

**RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 2014-August 2015)**


	Date of Senate meeting	Item*	Origin	Disposition by administration; Date
1	10-13-2014	Faculty appointments to councils/committees	Faculty Senate Committee on Committees	Appointed; 10-21-2014
2	11-10-2014	Faculty appointment to the Faculty Compensation Committee	Faculty Senate Committee on Committees	Approved, 1-7-2015
3	11-10-2014	Resolution of Appreciation to the Borens on 20 years of service to OU	Faculty Senate	Thanked, 1-7-2015
4	3-09-2015	Faculty appointment to the Arts and Humanities Faculty Fellowship Committee	Faculty Senate Committee on Committees	Appointed, 4-2-2014
5	3-09-2015	Firearms on Campus	Faculty Senate Executive Committee	Approved, 4-4-2015
6	3-09-2015	Statement on Racial Injustice at OU	Faculty Senate Executive Committee	Thanked, 4-2-2015
7	4-13-2015	Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards and Faculty Senate standing committees	Faculty Senate Committee on Committees	Approved, 4-27-2015
8	5-4-2015	Resolution on Actions to Promote Diversity and Inclusion at The University of Oklahoma	Faculty Senate	Acknowledged, 5-15-2015

*Full text of recommendation can be found in Faculty Senate Journal for date indicated at left

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2014-15 (#1)

TO: President David Boren

FROM: Randall S. Hewes, Chair 
Norman Campus Faculty Senate

DATE: October 14, 2014

SUBJECT: Faculty appointments to committees

At its October 13, 2014 meeting, the Norman Campus Faculty Senate approved the attached nominations to fill faculty vacancies on university and campus councils, committees, and boards.

cc: Interim Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Vice President for Research Kelvin Droegemeier
Ms. Mechelle Gibson, Provost's Office
Ms. Angela Kulhanek, Provost's Office

PRESIDENT DAVID BOREN: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2014-15 (#2)

TO: President David Boren

FROM: Randall S. Hewes, Chair 
Norman Campus Faculty Senate

DATE: November 11, 2014

SUBJECT: Faculty appointment to the Faculty Compensation Committee

At its November 10, 2014, it was announced that the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nomination to fill a faculty vacancy on a Faculty Senate standing committee.

Marcia Haag (Modern Languages, Literatures, & Linguistics) to complete the 2012-15 term of Nancy LaGrecia (Modern Languages, Literatures, and Linguistics) on the Faculty Compensation Committee.

cc: Interim Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Mechelle Gibson, Provost's Office
Ms. Angela Kulhanek, Provost's Office

PRESIDENT DAVID BOREN: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2014-15 (#3)

TO: President David Boren

FROM: Randall S. Hewes, Chair
Norman Campus Faculty Senate



DATE: November 11, 2014

SUBJECT: Resolution of Appreciation

At its November 10, 2014 meeting, the Norman Campus Faculty Senate approved the following resolution in appreciation of President David L. Boren and First Lady Molly Shi Boren's 20 years of service to The University of Oklahoma.

WHEREAS, on November 17, 2014, David L. Boren and Molly Shi Boren will celebrate twenty distinguished years (1994-2014) of leadership of the University of Oklahoma;

WHEREAS, during President Boren's tenure, OU has dramatically improved student retention and graduation rates, admissions standards, study abroad participation, and scholarship opportunities, all in support of true excellence at the state's flagship university;

WHEREAS, President and Mrs. Boren have spurred a remarkable transformation of the Norman campus, with construction and renovation of beautiful, state-of-the-art facilities for instruction and student housing, research and creative activity, outreach, the arts, and athletics;

WHEREAS, President Boren has launched new programs, including Faculty-in-Residence, the Honors College and Colleges of International Studies, Journalism, and Earth and Energy, the Institutes for Quality Communities and of American Constitutional Heritage, the Center for the Creation of Economic Wealth, and the soon-to-be-built residential colleges, and many others, that have greatly enriched this vibrant university community;

WHEREAS, our President has raised endowment funds from \$204 million to \$1.44 billion, more than quadrupled the number of endowed chairs and professorships, and raised average faculty salaries and benefits to near the top of the Big 12 while maintaining resident and non-resident student tuition and fees near the very bottom;

WHEREAS, President and Mrs. Boren have sought to foster the holistic development of students – stressing virtues of good citizenship and community involvement – and have attracted eminent scholars and world leaders to OU to stimulate discourse across a wide range of contemporary and historical issues;

