

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – November 13, 2017 – 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 Sarah Ellis, Chair.

PRESENT: Ashby, Bradley, Bradshaw, Burge, Burke, Burns, Burstein, Churchman, Davidson, Demir, N. Ellis, S. Ellis, Elwood Madden, Fiedler, Golomb, Hall, Heyck, Hobson, Houser, Jamili, Karr, Keppel, Koch, Lai, Lamothe, Martens, Miller, Natale, Nelson, Pepper, Schmeltzer, Shah, Stewart, Stock, Swinkin, Volz, Wang, Warren, Weaver, Woodfin

Provost's Representative: Provost Harper

ISA representative(s): Chris Cook

SGA Representative(s):

Others: Randy Hewes

ABSENT: Asprey, Givel, Gutierrez, Hambright, Jeffers, Keresztesi, Lifset, Markham, Martin, Sprecker, Trafalis

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of October 9, 2017 was approved.

The Faculty Senate Journal for the special session of October 11, 2017 was approved.

ANNOUNCEMENTS

On behalf of the Faculty Senate, the Executive Committee approved the nomination of Melissa Stockdale (History) to replace Sherri Irvin (Philosophy) for a 2017-19 term on the Campus Tenure Committee.

The following faculty will serve on the 2017-18 Academic Program Review Committee: Daniel Glatzhofer (Chemistry and Biochemistry), Ronald Halterman (Chemistry and Biochemistry), Jeffrey Harwell (Chemical, Biological, and Materials Engineering), Jill Irvine (Political Science / Women's & Gender Studies), Nancy Marchand-Martella (Educational Psychology), Ameya Pitale (Mathematics), and Albert Schwarzkopf (Management Information Systems). The panel also will include Provost Kyle Harper (Classics & Letters), Vice Provost Simin Pulat (Industrial & Systems Engineering), Associate Dean John Antonio (Computer Science), Graduate College representative Nancy LaGreca (Modern Language, Literatures, and Linguistics), and Director of Assessment Felix Wao. The units to be reviewed are Aviation, Biology, Geography & Environmental Sustainability, Meteorology, Microbiology & Plant Biology, and Physics & Astronomy.

The Center for Teaching Excellence, OU Information Technology, and the University Libraries will be hosting the annual Academic Technology Expo on Thursday, January 11 & Friday, January 12, 2018. This event is open to all faculty members who are interested in learning about emerging technologies that can facilitate improvements in teaching. Additional details can be found at <http://academictech.ou.edu/>.

SENATE CHAIR'S REPORT, by Prof. Sarah Ellis

"On Monday, October 9 the Faculty Senate Executive Committee met to select the slate of candidates for the Board of Regents to serve as OU Norman faculty representatives as member of the Presidential Search Committee.

"Wednesday, October 11 a Special Session of the Faculty Senate met to vote on that slate. A quorum of senators was present; the vote in favor of the slate was unanimous.

"The Board of Regents meeting scheduled for October 16 was cancelled and rescheduled for October 23. Dr. Elwood Madden and I attended the meeting. The Board of Regents selected Sherri Irvin (Philosophy), Mary Sue Backus (Law), and George Richter-Addo (Chemistry & Biochemistry) as Norman faculty representatives on the Presidential Search Committee.

"On October 26, I attended the Faculty Advisory Council for the State Board of Regents. The speaker was Dr. Tia Brown McNair, Vice President, Office of Diversity, Equity, and Student Success for the Association of American Colleges & Universities (AAC&U).

"The Deans' Council met on October 31. Dr. Elwood Madden attended. Topics included the new faculty and graduate student space in the second lower level of the library, electronic access for students with disabilities, and study abroad. Dean Luce also announced his retirement.

"The Faculty Senate Executive Committee members have met with various members of the Presidential Search Committee to discuss the issues and concerns related to shared governance and the faculty's role in the academic enterprise.

"On November 6, the Faculty Senate Executive Committee met and discussed the items on the agenda for today's Senate meeting."

REMARKS BY RANDY HEWES, DEAN OF THE GRADUATE COLLEGE

Prof. Sarah Ellis introduced Dean Hewes and thanked him for speaking to the Senate on graduate education finance reform. There were technology issues and Dean Hewes was not able to use his PowerPoint presentation. He stated that the presentation materials would be emailed to the senators after the meeting.

