

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – April 8, 2019 – 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 Megan Elwood Madden, Chair.

PRESENT: Allen, Anderson, Ashby, Biggerstaff, Bradshaw, Burge, Butler, Carpenter, Cuccia, Demir, Ellis, Elwood Madden, Fuenzalida, Givel, Golomb, Halterman, Hambright, Heinze, Heyck, Hoagland, Houser, Karami, Keppel, Knox, Lai, Lamothe, Lifset, Martens, Miller, Natale, Nelson, Schmeltzer, Smith, Sprecker, Stevenson, Tabb, Trafalis, Warren, Weaver, Woodfin, Worley

Provost's Representative: Provost Harper
ISA representative(s): Chris Cook
SGA Representative(s): Sam Quick
Others: Stewart Berkinshaw, Sarah Ellis, Jackie Wolf

ABSENT: Christman, Dunn, Edwards Williams, Karr, Lyst, Martin, Pepper, Shotton, Stock, Wang, Ward

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of March 11, 2019 was approved.

ANNOUNCEMENTS

The recipients of the Ed Cline faculty development awards for 2018-19 are:

Jamie Bates Slone (Visual Arts), Emma Colven (International & Area Studies), Leslie John Flanagan (Music), Pete Froslic, (Visual Arts), Kathrine Gutierrez (Educational Leadership & Policy Studies), Jill Hicks-Keeton (Religious Studies), Mia Kile (Interior Design), Siddharth Misra (Petroleum & Geological Engineering), Hugo Maxwell Pereira (Health & Exercise Science), Jie Zhang (Modern Languages, Literatures, & Linguistics).

The Tribute to the Faculty will be Tuesday, April 16, 2019 at 3:00 p.m. in the Sandy Bell Gallery of the Fred Jones Jr. Museum of Art.

The Staff Awards ceremony will be held on Wednesday, April 24, 2019 at 11:00 a.m. in the Molly Shi Boren Ballroom of the Oklahoma Memorial Union.

The Big Event, a student-run community service effort, will be held on Saturday, April 13, 2019. For more information, visit <http://www.ou.edu/bigevent>.

Prof. Elwood Madden also announced the need for faculty, staff, and graduate student volunteers to proctor final exams for the Disability Resource Center (DRC).

SENATE CHAIR'S REPORT, by Prof. Megan Elwood Madden

Prof. Elwood Madden distributed the Senate Chair's Report to all regular faculty members prior to this meeting along with the meeting agenda; it is attached. Prof. Elwood Madden asked if there were questions or comments about any of the items in her report.

Prof. Stevenson asked for more information about the President's comment regarding endowments to 'pay as you go'. She said that was to have a closer tie and more accountability between the purpose of the endowment and its eventual use. There were no additional questions.

ELECTION, FACULTY SENATE EXECUTIVE OFFICERS

A slate of candidates for Secretary and Chair-Elect were presented at our last regular Faculty Senate meeting in March. Due to a faculty member withdrawing their nomination for Secretary, there are two additional candidates for Secretary. The candidates have all prepared statements (attached) which were sent to all faculty with the April meeting agenda. Prof. Elwood Madden prefaced the vote by describing the duties of both the Chair-elect and Secretary. There were three candidates nominated by the Committee on Committees and the Faculty Senate Executive Committee for each office:

Candidates for Chair-elect of the Faculty Senate

Amy Bradshaw, Associate Professor, Educational Psychology
Ph.D. Arizona State University, at OU since 1998

Anthony Natale, Associate Professor, Social Work
Ph.D. University of Denver, at OU since 2005

Matthias 'Ulli' Nollert, Associate Professor, Chemical, Biological, & Materials Engineering
Ph.D. Cornell University, at OU since 1991

Candidates for Secretary of the Faculty Senate

Michael Bembem, Professor and Chair, Health & Exercise Science
Ph.D. University of Illinois, at OU since 1992

Amy Cerato, Professor, Civil Engineering & Environmental Science
Ph.D. University of Massachusetts - Amherst, at OU since 2005

Karlos Hill, Associate Professor and Chair, African & African-American Studies
Ph.D. University of Illinois at Urbana - Champaign, at OU since 2016

There were no nominations from the floor. Using a paper ballot, Prof. Amy Bradshaw was elected as Faculty Senate Chair-elect for 2019-20 and Prof. Amy Cerato was elected as Faculty Senate Secretary for 2019-20. They will both assume office during the May 2019 Faculty Senate meeting. Prof. Cerato's name will be removed from the candidates for FSEC at-large member that will be voted on at the May meeting, since she was elected Secretary.

