

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – December 11, 2017 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

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

e-mail: facsen@ou.edu website: <http://faculty senate.ou.edu/>facebook: <http://www.facebook.com/OUFacultySenate>

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, Asprey Bradley, Bradshaw, Burge, Burke, Churchman, Davidson, Demir, N. Ellis, S. Ellis, Elwood Madden, Fiedler, Golomb, Gutierrez Hall, Hambright, Heyck, Hobson, Houser, Jamili, Jeffers, Karr, Keresztesi, Koch, Lamothe, Lifset, Markham, Martens, Miller, Natale, Nelson, Pepper, Schmeltzer, Shah, Sprecker, Stewart, Stock, Volz, Warren, Weaver, Woodfin

Provost's Representative: Provost Harper

ISA representative(s): Chris Cook,

SGA Representative(s):

Others: Jabar Shumate, Belinda Biscoe

ABSENT: Burns, Burstein, Givel, Keppel, Lai, Martin, Swinkin, Trafalis, Wang

TABLE OF CONTENTS

Announcements:

Schedule of Spring 2018 Faculty Senate meetings	2
January reception for Senators and members of the Higher Administration	2
Faculty Deaths.....	2
Call for proposals for the Ed Cline Faculty Development Awards	2
Remarks by Jabar Shumate, Vice President for University Community	2
Proposed Changes to the Continuing Education Council Charter	3
Proposed Changes to the Faculty Senate Executive Committee and Election Process	3
Senate Chair's Report:	
Statement on H.R. 1	4
Update on the Presidential Search Process.....	4
Faculty Senate Executive Committee Meetings	4
Dean's Council Meeting	4
Statement on Regent Humphreys' Recent Comments	5

APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of November 13, 2017 was approved with the change of correcting a name in the Announcements from 'Joe Antonio' to 'John Antonio'.

ANNOUNCEMENTS

The regular meetings of the Faculty Senate for the spring 2018 semester are scheduled to be held at 3:30 p.m. in Jacobson Faculty Hall, Room 102 on the following Mondays: January 22, February 12, March 12, April 9, and May 7.

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 22, 2018 at 3:30 p.m. in Jacobson Hall, Room 102.

The Faculty Senate is sad to report the death of retired faculty members Bruce Roe (Chemistry & Biochemistry) on November 9, 2017 and Joseph C. Long (Law) on November 22, 2017.

The Faculty Senate sent out the call for proposals for the Ed Cline Faculty Development Awards on December 1, 2017. Proposals are due to the Faculty Senate office by February 1, 2018, and up to \$2,500 may be awarded per proposal. Further information is available at <http://facultysenate.ou.edu/facdev.html>.

REMARKS BY JABAR SHUMATE, VICE PRESIDENT FOR UNIVERSITY COMMUNITY

Prof. Sarah Ellis introduced Vice President for University Community Jabar Shumate. He in turn introduced Dr. Belinda Biscoe and thanked her for the work she is doing with the OU Diversity Council on the Theory of Change process.

VP Shumate stated that the OU Diversity Council is the “go-to group” for resources, strategies, and guidance to ensure and promote diversity and inclusion at all levels within the university community. They started meeting in Spring 2016 with a charge to:

- 1) Articulate desired outcomes for achieving diversity and inclusion;
- 2) Provide support and assistance to help OU colleges, departments, and schools; create a welcoming university environment for all; and
- 3) Equip the OU family with the knowledge, tools, and skills to ensure equity in every aspect of the institution’s fabric, thereby becoming a university for today and tomorrow where all voices are heard and all groups embraced as a part of the university community.

Focus areas in undergraduate students, graduate students, and faculty were distinguished. VP Shumate said that one of the recommendations that has come out of the council and an all-day meeting of university stakeholders and external guests is the creation of a Center for Inclusive Excellence that would collect and analyze data about diversity and also work with organizations and colleges on campus to promote diversity.

Prof. Shah raised the issue of the statement made yesterday by a member of the Board of Regents equating homosexuality with pedophilia. VP Shumate said that Pres. Boren has clearly articulated that he does not agree with that statement and it is not representative of the university community. Prof. Schmeltzer asked how the administration is sharing their sentiments with faculty. VP Shumate said that the media, including the OU Daily, have posted statements made by OU administration on this issue. Prof. Demir said that as a chair of a search committee it is difficult to attract candidates and assure them that OU is a welcoming place when a Regent makes such a statement. Several faculty members said that they would have preferred to receive communication directly from OU administration instead of depending on the media.