WHEREAS, President Boren has been an outstanding state and national advocate for continued public support of higher education;

NOW THEREFORE BE IT RESOLVED, that the Faculty Senate thanks and commends David L. Boren and Molly Shi Boren for two decades of visionary leadership of the University of Oklahoma and for continued exemplary service to the university, the state, and the nation.

cc: Interim Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Mechelle Gibson, Provost's Office

PRESIDENT DAVID BOREN: _____


DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2014-15 (#4)

TO: President David Boren

FROM: Randall S. Hewes, Chair 
Norman Campus Faculty Senate

DATE: March 10, 2015

SUBJECT: Faculty appointment to the Arts and Humanities Faculty Fellowship Committee

At its March 9, 2015 meeting, it was announced that the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nomination to fill a faculty vacancy on a Faculty Senate standing committee.

Rita Keresztosi (English) to complete the 2013-15 term of Hunter Heyck (History of Science) on the Arts and Humanities Faculty Fellowship Committee.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Mechelle Gibson, Provost's Office
Ms. Angela Kulhanek, Provost's Office

PRESIDENT DAVID BOREN: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2014-15 (#5)

TO: President David Boren

FROM: Randall S. Hewes, Chair
Norman Campus Faculty Senate



DATE: March 10, 2015

SUBJECT: Firearms on Campus

At its March 9, 2015 meeting, the Norman Campus Faculty Senate approved the following resolution:

WHEREAS bills allowing guns to be brought onto public college and university campuses have been introduced into the legislature of The State of Oklahoma, and

WHEREAS the Faculty Senate of The University of Oklahoma – Norman campus represents all faculty members, and

WHEREAS we, as faculty members, are sensitive to and aware of the physical, mental, and emotional trauma of school violence, and

WHEREAS the welfare of members and guests of the University community is a primary concern, and

WHEREAS the presence of guns on campus both endangers the safety of students, faculty, and staff, and undermines the teaching and learning environment, and

WHEREAS a recent, scientific poll of introductory American Government students at OU showed that 68% of students disagreed and 20% agreed with the statement, “Persons should be able to carry a concealed weapon on a college campus,” and

WHEREAS a recent event at OU demonstrated the rapid response of law enforcement professionals to a report of “shots fired”, and

WHEREAS the presence of non-uniformed individuals with guns makes the job of law enforcement professionals more difficult when responding to a shooting incident,

NOW THEREFORE BE IT RESOLVED that the Faculty Senate of The University of Oklahoma – Norman campus hereby urges the legislature to refrain from passing any laws allowing the possession of firearms on public college and university campuses other than those of duly authorized law enforcement and military personnel, so as to maintain a positive and safe educational and working environment for students, faculty, staff, and visitors.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Dr. Debra Stuart, Oklahoma State Regents for Higher Education
Mr. Kunal Naik, SGA President
Mr. John Bishop, Staff Senate Chair
Ms. Mechelle Gibson, Provost's Office

PRESIDENT DAVID BOREN: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2014-15 (#6)

TO: President David Boren

FROM: Randall S. Hewes, Chair
Norman Campus Faculty Senate



DATE: March 10, 2015

SUBJECT: Statement on Racial Injustice at OU

At its March 9, 2015 meeting, the Norman Campus Faculty Senate unanimously approved the following statement:

The Faculty Senate stands united against racial injustice. We support the recent actions of President Boren connected with closing the SAE House and marching with students to protest a video that became public yesterday. The words and actions in the video are abhorrent. We reaffirm our shared commitment to fostering a campus culture of inclusiveness, equal opportunity, respect, and caring for others, and we stand together with our students and administration in seeking to protect and strengthen these values at OU. The Faculty Senate will recommend concrete actions to promote lasting improvements to diversity and inclusion on this campus.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Mr. Kunal Naik, SGA President
Mr. John Bishop, Staff Senate Chair
Ms. Mechelle Gibson, Provost's Office

PRESIDENT DAVID BOREN: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2014-15 (#7)

TO: President David Boren

FROM: Randall S. Hewes, Chair
Norman Campus Faculty Senate



DATE: April 22, 2015

SUBJECT: Faculty appointments to committees

At its April 13, 2015 meeting, the Faculty Senate approved the attached nominations for end-of-the-year faculty vacancies on university and campus councils, committees, and boards. Also attached is a list of the remaining volunteers for you to consider for the administrative vacancies on committees.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Mechelle Gibson, Provost's Office