NOMINATIONS FOR DEAN SEARCH COMMITTEES

Prof. Elwood Madden said that the Senate has been asked to provide a list of nominees for faculty members to serve on various committees, most of which are search committees. The Executive Committee has proposed a slate for each committee. The Faculty Senate approved the following:

College of International Studies dean search committee nominees:

- Charles Kenney (Political Science)
- Dylan Herrick (Modern Languages, Literatures, and Linguistics)
- Mandy Minks (Honors College)

College of Engineering dean search committee nominees:

- Amy Cerato (Civil Engineering & Environmental Science)
- Sridhar Radhakrishnan (Computer Science)
- Xun Ge (Educational Psychology)

Vice Provost for Instruction and Student Success search committee nominees:

- Alisa Fryar (Political Science)
- Kristy Brugar (Instructional Leadership and Academic Curriculum)
- Ulli Nollert (Chemical, Biological, and Materials Engineering)

Policies Organization Framework Committee:

- Tassie Hirschfield (Anthropology)
- Stacy Reeder (Instructional Leadership and Academic Curriculum)
- Ron Halterman (Chemistry & Biochemistry)

NOMINATIONS, FACULTY SENATE EXECUTIVE COMMITTEE AT-LARGE MEMBERS

Prof. Elwood Madden presented the list of candidates for the at-large members of the Faculty Senate Executive Committee (attached). Since Prof. Amy Cerato was elected as Secretary for 2019-20, her name is removed as a candidate for at-large member. The Executive Committee will propose a substitute candidate. The Senate will vote on these candidates at the May Faculty Senate meeting.

COMMITTEE ON COMMITTEES NOMINATIONS FOR VACANCIES ON UNIVERSITY AND CAMPUS COUNCILS/COMMITTEES/BOARDS AND FACULTY SENATE STANDING COMMITTEES

Prof. Elwood Madden presented the list of Committee on Committee nominees to fill vacant positions on university and campus councils/committees/boards and Faculty Senate standing committees (attached). The Senate will vote on these nominees at the May Faculty Senate meeting.

REMARKS BY SARAH ELLIS, CO-CHAIR OF THE PRESIDENT'S ACADEMIC PROGRAM AND BUDGET ADVISORY COMMITTEE (PAPBAC)

Prof. Elwood Madden introduced Prof. Sarah Ellis, co-chair of the PAPBAC. Prof. Ellis listed the faculty members serving on the PAPBAC, who are:

- Kyle Harper, Provost, Co-Chair
- Sarah Ellis, Music, Co-Chair
- Michael Ashby, Chemistry & Biochemistry
- Loretta Bass, Sociology
- Michael Bemben, Health & Exercise Science
- Elyssa Faison, History / Women's & Gender Studies
- Alisa Hicklin Fryar, Political Science
- Dave Parsons, Meteorology
- Dimitrios Papavassiliou, Chemical, Biological, & Materials Engineering
- David Sabatini, Civil Engineering & Environmental Science
- Wayne Thomas, Accounting

Prof. Ellis described the process that the committee uses. Prior to meeting with a unit head, the committee receives spreadsheets with unit budgets, proposed cuts, and any additional information provided by the unit or Stewart Berkinshaw. The committee meets to discuss any issues, concerns, etc. and then meets with the unit head during which the unit head gives a brief presentation of the proposed cuts. Prof. Ellis stated that the meetings are mostly a question and answer session with significant interaction between committee members and unit heads. After meeting with the unit head, follow-up information or supporting documentation is often requested. After the committee has met with three to four units, they meet to discuss the content of their report. A draft report is sent to the entire committee for comments and revisions. After all approve of the report, it is sent forward to the President via the Provost.

The committee has submitted two reports and one is pending. Report 1 was submitted in December 2018 and included the College of Architecture, the College of Earth and Energy, the College of International Studies, and the Writing Center. Report 2 was submitted in March 2019, and included the University Libraries, the Fred Jones Jr. Museum of Art, and the Sam Noble Museum of Natural History. The report that is pending will cover the Honors College and the College of Journalism and Mass Communication. Prof. Ellis stated that they would not be meeting with every budget unit under the Provost, as the proposed cuts must be more than \$100,000 for the unit to be considered by the committee.

Prof. Heinze asked if the reports were available. Prof. Ellis said that they would make the reports available to the unit heads, but not others at this time. Prof. Lifset asked for additional details about the reports. Prof. Ellis explained the type of material in the report, such as how the proposed cut would impact the academic mission. Prof. Givel asked when the reports would be issued. Provost Harper said these are deliberative documents meant to guide decision-making; they are not public documents.

