

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – December 12, 2016 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

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Note: The remarks of the Senators and others are summarized and not verbatim. A recording of this meeting is available in the Faculty Senate office.

The Faculty Senate was called to order by Professor Wayne Riggs, Chair.

PRESENT: Anderson, Asprey, Barker, Barrett, Bemben, Bradley, Bradshaw, Burke, Burns, Burstein, Cheng, Churchman, Cox-Fuenzalida, Demir, Ellis, Elwood Madden, Fiedler, Gutierrez, Hall, Hart, Houser, Jamili, Johnson, Keppel, Koch, Lawson, Martens, Martin, Moxley, Pepper, Riggs, Safiejko-Mroccka, Scrivener, Shah, Sprecker, Stewart, Stock, Volz, Wang, Warren, Weaver, Woodfin

Provost's Representative: Provost Harper

ISA representative(s): Leslie Vennoch

SGA Representative(s): --

Others: Jabar Shumate

ABSENT: Cifelli, Coleman, Davidson, Karr, Livingood, Markham, Schmeltzer, Sikavitsas, Swinkin, Trafalis

TABLE OF CONTENTS

Remarks by Jabar Shumate, Vice President for University Community	2
Announcements:	
Schedule of spring 2017 Faculty Senate meetings	4
January reception for Senators and members of the Higher Administration	4
2015-16 annual council reports	4
Academic Technology Expo	4
OSRHE Faculty Advisory Council Issues Survey Results	4
Senate Chair's Report:	
Faculty Senate Executive Committee meeting	5
Dean's Council meeting	5
Executive Committee's meeting with President Boren	5
American Association of University Women Work Smart program	6
Concerns about transition of faculty personal webpages	6

REMARKS BY JABAR SHUMATE, VICE PRESIDENT FOR UNIVERSITY COMMUNITY

Prof. Riggs introduced Jabar Shumate, Vice President for University Community at OU. He noted that his office has been in place at OU for approximately 18 months. His presentation was titled "Diversity, Inclusion, & University Community." VP Shumate stated that the Office of University Community mission is to:

- Enhance the University's commitment to diversity and inclusion, recognize and respect the essential worth of each individual, and value differences amongst groups.
- Foster a community of people representing a multiplicity of identities including, but not limited to, race, gender, ethnicity, sexual orientation, spiritual belief, geographic origin, abilities or disabilities, and socioeconomic status.
- Attain diversity in the recruitment, retention, and advancement of students, faculty, and staff.

The University Community core values include community outreach and collaboration, integrity, and cultural awareness and understanding. Community outreach and collaboration are defined as the ability to empower and build strong relationships within the University student body, faculty and staff, departments, community and alumni. Integrity is defined as the ability to meet commitments, act responsibly, and promote University and community trust, while sustaining accountability for words and actions. Cultural awareness and understanding is demonstrating understanding, awareness, and respect of differences.

VP Shumate highlighted some of OU's recent diversity successes. The first was the Freshman Diversity Experience, which is done through both Camp Crimson, a three-day summer orientation experience designed specifically for newly admitted students, and stand-alone trainings. The training focuses on:

- The Diverse OU Family
- Being Aware of Difference
- Understanding Stereotypes
- Learning to Interact
- Individual Responsibilities

He stated that the Office of University Community would be completing training for 200 additional freshmen in the spring 2017 semester.

The second success he noted is the Faculty Diversity Ally Program. This training emphasizes both an introspective awareness of how one may be enacting forms of bias and practical strategies for minimizing bias and its effects in one's work as a faculty member. To become a Faculty Diversity Ally, each participant must attend five workshops. The first four are Unlearning Ableism, Unlearning Classism, Unlearning Racism, and Unlearning Sexism. The fifth workshop is the existing LGBTQ Ally workshop offered by the University of Oklahoma Gender + Equality Center.

VP Shumate said that this spring, the Office of University Community would continue the Theory of Change process to develop a roadmap to improve faculty, staff, and student diversity recruitment. The objectives of Theory of Change are:

- Use best practices employed statewide and nationally to guide development of theory of change.
- Identify short-term, intermediate, and long-term outcomes to be achieved.
- Identify pre-conditions necessary to accomplish the desired outcome.

VP Shumate said that he plans to work with both the Faculty Senate Chair and the Provost to hold a community forum for faculty members to provide feedback on this roadmap.

In light of incidents on other campuses and to further enhance responsiveness, the University of Oklahoma has established a Bias Reporting Hotline. VP Shumate said that the hotline would serve as an

added protection, handling reports of bias, discrimination, physical or mental harassment, or misconduct by OU community members. The 24-hour Reporting Hotline can be accessed by calling 844-428-6531. He also encouraged faculty members to be receptive to students that express concerns.