PRESIDENT DAVID BOREN: _____

DATE: _____

ACTION TAKEN:

NOMINATIONS FOR FACULTY SENATE VACANCIES ON COMMITTEES (April 2015)
(Approved by the Senate, April 13, 2015)

Committee	Term	First Name	Last Name	Department
Academic Programs Council	(2015-18), replace Prof. Strevett	Somik	Ghosh	Construction Science
Academic Programs Council	(2015-18), replace Prof. Lifschitz	Keith	Strevett	Civil Engineering & Environmental Science
Academic Regulations Committee	(2015-18), replace Prof. Afsin	Megan	Shaner	Law
Academic Regulations Committee	(2015-18), replace Prof. Sadler	Fred	Shelley	Geography & Environmental Sustainability
Athletics Council	(2015-18), replace Prof. Griffith	Aiyana	Henry	Instructional Leadership & Academic Curriculum
Athletics Council	(2015-18), replace Prof. Rapf	Michael	Crespin	Political Science
Budget Council	(2015-18), replace Prof. Forester	Luz-Eugenia	Cox-Fuenzalida	Psychology
Budget Council	(2015-18), replace Prof. Halterman	Vassilios	Sikavitsas	Chemical, Biological, & Materials Engineering
Campus Tenure Committee	(2015-18), replace Prof. Rapf	Sally	Beach	Instructional Leadership & Academic Curriculum
Campus Tenure Committee	(2015-18), replace Prof. Bemben	Elizabeth	Butler	Civil Engineering & Environmental Science
Conflict of Interest Advisory Committee	(2015-17), replace Prof. Raman	Joseph	Havlicek	Electrical & Computer Engineering
Continuing Education Council	(2015-18), replace Prof. Vargas	Bonnie	Pitblado	Anthropology
Continuing Education Council	(2015-18), replace Prof. McCain	Matthew	Stock	University Libraries
Environmental Concerns Committee	(2015-18), replace Prof. Boeck	Suchismita	Bhattacharjee	Interior Design
Faculty Appeals Board	(2015-19), replace Prof. Brown	Cecelia	Brown	Library & Information Studies
Faculty Appeals Board	(2015-19), replace Prof. Clark	Diane	Warren	Anthropology
Faculty Appeals Board	(2015-19), replace Prof. Dhall	Sudarshan	Dhall	Computer Science
Faculty Appeals Board	(2015-19), replace Prof. Frey	Jeffrey	Maiden	Educational Leadership & Policy Studies
Faculty Appeals Board	(2015-19), replace Prof. Gramoll	Kurt	Gramoll	Aerospace & Mechanical Engineering
Faculty Appeals Board	(2015-19), replace Prof. Lee	Gregory	Lee	Music
Faculty Appeals Board	(2015-19), replace Prof. Neumann	Mark	Neumann	Music
Faculty Appeals Board	(2015-19), replace Prof. Rapf	Daniel	Cottom	English
Faculty Appeals Board	(2015-19), replace Prof. Shaft	Teresa	Shaft	Management Information Systems
Faculty Appeals Board	(2015-19), replace Prof. Shambaugh	Robert	Shambaugh	Chemical, Biological, & Materials Engineering
Faculty Appeals Board	(2015-19), replace Prof. Wachter	Hans-Peter	Wachter	Architecture
Faculty Appeals Board	(2015-19), replace Prof. White	Cheryl	McCain	University Libraries
Faculty Appeals Board	(2015-17), complete Prof. Jentoft's term	Edgar	O'Rear	Chemical, Biological, & Materials Engineering
Faculty Awards & Honors Council	(2015-18), replace Prof. Genova	Elyssa	Faison	History
Fitness and Recreation Services Advisory Committee, University	(2015-18), replace Prof. Foote	Sunny	Lee	Communication