Prof. Heyck asked if there has been a close alignment between the recommendations in the PAPBAC reports and the decisions made by the President. Both Prof. Ellis and Provost Harper said that they are affirming of the actions in most cases. In the cases where there is not alignment, there is ongoing discussion between the President and the committee. Prof. Woodfin asked if this has been an effective approach that could be replicated in the future. Prof. Ellis hopes that we are not in this position in the future, but she has been pleased with the work of the committee and the interaction with the President. Provost Harper echoed that the committee members have been very diligent in their work.

There were no additional questions and Prof. Elwood Madden thanked Prof. Ellis for speaking to the Senate.

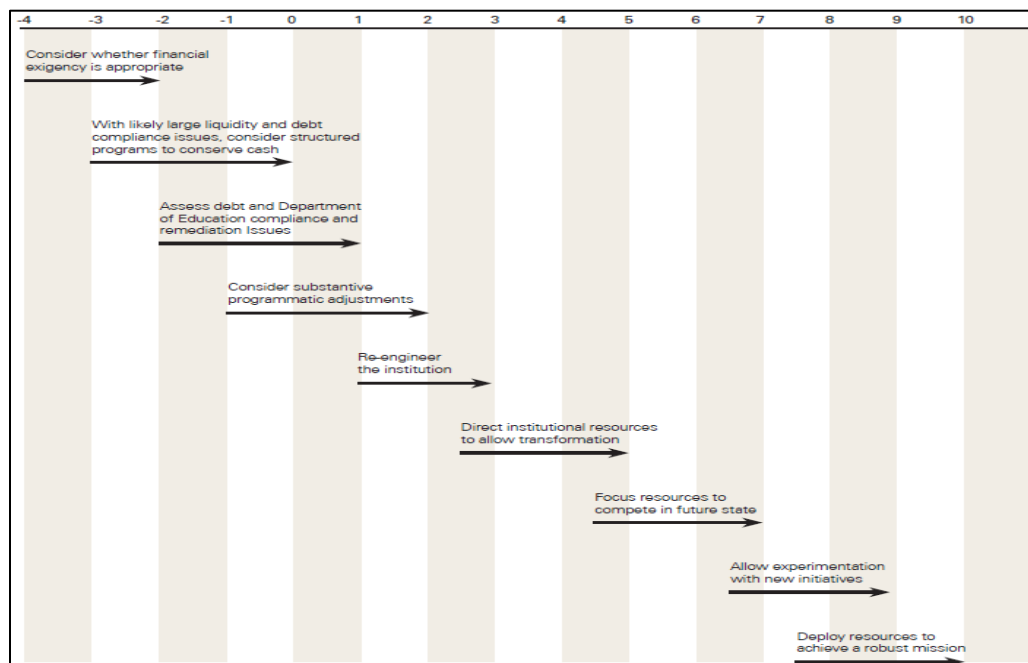
REMARKS BY STEWART BERKINSHAW, DIRECTOR OF THE OU OFFICE OF BUDGET AND FINANCIAL PLANNING

Prof. Elwood Madden introduced Stewart Berkinshaw, Director of the OU Office of Budget and Financial Planning. He thanked the Senate for the opportunity to address the Senate. He said that his presentation would encompass three areas: an assessment of our finances, how we are performing, and how we compare to our peers.