VP Shumate sees OU's upcoming challenges to include budgetary constraints, becoming a team with new growth and university expansion, and meeting both external and internal expectations. Future plans for his office include expanding their impact on national diversity recruitment and providing resources for professional development of OU faculty and staff. Prof. Riggs opened the floor to questions.

Prof. Shah asked how OU gauges whether the Freshman Diversity training is successful. VP Shumate said that as a part of the training, OU conducts pre-training and post-training assessments of student opinions. He noted that students feel that administrators are being more transparent on diversity issues than in the past. Prof. Demir asked if there are plans to make the faculty training mandatory. VP Shumate said there are no plans to make it mandatory, but his office is working with deans to encourage faculty members to participate in the training. Prof. Demir said that the concern is that the ones that need the training the most are the ones least likely to volunteer for diversity training. Prof. Riggs added that the OU Gender + Equality Center staff stated to him that forcing people to participate in diversity training is antithetical to the goal. Prof. Burke stated that OU has several required online trainings and asks if that could be an option for a minimum mandatory training in diversity. VP Shumate stated that they have reviewed online training options, but have not yet found one that is suitable.

Prof. Fiedler asked if the Office of University Community is also considering political affiliation and political beliefs in its assessment of faculty diversity on campus to ensure that all students have access to faculty with shared beliefs and values. VP Shumate said that they are not currently collecting that information. Prof. Barker said that the Faculty Senate's May 2016 resolution asked for six specific actions from OU and stated that four of the six recommendations have happened. The two remaining are requiring a semester of coursework on diversity and a plan for faculty and staff that receive hostile communications. He did note that the hotline is a step in the right direction towards that recommendation. VP Shumate said that he is talking with his colleagues at OSU about their required course for students and noted that this type of coursework is appreciated by future employers. VP Shumate said that he would like to continue gathering information and recommendations from faculty on developing a plan for dealing with hostile communication directed towards university community members. Prof. Barker asked about expanding the hours of the SafeWalk program. VP Shumate said that they would look into doing that and recommended contacting the OU Police Department for assistance at times when the SafeWalk service is not operating.

Prof. Demir said that many of these resources mentioned are geared towards students. He is concerned that some faculty members have been targeted by right-wing groups. VP Shumate asked that faculty use the 24-hour Reporting Hotline, as that is a way to reach staff that have been trained on all the available resources both on and off campus. The hotline also provides documentation of incidents to VP Shumate's office. There were no additional questions and Prof. Riggs thanked VP Shumate for speaking to the Senate.

APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of November 14, 2016 was approved by consensus.

The Faculty Senate Journal for the regular session of October 10, 2016 was approved with the following corrections. Prof. Fiedler asked that the date on page 1 under "Journal Approval" be corrected from May 9, 2016 to September 12, 2016. Prof. Barker asked that a reference be added in the minutes to the

court case on the Department of Labor's overtime rules, so that faculty members can locate the case if interested in learning more about it. The minutes were approved with these suggested revisions.

ANNOUNCEMENTS

The regular meetings of the Faculty Senate for the spring 2017 semester are schedule to be held at 3:30 p.m. in Jacobson Faculty Hall, Room 102 on the following Mondays: January 23, February 13, March 6, April 10, and May 8.

In lieu of the January meeting of the Faculty Senate, a reception for Senators and members of the Higher Administration will take place on January 23, 2017 at 3:30 p.m. in Jacobson Hall, Room 102.

The compilation of the 2015-16 annual reports of University councils was distributed via email to the Faculty Senate members and deans to be made available to the general faculty. The reports are available at <http://facultysenate.ou.edu/cnclrep16.pdf>.

The Center for Teaching Excellence, OU Information Technology, and the University Libraries will be hosting the Sixth Annual Academic Technology Expo on January 12-13, 2017. This free event is open to all faculty, staff, and students who are interested in learning about emerging technologies that can facilitate improvements in teaching. Additional details can be found at <http://academictech.ou.edu/>.

OSRHE FACULTY ADVISORY COUNCIL ISSUES SURVEY RESULTS

Prof. Riggs briefly presented the results of this year's annual Oklahoma State Regents for Higher Education (OSRHE) Faculty Advisory Council Survey, which included 231 OU respondents. He noted that the responses from both OU-NC and OU-HSC are grouped together. However, there are plans to separate those responses in future surveys.