Committee	Term	First Name	Last Name	Department
Goddard Health Center Advisory Board	(2015-17), replace Prof. Stock	Boris	Apanasov	Mathematics
Information Technology Council	(2015-18), replace Prof. Schwarzkopf	Sunny	Lee	Communication
Information Technology Council	(2015-18), replace Prof. Apanasov	Boris	Apanasov	Mathematics
Legal Panel	(2015-18), replace Prof. Guzman	Shelly	Grunsted	Marketing & Supply Chain Management
Legal Panel	(2015-18), replace Prof. Barnes	Jon	Forman	Law
Libraries Committee, University	(2015-18), replace Prof. Goolsby	Claude	Miller	Communication
Libraries Committee, University	(2015-18), replace Prof. Masly	Mary Jo	Watson	Art & Art History
Libraries Committee, University	(2015-17), complete Prof. Emery's term	Owen	Kulemeka	Journalism & Mass Communications
Research Council (Social & Behavioral Sciences)	(2015-18), replace Prof. Bembem	Norman	Wong	Communication
Research Council (Education/Professional/Other)	(2015-18), replace Prof. Ortega	Susan	Hahn	University Libraries
Research Council (Engr., Energy, Math., and Phys. Sciences)	(2015-18), replace Prof. Murphy	James	Shaffer	Physics & Astronomy
Research Council (Life Sciences)	(2015-18), replace Prof. Schroeder	Richard	Cifelli	Biology
Rita Lottinville Prize for Freshmen Committee	(2015-18), replace Prof. Ketchum	Katie	Allen	Human Relations
Rita Lottinville Prize for Freshmen Committee	(2015-18), replace Prof. Hennessey	Jiening	Ruan	Instructional Leadership & Academic Curriculum
ROTC Advisory Committee	(2015-18), replace Prof. McCain	Jill	Irvine	Political Science
ROTC Advisory Committee	(2015-18), replace Prof. Greene	Edgar	O'Rear	Chemical, Biological, & Materials Engineering
Scholars Selection Committee, University	(2015-18), replace Prof. Thompson	Karl	Rambo	Anthropology
Shared Leave Committee	(2015-18), replace Prof. Klein	Sarah	Robbins	University Libraries
Speakers Bureau	(2015-18), replace Prof. Raman	Megan	Elwood Madden	Geology & Geophysics
Student Conduct Hearing Panel Pool	(2015-17), replace Prof. Bessire	Stephen	Ellis	Philosophy
Student Conduct Hearing Panel Pool	(2015-17), replace Prof. Swinkin	Jeremy	Lindberg	Dance
Student Conduct Hearing Panel Pool	(2015-17), replace Prof. Frey	Amy	Kroska	Sociology
Student Conduct Hearing Panel Pool	(2015-17), replace Prof. Jourdan	Christina	Milller	Social Work
Student Conduct Hearing Panel Pool	(2015-17), replace Prof. Levine	Marc	Levine	Anthropology
Student Conduct Hearing Panel Pool	(2015-17), replace Prof. Sadler	Heather	Ketchum	Biology
Tobacco and Parking Violation Appeals Committee	(2015-18), replace Prof. Slater	Clara	Cravey Stanley	Dance

Faculty appointments also will be made by the administration to:

Academic Programs Council, Campus Tenure Committee, Employment Benefits Committee, University Libraries Committee, Research Council, Retirement Plans Management Committee, Rita Lottinville Prize for Freshmen Committee, ROTC Advisory Committee, and the Tobacco and Parking Violation Appeals Committee.

NOMINATIONS FOR VACANCIES ON FACULTY SENATE COMMITTEES (APRIL 2015)

Committee	Term	First Name	Last Name	Department
Faculty Senate - Committee on Committees	(2015-18), replace Prof. Boeck	David	Boeck	Architecture
Faculty Senate - Committee on Committees	(2015-18), replace Prof. Harwell	Roger	Harrison	Chemical, Biological, and Materials Engineering
Faculty Senate - Committee on Faculty Compensation	(2015-18), replace Prof. Baines	Patrick	Livingood	Anthropology
Faculty Senate - Committee on Faculty Compensation	(2015-18), replace Prof. Haag	Marcia	Haag	Modern Languages, Literature & Linguistics
Faculty Senate - Committee on Faculty Welfare	(2015-18), replace Prof. Burge	Michael	Kramer	Communication
Faculty Senate - Ed Cline Faculty Development Awards Committee	(2015-18), replace Prof. Atiquzzaman	Jennifer	Davis Cline	History
Faculty Senate - Ed Cline Faculty Development Awards Committee	(2015-18), replace Prof. Urick	Angela	Urick	Educational Leadership & Policy Studies
Arts and Humanities Faculty Fellowship Committee (Arts & Sciences)	(2015-18), replace Prof. Cytacki	Clara	Cravey Stanley	Dance
Arts and Humanities Faculty Fellowship Committee (Arts & Sciences)	(February 2015-18), replace Prof. Heyck immediately	Rita	Keresztesi	English
Teaching Scholar's Initiative (TSI) Steering Committee	(2015-18), replace Prof. Burke and Prof. Snead (their terms are being combined)	Susan	Laird	Educational Leadership & Policy Studies
Teaching Scholar's Initiative (TSI) Steering Committee	(2015-18), replace Prof. Kolar	David P.	Miller	Aerospace & Mechanical Engineering