Prof. Jeffers stated that she is the first African-American full professor in the history of the OU English department. She is concerned about equity in compensation between minority groups and women with Caucasian men. She believes that this disparity makes it difficult to retain faculty at OU in a state that is conservative politically. She asked VP Shumate what OU plans to do to retain women and people of color. VP Shumate acknowledged that OU has not done much assessment in determining why faculty leave. He believes that the recommended Center for inclusive Excellence would play a role in both recruiting and retaining faculty of diverse backgrounds.

Prof. Davidson asked VP Shumate to comment on the diversity of the OU Board of Regents and how that might affect the selection of our next president as well as the recruiting and retention of faculty. VP Shumate said that since the Board is appointed by the Governor, OU administration does not have much of a voice in its membership. He noted that the search firm tasked with identifying and vetting potential candidates for OU president is known for its focus on diversity issues. There were no additional questions, and Prof. Sarah Ellis thanked VP Shumate for coming to speak to the Senate.

PROPOSED CHANGES TO THE CONTINUING EDUCATION COUNCIL CHARTER

The proposed changes to the Continuing Education Council charter were discussed briefly at the November meeting, and the Senate had planned to vote on this issue at today's meeting. However, the Council would like to review and possibly make additional changes before this issue is voted on by the Senate. Thus, the issue was tabled until the spring semester.

PROPOSED CHANGES TO THE FACULTY SENATE EXECUTIVE COMMITTEE AND ELECTION PROCESS

Prof. Sarah Ellis presented the changes to the Faculty Senate bylaws proposed by the Executive Committee in terms of the composition and election process for executive committee members. (Attached) Notably, the proposal requires at least two candidates for election of an officer or at-large member. It also adds a requirement for candidates for Secretary and Chair-Elect to have experience serving on the executive committee, including the chairs of the Faculty Welfare and Faculty Compensation committees. The proposal also increases the number of at-large members from three to four and makes their terms two years long and staggered.

Prof. Heyck asked how additional nominations will be made from the floor. He asked that it be noted that the initial slate of candidates comes from the executive committee. Prof. Sarah Ellis said that plans are to add the Faculty Senate executive committee to the list of committees in the call for volunteers sent out to faculty in the spring. Prof. Burke asked if we should add the Chair of the new FDEIC to the executive committee. Prof. Ellis said the FDEIC is an ad hoc committee, but that there is currently a member of the FDEIC that is already serving on the Executive committee as an at-large member.

Prof. Fiedler expressed concern that the executive committee may not be able to identify two candidates for each office. He said that he would prefer that the candidates come to the Senate meeting and express their platform prior to the vote. He suggested altering the wording to not require two candidates, but just that this is an objective. Prof. Natale asked what kind of pool would be created by limiting the officers to only those that have previously served on the executive committee. Prof. S. Ellis responded that typically the officers have already served on the FSEC.

Prof. Houser said that he appreciated the spirit of the effort to share the process for selecting Faculty Senate officers and at-large members. Prof. Burke asked why the document states that this is for the Norman Campus, since we have faculty that are located in Tulsa. Prof. S. Ellis said that the term 'Norman Campus' includes Tulsa faculty, but is used to distinguish the faculty from those at OU-HSC.

Prof. Golomb expressed concern that the proposal said the faculty must teach on the campus and said that there are faculty such as herself that do not teach courses. Prof. Elwood Madden suggested removing the end of the sentence in E.1.(a) regarding teaching on the Norman campus.

Prof. Fiedler made a motion to change the wording in A.2. to 'seek to have two candidates'. This amendment was approved by the Senate. Prof. Burke moved that we remove the last sentence of E.1.(a), which was approved by the Senate. The changes to the wording of the proposal to change the Faculty Senate bylaws were approved with those two modifications. The Senate will vote on this at the next meeting in February 2018.

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 members of the Presidential Search Committee.

"On November 16, the Faculty Senate Executive Committee approved a statement on H.R. 1 written by the ad hoc committee constituted by Senators Hunter Heyck, Elizabeth Karr, Michael Ashby, and Claude Miller. This statement was distributed to all Senators on that day. Thank you to Senators Heyck, Karr, Ashby, and Miller for their work.