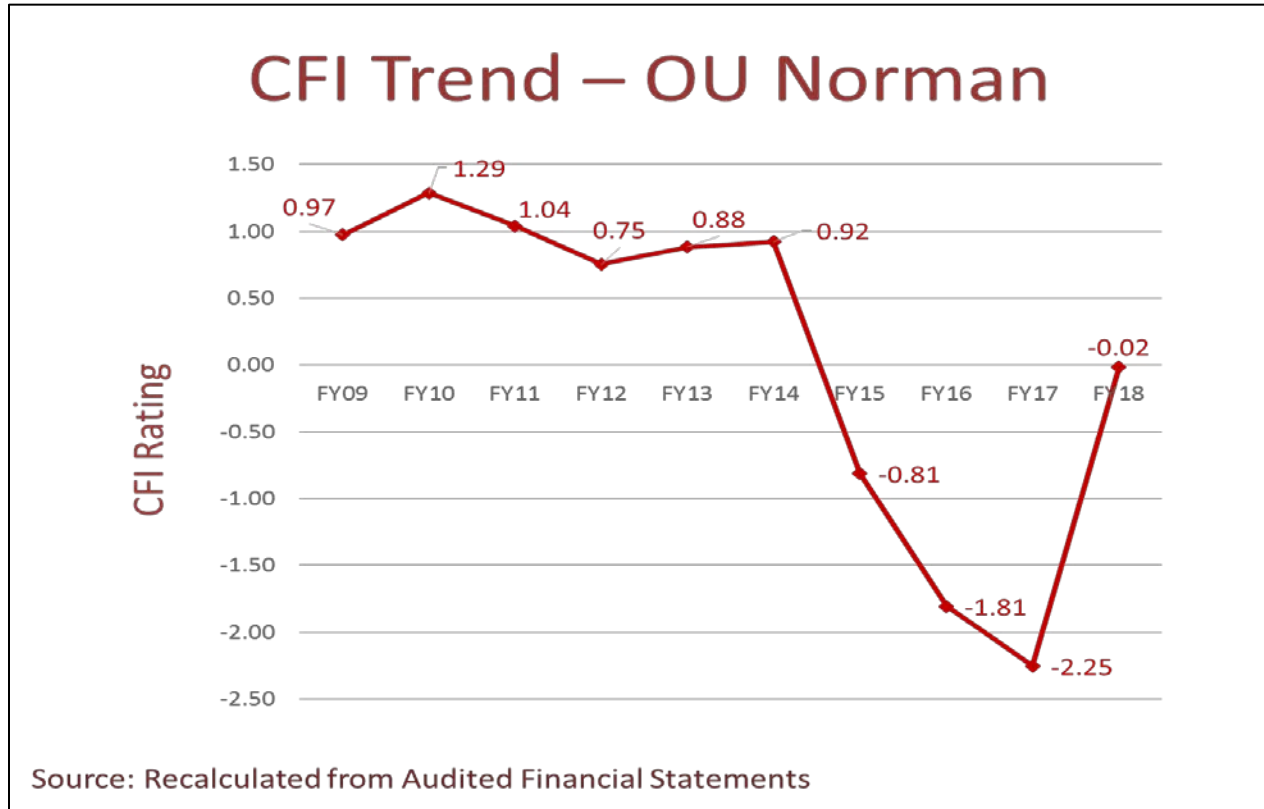
Mr. Berkinshaw described a metric, the Composite Financial Index (CFI), which is used commonly in higher education. The CFI measures financial well-being, must be analyzed in context, and is best examined over a period of time. It is not recommended for peer comparison. He added that the CFI is composed of the following:

- Primary Reserve Ratio (35%): how our reserves compare to annual spend
- Viability (Solvency) Ratio (35%): how our reserves compare to our total debt
- Return on Net Assets (20%): how did we perform financially this year relative to our size
- Net Operating Revenues Ratio (10%): how well did we live within our means this year

He said that all the financial data he has used is available in the university's audited financial statements. He then presented a chart illustrating the recommended actions for an organization based on their CFI, noting that the Norman Campus' CFI has a 10-year range of -2.25 to 1.29. A higher CFI allows an institution to make transformational change.