Dean Hewes said that graduate education is critical to our university mission. Graduate students teach many of our classes and are responsible for much of our research and creative activity. Additionally, strong graduate programs are needed to recruit and retain the best faculty. To achieve institutional goals, we must strategically focus attention and resources on building and supporting vibrant, nationally competitive graduate programs.

Dean Hewes said that as they looked at issues that affect OU's ability to attract and retain graduate students, one of the most significant issues is fees. In April 2017, recommendations were made by the Provost's Task Force on Graduate Education Funding and Competitiveness. They looked at data regarding graduate stipends in the form of only salary for OU compared to peer institutions. They found that the colleges of Arts & Sciences, Education, Engineering, and Fine Arts paid about 88% of what similar students are paid at peer institutions. Another significant area of concern for graduate students is out-of-pocket costs.

To get a better understanding of these issues, Dean Hewes and the task force selected 20 institutions similar to OU, our peers and aspirational peers. He found that the average amount of graduate tuition and fees that were not waived for these peers is \$1,491 per year, while at OU it is \$4,861 per year. While OU has comparatively competitive tuition rates, when fees are added in, it is a different picture. He noted that OU is priced competitively, but the proportion of fees is high. Other institutions tend to be 10%-20% fees, while OU is about 50% fees.

Dean Hewes also found that peer institutions charge a greater amount of tuition remission to their grants. OU is not charging grants at even the level of resident tuition, and this is in addition to the imbalance between tuition and fees that other schools do not have. Dean Hewes also compared OU to our peers in both number of earned doctorates and amount of science and engineering research expenditures.

The Provost's Task Force recommended these actions to enhance competitiveness:

1. Set differential fee rates (university and college) for graduate versus undergraduate students.
2. Over a period of 5-6 years, gradually lower graduate fees to the peer institution average (cost: \$4 million by FY24).
3. Raise resident graduate tuition to counterbalance cuts in fees, with no net change to tuition + fees for non-GAs.
4. Change tuition remissions rate to the approximate actual GA tuition charges.
5. Raise the Provost's minimum for GA stipends by 15% to \$14,040. (cost: \$500K)
6. Strategically target GTA budget increases in departments still below peer averages to get competitive stipends. (cost: \$800K)

Dean Hewes explained how to uncouple graduate and undergraduate fees in anticipation of lowering graduate fees to the peer institutional average. This would require approximately a 69% reduction in OU's graduate fees; thus he proposes making this transition gradually. From current year to FY23, graduate fees would go down from \$4,861 to \$1,490. OU would also need to lower fees for graduate students that do not have graduate assistantships, thus raising tuition overall to counterbalance the fee

reduction. He stated that if OU implements the recommendations of the Provost's Task Force, it can achieve parity in graduate student compensation with our peers.

Prof. Volz said that the budget for teaching assistants is set by the university and increasing overall compensation for TAs would reduce the number his department could fund. Dean Hewes said that this proposal includes additional funding for TAs. Prof. Karr noted that there is a House bill that would consider tuition and fees waived for graduate students as income for tax purposes. Dean Hewes said that under this bill, taxes for a typical OU resident graduate student would increase about \$500 per year and for a non-resident graduate student, taxes would increase about \$1,900 per year. Prof. Keppel suggested contacting our U.S. representatives to discourage them from supporting this provision of the tax bill. Dean Hewes said that it may be better to focus on contacting our U.S. Senators. Provost Harper added that the OU Government Relations staff is working on this issue, but it never hurts for faculty to make their legislators aware of their concerns. Prof. Heyck suggested creating a Faculty Senate statement addressing this issue.

Prof. Warren raised the issue that while we are working on this issue, our peer institutions may continue to jump ahead in terms of what they offer potential graduate students. Dean Hewes said that he would continue to monitor what other institutions are doing. Prof. Volz stated that tuition waivers may only be used for 30 credits per year. Above that, graduate students' tuition is not waived. Dean Hewes said that he would like to move towards a tuition waiver system that is easier to administer and understand.

Prof. Lamothe said that the assistantships they can offer from college funding are only for teaching, not research. Dean Hewes said that as an institution, we need to consider the departmental needs for teaching; however, he does prefer for graduate students not to be required to teach during their first semester on campus. Prof. Volz said that he appreciated Dean Hewes tackling this complicated issue. Prof. Sarah Ellis agreed, as did several other senators.