Responses from OU faculty for the 2016-17 FAC Survey	Median Importance	Median Satisfaction	Difference
Faculty salaries/compensation	5	2	3
Overall faculty work load	5	2	3
Faculty retention	5	3	2
Academic preparation of incoming students	5	3	2
Faculty recruitment	5	3	2
Faculty benefits	5	4	1
Instructional support for instruction	5	4	1
Institutional ethics and compliance	5	4	1
Gender parity	4	3	1
Faculty participation in shared governance	4	3	1
Campus climate and diversity initiatives	4	3	1
Working conditions for adjunct faculty	4	3	1
Resources and services for campus veterans	4	3	1
Grade inflation	4	3	1
Continued prohibition of weapons on campus	5	5	0
Graduation rates	4	4	0
Undergraduate retention	4	4	0
Undergrad recruitment	4	4	0
Online learning initiatives	3	3	0

There were 231 OU respondents this year, compared to 312 last year, with faculty self-identifying as:

- 149 as only 'OU' or 'University of Oklahoma'
- 16 specified 'OU-Norman'
- 4 specified 'OU-Tulsa'
- 62 specified 'OU-HSC'

Prof. Elwood Madden asked if there are questions about graduate students included in the survey. Prof. Riggs said that the survey goes out to all the institutions of higher education in the state and since some do not have graduate programs, the survey focusses on undergraduate students. Prof. Burns asked what is done with the data collected by this survey. Prof. Riggs said that he and the Faculty Senate Executive Committee met recently with Pres. Boren and discussed many of these issues with him. In addition, Prof. Riggs will share the survey results with the President. Prof. Woodfin asked if OU receives the data broken down for all the Oklahoma institutions and how many respondents there were from across the state. He also asked if the concerns of OU faculty are similar to those of faculty from other Oklahoma institutions. Prof. Riggs said that he would prepare a summary of the additional data he has and share it with the senators.

SENATE CHAIR'S REPORT, by Prof. Wayne Riggs

"On December 5, the Faculty Senate Executive Committee (FSEC) met with Provost Harper and Vice President Jabar Shumate. VP Shumate gave a presentation on the work that his office is doing in support of faculty diversity. The FSEC briefly discussed the results of the 2016 OSRHE Faculty Survey and decided which of those results to highlight at our meeting with President Boren. Several other issues were discussed, including possible suggested revisions to nomination and selection procedures for faculty awards, and the possibility of establishing an ad hoc Faculty Senate Committee on Faculty Diversity and Inclusion. No immediate action was taken on either of these matters.

"On December 7, the Faculty Senate Chair attended a meeting of the Deans' Council. Stewart Berkinshaw from the Provost's Office introduced Justin McMorrow of Elsmere Education, a company that partners with OU to provide online education. Online Master's programs have proliferated around the nation and at OU as well, and Elsmere Education specializes in helping construct such programs. Mr. McMorrow said that he is happy to meet with representatives of colleges or departments to discuss whether such a program might be appropriate for their curriculum.

"On December 7, the FSEC met with President Boren. President Boren began the meeting with an overview of the University's budget situation, which is not good. He has already begun working with legislative leaders in the state to promote a legislative agenda more supportive of higher education. The FSEC presented President Boren with a synopsis of the most salient results of the OSRHE Faculty Survey. It was pointed out to him that many of the most pressing concerns of faculty have primarily to do with budget limitations (e.g., salary, faculty retention, faculty recruiting). However, some of the highlighted concerns, like faculty workload, faculty governance, and some specific complaints about faculty benefits might be addressable without major reallocation of funds. The committee had a brief discussion with President Boren about some of those possibilities. The FSEC also expressed concerns we have received from faculty regarding the change in health insurance providers from BCBS to Cigna."

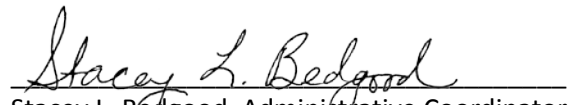
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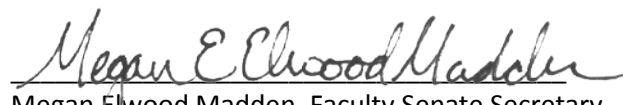
Prof. Woodfin said that a colleague received an American Association of University Women (AAUW) publication that mentions the Work Smart program for women. It's goal is to improve women's negotiation skills in an attempt to close the gender pay gap. Prof. Woodfin asks to add this issue to the February 2017 Senate meeting agenda and he offered to gather information on the program to share with the Senate.

Prof. Demir expressed concerns from his colleagues about the implementation of OUIT's transition from providing faculty personal webpages at <http://faculty-staff.ou.edu> to providing them at <http://create.ou.edu>. There are concerns that there was not enough communication about this change and that it occurred just one week before final exams. Since the transition made faculty member's websites unavailable and many faculty members provide supplemental course material on their websites, this presented a hardship to both those faculty and their students. Prof. Riggs said that he perceives two concerns. The first is that faculty members feel overloaded with emails about IT and other technology issues and the second is the scheduling of this transition the week prior to final exams. Several other senators also expressed dissatisfaction with how the transition was handled. Prof. Fiedler noted that he currently pays to host his own website on an outside server.

ADJOURNMENT

The meeting adjourned at 4:39 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, February 13, 2017, in Jacobson Faculty Hall, Room 102. However, there will be a reception hosted by the Faculty Senate on January 23, 2017 for senators and higher administration.


Stacey L. Bedgood, Administrative Coordinator


Megan Elwood Madden, Faculty Senate Secretary