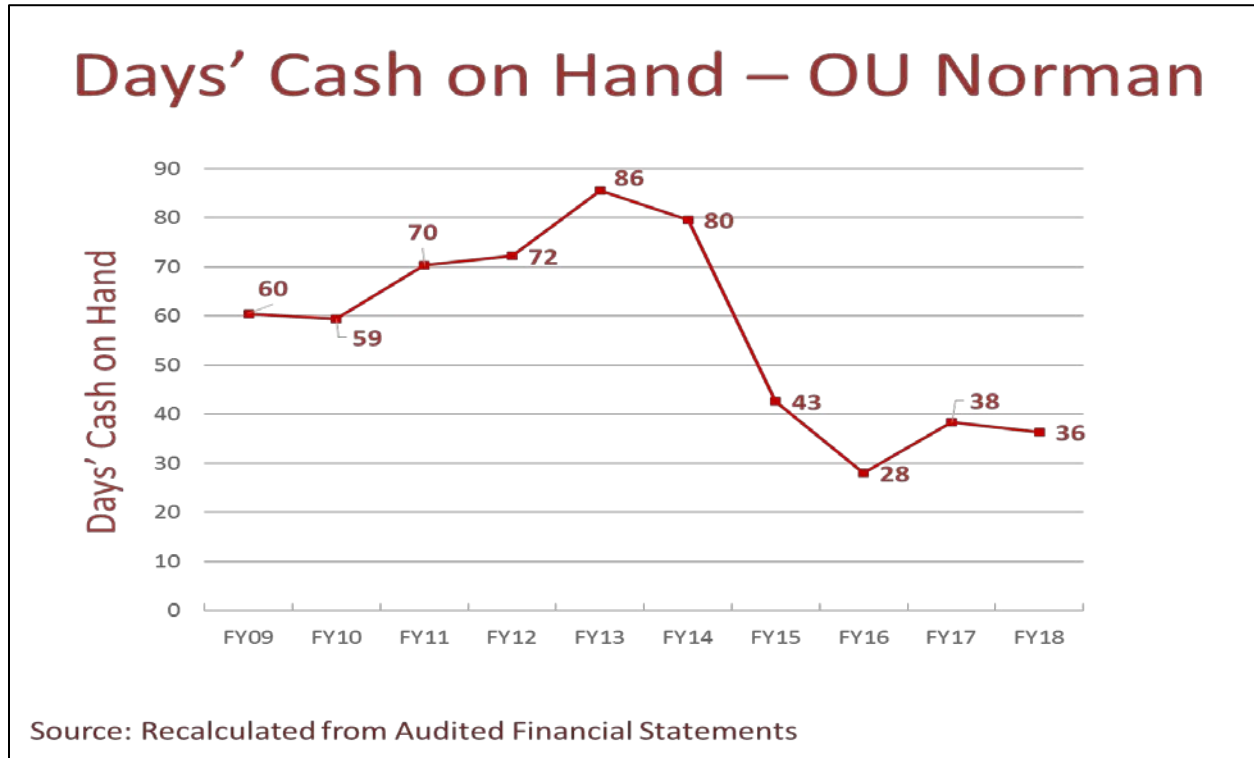
Mr. Berkinshaw also introduced the concept of a CFI graphical profile and used it to show how the OU - Norman Campus performed in FY 2016, FY 2017, and FY 2018. He also presented a graph demonstrating the trend of OU – Norman Campus' CFI from FY 2009 to FY 2018. He noted that there was a change to the accounting rules in 2015 that accounted for part of the decline in CFI over the last few years.



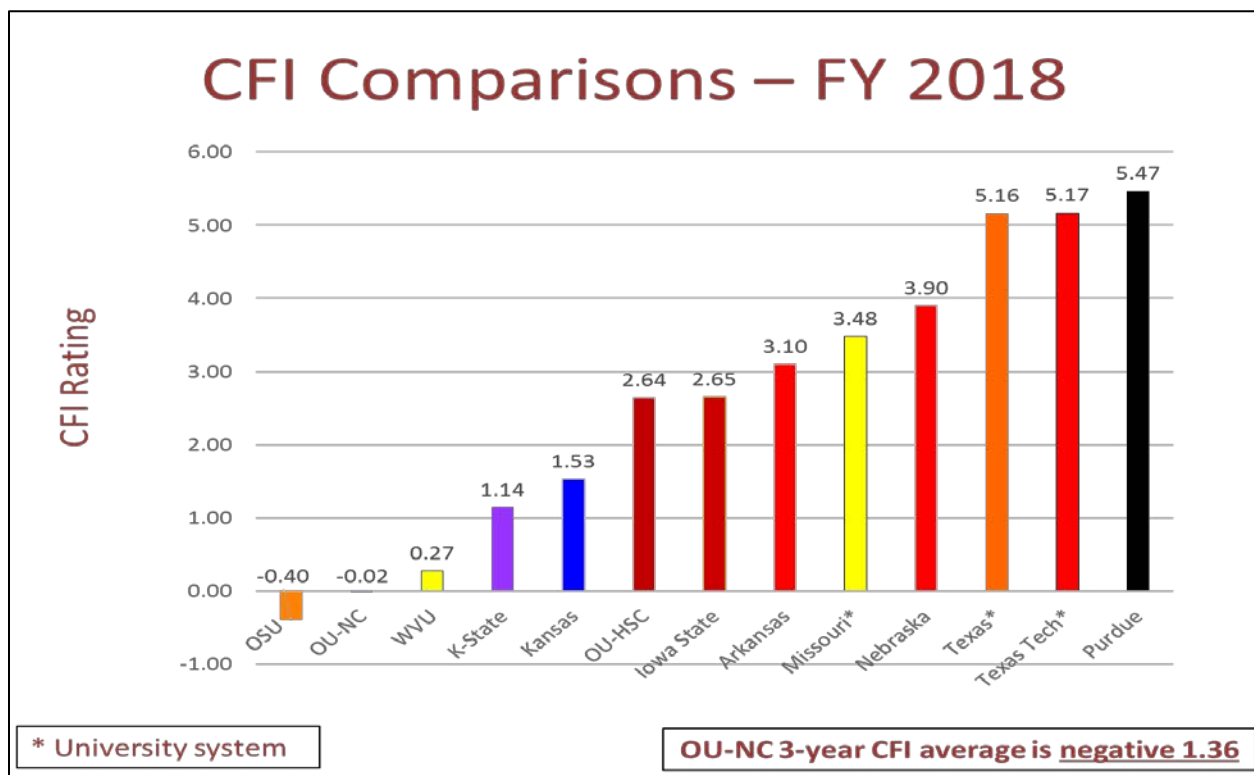
Some reasons he gave for the changes are:

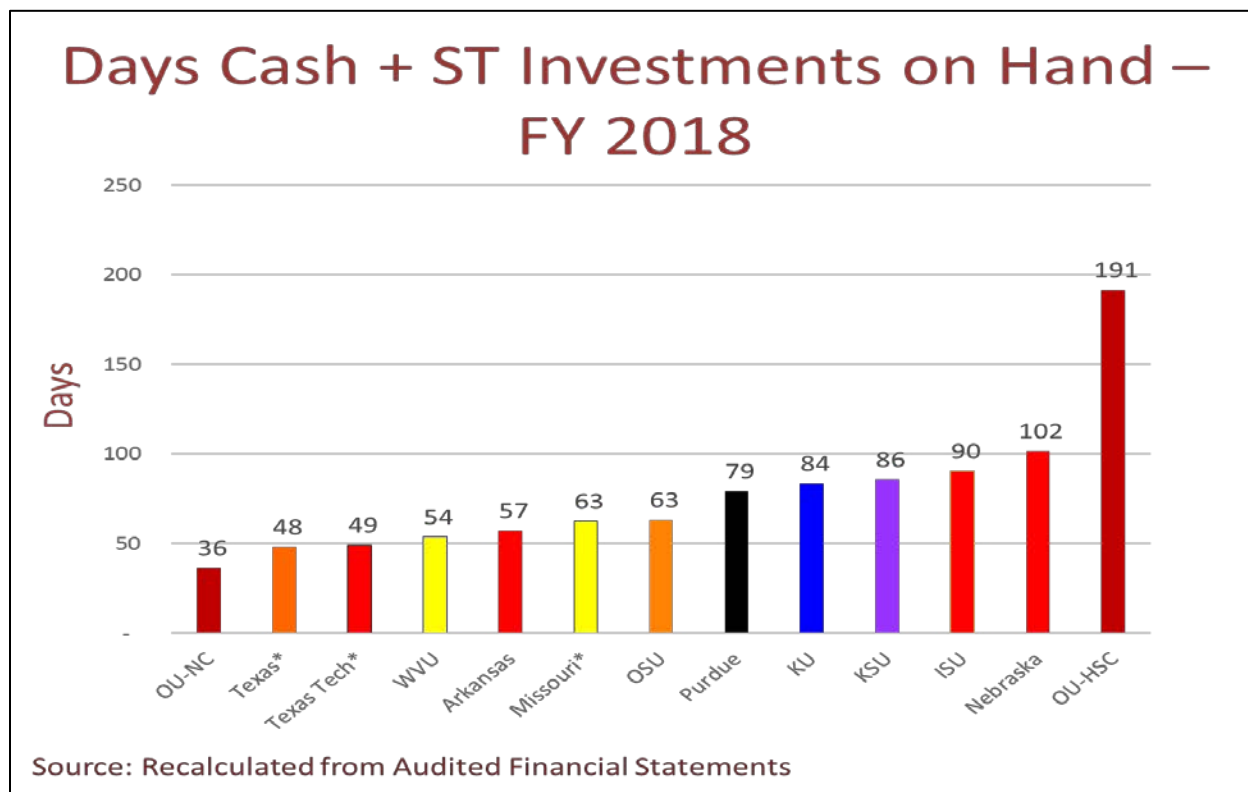
- Primary Reserve Ratio: unrestricted cash declined \$115M from FY 2014 to FY 2016, and cash paid for salaries/benefits, operating expenses, and interest increased \$133M from FY 2014 to FY 2016.
- Viability (Solvency) Ratio: cash declined \$115M from FY 2014 to FY 2016 and debt increased \$218M from FY 2014 to FY 2016.
- Return on Net Assets: the average Change in Net Assets from FY 2015 to FY 2018 was \$2.4M compared to \$39M from FY 2009 to FY 2014, and impact from adoption of GASB No. 68 for the pension liability and GASB No. 75 for OPEB (retiree health) reduced net position by \$303M in FY 2015 (pension) and \$158M in FY 2018 (OPEB) and increases variability in Change in Net Assets due to accounting standards.
- Net Operating Revenues Ratio : operating expenses increased by \$105M from FY 2015 to FY 2018, net tuition and fee revenue increased by \$59M from FY 2015 to FY 2018, state appropriations declined by \$35M from \$147M in FY 2015 to \$112M in FY 2018, and annual debt service (P&I) increased \$6.79M from FY 2015 to FY 2018 and \$23.4M from FY 2010 to FY 2018.