PROPOSED CHANGES TO THE CONTINUING EDUCATION COUNCIL CHARTER

The proposed changes to the Continuing Education Council charter (attached) were discussed briefly. The Senate will vote on these changes at its next meeting on December 11, 2017.

FACULTY RUNNING FOR PUBLIC OFFICE

Prof. Sarah Ellis stated that the issue of faculty running for public office has been raised by several faculty members as something for the Faculty Senate to address. She added that the Regents' Handbook states:

"Any employee of the University who becomes a candidate in any primary or general election for any county, state, or federal office shall, prior to announcing candidacy for any said offices, offer his/her resignation to the Board of Regents, without reservation."

Prof. Sarah Ellis then presented a chart (attached) describing similar policies at some of our peer institutions. Typically, faculty members are not required to resign when announcing their candidacy for public office. Some institutions require resignation only when a faculty member actually takes office, and many institutions allow faculty members to take a leave of absence while serving instead. Oklahoma seems to be an outlier in terms of its policy.

Prof. Sarah Ellis said that if the Faculty Senate would like to address this issue, then it would be sent to the Faculty Welfare Committee. Prof. Lamothe asked if we are aware of the reasoning behind this

policy. Prof. Burke asked if 2004 was when this policy was first introduced. Prof. Burns said that this policy is a deterrent for faculty seeking public office and he thinks this issue should be addressed.

Prof. Davidson said that in order to address it, we must have an understanding of the argument for this policy. Prof. Elwood Madden said that one rebuttal she has heard is that state employees are prohibited from receiving two paychecks from the state. Prof. Schmeltzer asked the source for the suggestion to address this policy. Prof. Sarah Ellis said that there seems to be a new wave of faculty and staff that would like to participate in state governance. Prof. Karr mentioned that there was recently an article in the Norman Transcript regarding this issue. Prof. Schmeltzer said that in Illinois, which allows a leave of absence, the leave only has to be while the legislature is in session. Prof. Burke suggested consulting the minutes from the Regents' meeting where this policy was made.

Prof. Natale made a motion to task the Faculty Welfare Committee (FWC) with investigating this issue and drafting a new policy to send to the Regents for consideration. The motion was seconded by Prof. Demir. Prof. Bradley suggested simply writing a brief statement opposing this policy and sending that to the Regents. However, Prof. Nelson said that there is enough variation in this type of policy among institutions that it should be investigated and addressed by a committee. Prof. Heyck said that there is likely to be opposition to a change in policy, so we need to have researched this issue thoroughly before raising it with the Regents. The Senate approved the motion to send this issue to the FWC. Prof. Heyck asked that the FWC see if there have been legal challenges to this policy, and Prof. Pepper suggested contacting the ACLU for that information.

NEW BUSINESS – Taxing Graduate Tuition Waivers as Income

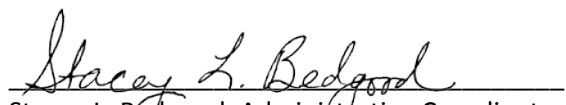
Prof. Heyck made a motion that the Senate appoint an ad hoc committee to draft a statement regarding the proposal to consider graduate tuition waivers as income for tax purposes. Prof. Bradshaw seconded that motion.

Prof. Hall asked how this issue affects faculty directly. Prof. Sarah Ellis said that difficulties in OU recruiting and retaining graduate students does directly affect faculty. Several faculty members agreed with that statement. Prof. Volz asked if it would be more effective for faculty members to contact their representatives directly.

The senate voted to approve this motion. Prof. Sarah Ellis asked for volunteers for the ad hoc committee. Professors Karr, Ashby, Heyck, and Miller volunteered.

ADJOURNMENT

The meeting adjourned at 5:00 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, December 11, 2017, in Jacobson Faculty Hall, Room 102.