"On Thursday November 30, Shelly Storbeck and Alberto Pimentel of Storbeck/Pimentel & Associates, the executive search firm hired by the Board of Regents, were on campus. I attended the faculty focus group conducted by Shelly Storbeck. Directly after the faculty focus group, the Faculty Senate Executive Committee also met with Shelly Storbeck. Mr. Pimentel joined us towards the end of our discussion. At this meeting, we advocated for a President who has significant experience in academia, a thorough understanding of the complexities of a research institution, and who values and supports a diverse campus community. We also stated the next President needs to be able to persuasively argue for higher education in the state of Oklahoma and to fundraise. The OU search is now posted on the Storbeck/Pimentel website. If faculty have nominees they would like to submit to the firm they can email them to regentspurcell@ou.edu or OUPresident@storbeckpimentel.com.

"On December 2, the Faculty Senate Executive Committee met and discussed the items on today's agenda. In addition, we discussed Faculty Senate representation on the College of Arts and Science's Dean's Search Committee; Dr. Hunter Heyck will be representing the Faculty Senate on this committee. Several other issues were discussed including the cost of space rental for student organizations and the taxation of reimbursements if submitted after 120 days. We have sent emails inquiring about these issues, but no significant action has been taken.

"Vice President Shumate could not attend the Executive Committee meeting. A smaller group of the committee met with him on November 7 to discuss his address to this body, specifically issues relating to faculty recruitment and retention.

"Dean's Council was cancelled for this month, as was the Executive Committee's meeting with President Boren."

STATEMENT ON REGENT HUMPHREY'S RECENT COMMENTS

Prof. Shah raised the issue again of the recent statements made by Regent Humphreys. He asks that the Faculty Senate make a statement condemning those statements. He is also concerned that Regent Humphreys will be the Chair of the Regents next year. Prof. Jeffers expressed her support. Prof. Sarah Ellis said that the FSEC anticipated this issue and drafted a statement as follows:

The recent comments by OU Regent Kirk Humphreys calling homosexuality wrong and equating homosexuality with pedophilia do not reflect the views of the OU Faculty Senate, nor the values of the OU community, which are stated in OU's non-discrimination policy. The Norman Campus Faculty Senate is committed to inclusivity, and we fully support our LGBTQ community. We encourage the OU community to support all students, faculty, and staff. Let us continue to work toward making the University a truly inclusive community.*

** "The University does not discriminate or permit discrimination by any member of its community against any individual based on the individual's race, color, religion, political beliefs, national origin, age (40 or older), sex (see Sexual Misconduct, Discrimination and Harassment policy at <https://www.ou.edu/content/eoo/policies.html>), sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status in matters of admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides."*

Prof. Heyck asked if the Regents are bound by OU's non-discrimination policy. Prof. Miller asked that we add a statement saying we modify the first sentence to express that we object to and condemn the comments made by the Regent. Prof. Sprecker suggested a change to the wording of the first sentence as follows, including several friendly amendments:

*We the members of the Norman Campus Faculty Senate of the University of Oklahoma strongly condemn the recent comments by OU Regent Kirk Humphreys calling homosexuality wrong and equating homosexuality with pedophilia. His statements do not reflect the views of the OU Faculty Senate, nor the values of the OU community, which are stated in OU's non-discrimination policy.**

The change to the statement drafted by the FSEC was approved with the amended wording.

Prof. Hambright said that his concern is not making a statement condemning his statement, but that this Regent will be making decisions that are critical to OU's future. He asked if we should ask for Regent Humphreys' resignation. Prof. Demir said that since tenure and promotion decisions go through the Regents, there is a concern that this leaves OU open to lawsuits from LGBTQ faculty that do not receive tenure or promotion. Prof. Hall said that this is really a question for the OU Legal Counsel to address.

Prof. Jeffers asked if we could simply state that we are deeply concerned about Regents Humphreys on the board during this critical time doubting whether our statement is likely to result in the resignation of Regent Humphreys. Prof. Miller suggested adding the following sentence to the statement after the asterisk, which was approved:

Regent Humphreys' statements seriously erode our confidence in his ability to fulfill his duties as a Regent of this university in a fair and competent manner.

Prof. Natale raised the suggestion of having an ad hoc committee draft a statement and then have the senate vote on it. Prof. Hall said that we need to make our statement today since there is a Board of Regents meeting tomorrow. Prof. Schmeltzer said that our statement needs to call for the Board to remove Regent Humphreys. Prof. Fiedler is concerned that the first sentence (as modified) does not accurately quote what Regent Humphreys said. Prof. Demir said that what Regent Humphreys said

directly affects many members of the university community and that we need to strongly condemn his statement.

There was additional discussion, and Prof. Nelson stated that while he personally found the comments made by Regent Humphreys reprehensible, we need to focus on long-term changes to the University, including the selection of a new president. He also believes that many other faculty members would like to weigh in on this issue.