FACULTY VOLUNTEERS FOR ADMINISTRATION TO CONSIDER FOR COUNCILS/COMMITTEES/BOARDS (2015)

Academic Programs Council [1 administration, replace Prof. Fithian]:

- Karl Rambo (Anthropology) – FS committee on committees recommendation
- Liorah Golomb (University Libraries)
- Karen Hayes-Thumann (Art & Art History)
- Meeyoung Lamothe (Political Science)

Campus Tenure Committee [1 administration, replace Prof. Beach]:

- Liorah Golomb (University Libraries)
- Mark Nanny (Civil Engr. & Enviro. Sci.)
- Susan Hahn (University Libraries)
- Scott Robinson (Political Science)

Employee Benefits Committee [1 administration, replace Prof. Burcham]:

- Shawn Churchman (Musical Theatre)
- Gary Anderson (History)
- Steven Livesey (History of Science)

University Libraries Committee [1 administration, replace Prof. Basara]:

- Bob Lemon (MLLL)
- Marvin Lamb (Music)
- June Abbas (Library & Information Studies)

Research Council [1 administration in Humanities, replace Prof. Genova]:

- No volunteers in this category

Retirement Plans Management Committee [1 administration, replace Prof. Apanasov]:

- Scott Moses (Ind. & Syst. Engineering) - FS committee on committees recommendation

Rita Lottinville Prize for Freshmen Committee [1 administration, replace Prof. Knapp]:

- Dan Mains (Honors)

ROTC Advisory Committee [1 administration]:

- Christy Kulp (University Libraries)
- Mark Yeary (Electrical and Computer Engr.)

Tobacco and Parking Violation Appeals Committee [2 administration, replace Prof. Sadler & Prof. Lauer]:

- Gary Anderson (History)
- Chris Sadler (Drama)

GENERAL VOLUNTEERS (willing to serve wherever needed):

Fred Shelley (Geography and Environmental Sustainability)
Vassilios I Sikavitsas (Chemical, Biological, and Materials Engineering)
Ben Keppel (History)

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2014-15 (#8)

TO: President David Boren

FROM: Randall S. Hewes, Chair
Norman Campus Faculty Senate



DATE: May 12, 2015

SUBJECT: Resolution on actions to promote diversity and inclusion at The University of Oklahoma

At its May 4, 2015 meeting, the Faculty Senate approved the attached resolution, which recommends actions to promote diversity and inclusion at The University of Oklahoma.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Mr. Jabar Shumate, Vice President for the University Community
Mr. Kunal Naik, SGA President
Mr. John Bishop, Staff Senate Chair
Ms. Mechelle Gibson, Provost's Office

PRESIDENT DAVID BOREN: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

RESOLUTION ON ACTIONS TO PROMOTE DIVERSITY AND INCLUSION
AT THE UNIVERSITY OF OKLAHOMA

Approved by the Senate on May 4, 2015

WHEREAS (1) many major universities already require course work on race, gender identity, and sexual identity as part of their degree programs, and requiring such coursework at the University of Oklahoma would be a concrete step towards addressing problems in these areas on campus. After developing a set of criteria that such courses should satisfy, it may be possible to incorporate this course work into degree programs without adding additional hours or time to completion, by a redefinition of the course requirements in Western and Non-Western Civilization. A wide range of departments and programs at OU already offer relevant courses, including African and Afro-American Studies, Anthropology, English, History, History of Science, Human Relations, Native American Studies, Philosophy, Psychology, Sociology, and Women's and Gender Studies, as well as the Gaylord College of Journalism and Mass Communication. Most of these courses are 3 credit hour courses lasting one semester. In addition, the Women's and Gender Studies Program has developed four, 1 credit hour courses on inclusion and diversity that could be made available to students across campus. All this coursework should build on the foundation provided by training in race, gender, and sexual identity, which students receive on entering the university. See item 2 below. We ask that these curricular changes be implemented at the earliest possible date, and preferably during the 2015-2016 academic year.

