical Leave Eligibility

Whereas it is the University policy with regard to hiring, the Staff Handbook 3.3 states: "This policy, approved by the Board of Regents, was developed to provide a means for assuring (1) that available Human Resources will receive full use and (2) that all appointments, promotions, and transfers will be made on the basis of individual qualifications and merit without regard to race, creed, color, national origin, sex, sexual orientation, age, religion, disability, status as a veteran, or genetic information. The University of Oklahoma is committed to equal employment opportunity and to employment of only U.S. citizens and individuals who are lawfully authorized to work in the United States."

Whereas it states in the University of Oklahoma Staff Handbook 3.4 Benefits Eligibility : "Employees with a continuous appointment who are scheduled to work at least 20 hours per week (0.50 FTE) are eligible to participate in University benefit programs.

Whereas, also in 3.7, it states, "Military leave, other protected leave such as FMLA and the first year of other approved leaves are considered continued service."

Whereas, the University has included "Sexual Orientation" in its statement of equal opportunity.

Whereas, in 3.11. 2 Family Medical Leave Act (FMLA), it states "The University provides to eligible employees a leave of absence in compliance with the provisions of the Family and Medical Leave Act (FMLA) 29 C.F.R. Sec 825. Provisions of existing University policies and the federal Family and Medical Leave Act of 1993 are designed to enable employees to balance their work responsibilities with the demands of caring for family members or in the event of personal illness or injury."

Whereas, it is possible to develop guidelines and rules for similar qualifying eligibility for Same Sex Partnerships through Human Resources Policies as demonstrated at other institutions including but not limited to: University of Michigan, The Ohio State University, University of Florida, and The University of Tulsa.

Whereas, not recognizing Family Medical Leave Act equivalent eligibility to Same Sex Partners unfairly disadvantages this category of employee when one or both are an employee of the University of Oklahoma.

Whereas, it is be beneficial to the University and to its employees to follow a merit based program using standards of equal treatment for Family and Medical Leave.

Now, Therefore, be it Resolved, that the Staff Senate recommends by unanimous vote on March 21, 2012, that the HR Department at the University of Oklahoma draft the same or equivalent eligibility that will include same sex partnerships to be covered by family leave policy and procedures.