Stacey L. Bedgood, Administrative Coordinator


Joshua B. Nelson, Faculty Senate Secretary

Proposed Changes to the Continuing Education Council (Norman)

Purpose:

The Continuing Education Council (CEC) works with and supports the ~~Vice President for University Outreach~~ **Associate Provost for Continuing Education and Dean of the College of Professional & Continuing Studies (PACS)**, and reports to the Faculty Senate on matters concerning continuing education. The Council provides a forum for faculty and administrators to discuss all aspects of lifelong learning as it impacts the University of Oklahoma. It also serves an advocacy role in raising the level of campus discussion on such issues as:

- cross disciplinary interaction
- technology transfer and its campus-wide impact
- the role of the university in workplace education **and learning for place-bound adults and community/public service**
- certification and non-degree **academic** programming
- interdisciplinary continuing education
- distance education

The CEC serves a proactive role in providing information about ~~outreach~~ and lifelong learning to the Faculty Senate, the Provost's office, and the President's office and directing campus dialog regarding these issues. In addition, the CEC provides substantive input and acts as a constructive sounding board for the ~~Vice President and CCE~~ **Associate Provost/Dean** and staff regarding ~~outreach~~, distance education, and **academically-oriented** lifelong learning programs and activities. Finally, the CEC serves as a liaison between the President's office, the College of ~~Continuing Education~~ **Professional & Continuing Studies**, and the faculty and staff, providing effective communication between these and other campus groups.

Administrative Liaison:

1. The Provost of the Norman campus or a designated representative will be an ex-officio member of the Council without vote.
2. The ~~Vice President for Outreach~~ **Associate Provost/Dean** will be an ex-officio member of the Council without vote and will provide staff support for the Council.

Operating Procedures:

The Council shall formulate its own operating procedures that will include:

1. The election of a chair from among the faculty members of the Council.
2. Provision for subcommittees of the Council to which non-members of the Council may be co-opted if appropriate.

Council Membership:

Membership: The Continuing Education Council shall consist of 15 members apportioned in the following manner:

6 Norman Faculty Members: Faculty Senate appoints 4, President appoints 2 – 3 year terms (1/3 to retire each year)

1 HSC Faculty Member: HSC Faculty Senate appoints – 3 year terms

3 ~~CCE~~ PACS Staff Members: Selected by the President from nominations by ~~CCE~~ PACS Professional Staff – 3 year term

Provost, Norman Campus (or designee): Ex-officio and nonvoting

Vice President for Research: Ex-officio and nonvoting

Graduate College Dean: Ex-officio and nonvoting

~~Vice President for Outreach~~ Associate Provost for Continuing Education and Dean, College of Professional & Continuing Studies: Ex-officio and nonvoting

Staff Services: ~~Vice President for Outreach and Dean of the College of Liberal Studies~~ One support staff designated by the Associate Provost for Continuing Education and Dean, College of Professional & Continuing Studies; Ex-officio and nonvoting

History of Committee:

Compiled and approved by the Norman campus Faculty Senate on April 9, 1984 and the University President on May 11, 1984. Restructured Spring 1991. Additional member added January 1992 approved by the President. Charge revised and deleted two public members approved by the Faculty Senate on October 13, 1997 and the President on April 2, 1998.

Committee representatives renamed in keeping with the strategic realignment of Outreach that was implemented in January 2017.

Faculty Running for Public Office University Guidelines

University	Resign	Leave of Absence (w/o pay)	When?			
			Declare/ File for Primary	Win Primary	Elected	Sworn in
Indiana University	No	Yes.	LoA when participation prevents full discharge of obligations			
Ohio State University	No	Yes.	LOA When infringes on ability to complete assigned duties. July 1 of general election yr			
University of Arkansas	Maybe	Yes.	When participation prevents full discharge of responsibilities. Options are workload/salary adjustment, LoA, or resignation.			
University of Colorado	No	Yes.				LoA During legislative sessions. LoA required for Governor, US Representative or Senator.
University of Kansas	No.	Yes				Date of Oath of Office or first day of legislative session.
University of Kentucky	No, unless LoA is denied.	Yes.				LoA before assuming new position.
University of Michigan	No.	Yes.	LoA If interfere with performance of University duties.			
University of Minnesota	Yes, if necessary.	Yes, if necessary	LoA -- If interfere with performance of University duties.			Resign -- In absence of compelling circumstances & requiring continuous 2+ yrs full-time service.
University of Missouri	Yes	Yes	LoA			Resign
University of Nebraska	Yes	Yes	LoA			Resign
University of New Mexico	No	Yes	LoA if interferes with performance of University duties.			
University of Oregon	Yes, if necessary.	Yes, if necessary	LoA -- If interfere with performance of University duties. Resign -- if required.			
University of Oklahoma	Yes		Must Resign when declaring candidacy			