AND WHEREAS (2) incoming students currently receive some training in race, gender identity, and sexual identity, this is limited in time and content and current student training has failed to prevent the situation we now face. Representative subjects that might be included in this training include the concepts of majority privilege, stereotype threat and microaggression, issues of religious diversity and disability, as well as issues crucial to our large Native American population such as sovereignty and multiculturalism. It should also contain clear and detailed information on where to find help and support in dealing with these issues, including reporting inappropriate behavior. This training should be face-to-face, and model the skills and behaviors the University expects from students. Transfer students should receive the same training as other students, when

they enter the university. We recommend the university provide support to start such a program no later than Fall 2015, for students entering the university that semester.

AND WHEREAS (3) Sooner Ally, created by the Women's Outreach Center, is an exemplary program in support of LGBTQ students. The Women's Outreach Center facilitates a number of Ally trainings, including Greek Ally, Sooner Ally, Faculty Ally, Medical Ally, Resident Advisor Ally, K-12 Ally, and Helping Professionals Ally. Through these programs, faculty and students are offered training in LGBTQ issues and techniques of personal support, and qualify to be listed as resource people who display the Ally flag on syllabi, email, and office doors. We suggest founding a parallel Ally program to support students of color and other minority students. In addition to training on the pattern of Sooner Ally, we also suggest that the program connect individual students with trained faculty mentors. A complete plan for such a program already exists, prepared by the OU Center for Social Justice. Attempts to gain external funding have been unsuccessful so far. We need this program, and we need it now. We are asking for university support to launch a program no later than Fall 2015, for all students at the university.

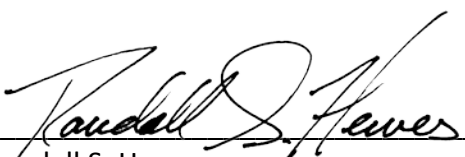
AND WHEREAS (4) the Women's Outreach Center developed the Sooner Ally program and is the primary source of Student Affairs support on campus for LGBTQ community members. The Center is also the home of bystander education, and houses the OU Advocates program that supports survivors of sexual assault, stalking, and domestic violence. The Women's Outreach Center is housed within Student Life, which also supports African American Student Life, American Indian Student Life, Asian American Student Life, and Latino Student Life. These programs are doing valuable work to support students of color; however, the University needs a resource center that brings them all together in one powerful and less fragmented entity. We ask for university support to start such a center no later than Fall 2015, for all students at the university.

AND WHEREAS (5) we applaud the action of the University President and the Dean of the College of Arts and Sciences in seeking to appoint diversity officers at the university and college level. The College of Engineering already appointed a Director of Diversity and Multicultural Engineering Programs in 2010. These initiatives need to be carried throughout all OU colleges. At the same time, each college should assemble advisory committees of students and faculty to work with these officers, to create a university-wide network of two-way communication. We need these officers, and we need them now. We ask for university support to make these appointments and create the corresponding advisory committees no later than Fall 2015.

AND WHEREAS (6) faculty members and staff have recently received hostile and threatening communications, with the consequence that some have been left feeling quite unsafe and have even stayed away from campus or changed their daily activities. We request that the university develop an action plan to provide support for faculty and staff members who receive hostile or threatening communications or have other experiences, including classroom experiences, that leave them feeling unsafe. Such a plan should include, at least, clear instructions for notifying a senior administrator, who will then work with OUPD and (if applicable) Norman PD to assess threat level and take appropriate protective measures, and coordinate a response through IT in the case of electronic communications originating on campus or using campus resources.

THEREFORE, the Faculty Senate recommends that the Administration should consider:

- 1) At least one semester of course work on topics such as race, gender identity, sexual identity, disability, and religious diversity, to all undergraduate degree programs at OU regardless of college, the details of which to be determined in consultation with individual units. This should also apply to transfer students.
- 2) At least one day of face-to-face training on topics such as race, gender identity, sexual identity, disability, and religious diversity, for all incoming undergraduate and graduate students at OU. This should also apply to transfer students.
- 3) University support for founding an Ally program for students of color and other minority students, which would offer training to faculty and students, and connect students to specific faculty mentors.
- 4) University support and adequate space for an outreach center for students of color and other minority students.
- 5) University support for appointing diversity officers in every college, as needed, by the modification of an existing position or the creation of a new one, with the simultaneous creation of advisory committees consisting of faculty and students.
- 6) A university action plan to provide support for faculty and staff members who receive hostile or threatening communications or have other experiences, including classroom experiences that leave them feeling unsafe.



Randall S. Hewes

OU-NC Faculty Senate Chair, 2014-15