Mr. Berkinshaw then presented a chart of the number of days of cash on hand for the OU - Norman Campus:



Mr. Berkinshaw moved to the part of the presentation where he compares OU - Norman Campus to some of our peer institutions. He compared both our CFI and days of cash on hand for FY 2018 with several other peer universities:





Mr. Berkinshaw then compared our institutional debt per student to the same group of peers. Interpreting the CFI data shows that we have both one of the weakest primary reserve ratios and one of the weakest viability (solvency) ratios. While we have the second highest return on net assets ratio of the list of peers, that is partially due to an change in accounting standards and how we account for the post-retirement health plan. We had the third weakest net operating revenues ratio, after Kansas and Oklahoma State. Mr. Berkinshaw provided a link to OU's audited financial statements: <http://www.ou.edu/financialservices/statements>. The floor was opened to questions.

Prof. Golomb asked what are the key factors lowering our CFI. Mr. Berkinshaw said that it is the amount of debt and our low cash reserves. Therefore, we should focus on paying down debt and increasing our cash on hand. Prof. Tabb asked what would be a healthy amount of cash on hand. Mr. Berkinshaw said it needs to increase and that 150 days is a comfortable level for an institution.

Prof. Heyck asked if the days cash on hand fluctuates seasonally. Mr. Berkinshaw says that it does. He added that one of the worst times to measure cash on hand would be July 31; but the data he is showing is June data. Prof. Givel asked for information on the service on the debt, as opposed to total debt. Prof. Demir asked for more details on the seasonality of the days cash on hand. Mr. Berkinshaw says it fluctuates, but he did not have specific data with him. In response to a follow-up question, Mr. Berkinshaw said that part of the goal of the PAPBAC review process is to focus resources and invest in the academic mission.

Prof. Schmeltzer asked when OU last changed its external auditor. Mr. Berkinshaw said that we changed the auditor three years ago, we typically change the auditor every five years, and that OU traditionally go with the lowest bidder.

Prof. Smith asked about the impact on our ability to service our debt as the interest rate increases. Mr. Berkinshaw said that he is not aware that any of our current debt is variable rate, but it would affect our ability to issue new debt. Prof. Elwood Madden asked what OU's credit rating is, but Mr. Berkinshaw did not have that information on hand.

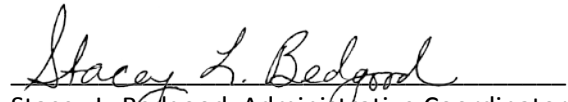
Prof. Lifset asked to see a graphic that shows the growth in the amount of debt over time. He asked for additional information on what comprises OU's debt and when the debts were made. During the discussion, Mr. Berkinshaw acknowledged that the research campus is not self-supporting. Prof. Demir also expressed an interest on the changes to debt over the last ten years.

Prof. Natalie Ellis asked about the projected results of the budget cuts that have been made recently. Mr. Berkinshaw said that it is really too premature to make those projections. Prof. Lifset said that he understands that other states appropriate money for capital expenditures. Mr. Berkinshaw said that about \$18 million of funding from the state is not categorized as capital appropriations, such as Section 13 land funds. These funds are not a part of the general appropriation.

Prof. Givel asked for more details about a report given recently by the Interim VPR about department-to-department debts. There were no additional questions and Prof. Elwood Madden thanked Mr. Berkinshaw for speaking to the Senate.

ADJOURNMENT

The meeting adjourned at 5:06 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, May 6, 2019, in Jacobson Faculty Hall, Room 102.


Stacey L. Bedgood, Administrative Coordinator


Amy Bradshaw, Faculty Senate Secretary

***SENATE CHAIR'S REPORT, by Prof. Megan Elwood Madden
April 8, 2019***

On March 8, the Faculty Senate Executive Committee (FSEC) met with President Gallogly. I congratulated him on the first anniversary of his designation as OU president and presented him with two rocks symbolizing different mechanisms and rates of change in universities. The first, a barite rose, formed quickly (in minutes to weeks) when barium chloride-rich brines from deep basins mixed with shallower, sulfate-rich groundwaters in the Permian sandstones that underly most of central Oklahoma. It is pretty, but also a bit rough around the edges. The second rock, called a ventifact, is a basalt clast collected by Dr. Lynn Soreghan and our graduate students from the McMurdo Dry Valleys in Antarctica. The rock was shaped over hundreds to thousands of years by the persistent abrasion of individual sand grains. Each smooth face represents a slightly different wind direction that carried the sand grains, adjusted over time by long-term climate and tectonic forces. The ventifact has a different kind of beauty, both in its shape and texture, demonstrating that the accumulated efforts of many individuals can result in meaningful and positive change over time. We also thanked President Gallogly for the letter he issued on March 5 summarizing the university's recent actions and future plans to improve diversity, equity, and inclusion on campus.