After further deliberation, the Senate approved the following final statement:

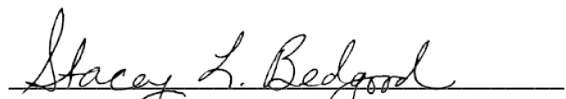
We the members of the Norman Campus Faculty Senate of the University of Oklahoma strongly condemn the recent comments by OU Regent Kirk Humphreys calling homosexuality wrong and equating homosexuality with pedophilia. His statements do not reflect the views of the OU Faculty Senate, nor the values of the OU community, which are stated in OU's non-discrimination policy. Regent Humphreys' statements seriously erode our confidence in his ability to fulfill his duties as a Regent of this university in a fair and competent manner. Therefore, we call on Regent Humphreys to resign from the OU Board of Regents.*

The Norman Campus Faculty Senate is committed to inclusivity, and we fully support our LGBTQ community. We encourage the OU community to support all students, faculty, and staff. Let us continue to work toward making the University a truly inclusive community.

** "The University does not discriminate or permit discrimination by any member of its community against any individual based on the individual's race, color, religion, political beliefs, national origin, age (40 or older), sex (see Sexual Misconduct, Discrimination and Harassment policy at <https://www.ou.edu/content/eoo/policies.html>), sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status in matters of admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides."*

ADJOURNMENT

The meeting adjourned at 5:32 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, February 12, 2018, in Jacobson Faculty Hall, Room 102. However, there will be a reception hosted by the Faculty Senate on January 22, 2018 for senators and higher administration


Stacey L. Bedgood, Administrative Coordinator


Joshua B. Nelson, Faculty Senate Secretary

Proposed changes to the By-Laws of the Faculty Senate (Norman Campus)

A. OFFICERS:

1. The officers of the Senate shall consist of a Chair, a Chair-Elect, and a Secretary.
2. The Chair-Elect and the Secretary shall be elected by ballot at a meeting of the Senate in May. The ballot shall consist of at least two candidates for each office. Candidates must have previously served as members of the Executive Committee. Additional nominations may be made from the floor. If either office is vacated, a replacement shall be elected at the next meeting of the Senate.
3. The Chair-Elect will succeed to the office of Chair when it is vacated or when his or her own successor is elected. Normally, the Chair's tenure of office will be from May to the following May.
4. For officers elected between May 1 and January 31, the term of office will be until the following May. For officers elected between February 1 and April 30, the term of office will be until the second May following.
5. ~~A Chair-Elect will remain a member ex officio of the Senate, even though the term as a Senator may expire, until terms as Chair-Elect and Chair expire~~Both the Secretary and Chair-Elect shall be ex officio members of the Senate unless they are also serving as an elected senator.-

B. MEETINGS:

1. The Senate shall meet regularly on the second Monday of each month of the regular school year and on call of the Chair, the Chair-Elect, or by petition, presented to the Secretary and signed by five members.
2. Meetings of the Senate are open to attendance by all members of the University community and representatives of the Press. However, the Senate may go into executive session by a majority vote of the members present.
3. A person not a member of the Senate may speak only by invitation or permission of the Senate. Requests from non-members to speak shall be addressed in writing to the Chair. The Chair will present such requests to the Senate for action.
4. At the beginning of each academic year, the Executive Committee of the Faculty Senate shall elect a member of the Senate to serve as the Parliamentarian at all meetings of the Senate, as well as the General Faculty, during that year.

C. QUORUM:

A majority of the Senate's members shall constitute a quorum.

D. PROCEDURES:

1. Voting shall be *viva voce* or by show of hands, but five members may require a roll call vote upon any proposition.
2. The presiding officer shall have a vote only in case of a tie.

3. The agenda of each meeting shall be prepared and distributed in advance by the Agenda Committee, which shall consist of the Chair, the Chair-Elect, and the Secretary. Any matter submitted by a member to the Secretary shall be placed upon the agenda of the next regular meeting.

E. COMMITTEES:

1. The standing committees of the Senate shall consist of:

(a) Executive Committee. The Executive Committee shall consist of the following ~~eight~~nine members: the Chair, the Chair-Elect, the Secretary, the Chair of the Faculty Welfare Committee, the Chair of the Committee on Faculty Compensation, and ~~three~~four at-large members elected by the Faculty Senate in the Spring to be widely representative of the University and to serve ~~one~~staggered two-year terms. The ~~three~~four elected members may not succeed themselves. The at-large members shall be elected by ballot at a meeting of the Senate in May. The ballot shall consist of at least two candidates for each office. Additional nominations may be made from the floor. In addition, the Chairs of the University Councils sit as *ex-officio* members, without vote, on the Executive Committee. The three immediate past chairs of the Faculty Senate also shall be given *ex-officio* membership on the Executive Committee, without voting privileges, provided they remain qualified to serve in the Senate and are teaching on the Norman Campus.

(b) Committee on Committees. The Senate shall elect a Committee on Committees consisting of five members elected for staggered terms in such a manner that not more than two members will be elected in any one year. They must have been members of the faculty for at least five years and hold tenure.

The Committee on Committees will strive to maintain an open and objective perspective related to filling vacant positions on the various University and campus councils and committees.

Members of the Committee on Committees should consider a balanced and broad representation for the entire university and should seek input from chairs of departments, directors, and others who have a wide knowledge and acquaintance of faculty personnel. Final nominations, however, will be made by the Committee on Committees and the Senate.

Current members of the Committee on Committees should not be nominated for vacant positions on the various University and campus councils and committees. A member should recuse him/herself from the selection process for a specific committee if s/he has a personal conflict of interest related to a candidate.

(c) Faculty Welfare Committee.

Charge: This Committee is responsible to the faculty for policy review and recommendations on questions of tenure, faculty evaluations, professional conduct, promotion, fringe benefits, and working conditions. It shall review policies and programs, propose changes and additions, distribute information, and supervise the implementation of Senate recommendations.

The Committee shall report at least yearly to the Senate and, upon approval, to the President and the Senior Vice President and Provost.

In carrying out these responsibilities, the Committee shall:

- (1) Gather information about other policies and programs within the University and in other universities.
- (2) Distribute information to the faculty in simplified form and see that new faculty receive comprehensive information.

- (3) Establish priorities on recommendations for changes and additions.
- (4) Participate in the process of amending the *Faculty Handbook* and make recommendations to the Senate.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for liaison with all appropriate councils and committees.
- (3) Provision for sub-committees of the Committee to which non-members of the Committee may be appointed if appropriate.

<i>Membership</i>	<i>How Nominated</i>	<i>Term</i>
5 faculty members Faculty Senate	To be elected by the (staggered terms)	3 years

(d) Committee on Faculty Compensation.

Charge: This Committee is responsible to the Faculty Senate for reviewing and recommending policy on questions related to the economic welfare of the faculty.

In carrying out this responsibility, the Committee shall:

- (1) Monitor, each year, the entire process by which salary increases are requested and fixed by the University administration, the University Regents, the State Board of Regents, and the State Legislature.
- (2) Gather information on salaries from within the University and from other universities, put such information into proper form, and make it available to the Senate for the purpose of accurately presenting the economic position of the faculty and the faculty's economic needs to the administration, the Boards of Regents, the Legislature, and the general public.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the economic position and needs of the faculty, both inside and outside the University community.
- (4) Recommend to the Committee on Committees the faculty nominees for the University Employment Benefits Committee.
- (5) Report at least yearly to the Senate and, upon approval, to the President, the Senior Vice President and Provost, and the Budget Council.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.
- (3) Provision for liaison with all appropriate councils and committees.

<i>Membership</i>	<i>How Nominated</i>	<i>Term</i>
5 faculty members Faculty Senate	To be elected by the (staggered terms)	3 years

2. Special Committees:

The Senate may at any time create a special committee to study and report upon a specific problem.

F. COMMITTEE MEMBERSHIP AND PROCEDURE:

1. Each standing and special committee shall have the authority to select non-Senate members of the general faculty to serve as members of the committee.
2. Each special and standing committee shall elect its own chair. However, the Chair-Elect of the Faculty Senate shall function as the Chair of the Faculty Senate Committee on Committees during tenure as the Chair-Elect.
3. The Secretary shall keep a list of all Senate and non-Senate members of special and standing committees.
4. All reports of standing committees shall be duplicated and distributed to all members of the Senate in advance of the date of the report's consideration.
5. The Secretary shall receive and file duplicate copies of every Senate committee's report, one of which may be borrowed by any committee of the Senate or of the general faculty, but which must be returned to the Secretary after the borrowing committee has completed its investigations.

G. AMENDMENT:

These rules may be altered or amended at any time provided the proposed amendment shall have been submitted to the Senate one month in advance and a copy of the amendment shall have been distributed to the members of the Senate two weeks in advance of the meeting at which the voting is to take place.