At that meeting, we asked about research initiatives and strategies, including shared research facilities and services. President Gallogly told us he had discussed research facilities with the new VP for Operations and they both agreed that the university needs a broad and comprehensive plan to develop and maintain research facilities across campus. President Gallogly emphasized that we need to prioritize equipment needs and focus on instruments that will actually get used to support impactful scholarship. We also discussed research space issues, including space in the Research Park, which President Gallogly told us are under-utilized. We talked about transportation issues, as well as appropriate uses for the spaces available on south campus. President Gallogly gave a brief update on the research initiatives put forward by the deans and Development and told us there has been substantial progress in one area, but still more to be done in many areas to develop a clear plan. He told us that Governor Stitt is excited about some of the proposals, but there is some ambiguity in whether the state can direct funding to OU for specific projects. President Gallogly highlighted Tinker Air Force Base's need for aerospace engineers as an opportunity to grow programs at OU and benefit the state. We asked about funds available for start-up packages and President Gallogly relayed that he has allowed enhanced spending in some hires, but will need more support from the state and donors.

We discussed funding models for research endowments and President Gallogly highlighted a new "pay as we go" model so that donors see that their donation funding is being used as promised. He told us that while cash donations were down in December, pledges were up, so he is not concerned with development efforts not meeting recent goals. We also discussed the effects of the stock market and changes in tax code on donation metrics. President Gallogly reiterated that inaccuracies in reporting fundraising metrics might have also impacted development efforts. Loss of personnel due to the inaccurate reporting also affected donor-relations. He also told us that the ongoing Title IX investigation may have a further impact on OU's development efforts and reputation, but he is not part of the investigation being carried out by Jones Day and has not received any updates about the progress of the investigation. All he can say is that the procedures are being followed and it will be completely investigated and he has not and will not be involved in the ongoing investigation.

Our discussion transitioned to a financial update and President Gallogly conveyed that there is good news there, as the financial situation seems to have turned a corner and the cash reserves are now increasing slightly due to the savings initiatives. We asked about the size and composition of the incoming freshman student group. President Gallogly said he expects to see National Merit numbers continue to decline as we shift scholarship money towards under-represented students with good grades and test scores. He reiterated that we are not going to lower our admission standards, but instead compete for qualified students from underrepresented groups. He also reminded us that the university is using funds previously directed to National Merit and Study abroad towards Oklahoma Promise funding instead.

The FSEC expressed concern that not everyone on the university's administrative team appears to be actively engaged and supportive of the diversity efforts described in the president's March 5 letter to the university community. We discussed the need for broad engagement on this issue if we hope for institution-wide cultural change. President Gallogly reported he has talked with Governor Stitt about the need for diversity on the Board of Regents. The FSEC commended these efforts and also highlighted the need for research/academic scholarship expertise on the Board of Regents if we hope to significantly improve in these areas. President Gallogly commented that we also need ethics expertise, as OU has been dealing with some major ethical issues.

The FSEC suggested that the university consider re-establishing the Ombudsperson Office to demonstrate to faculty, staff, and students that there is a robust mechanism in place for anonymous reporting without worry of retaliation. We also discussed shared governance efforts across campus, including the President's Academic Program and Budget Advisory Committee's (PAPBAC). President Gallogly indicated that the committee was working as planned. We requested that faculty play a role in two other committees, which have been meeting to review policies: the Data Governance Committee and the Policy Management Committee. The group also discussed the cap on Ranked Renewable Term faculty and the FSEC reiterated that we are willing to work with the administration to reevaluate the cap, within reasonable parameters that do not erode the role of tenured/tenure-track faculty on campus.

On March 13, I attended the OU Board of Regent's meeting. Dr. Leslie Rainbolt-Forbes was elected chair and recognized Regent Bill Burgess's passing. She also announced two new Regent's ad hoc committees - the first is a Diversity, Inclusion, and Anti-Bias committee and the second is to focus on Service Member Success to support veterans and members of the active duty military as they pursue their educational goals at OU. She also announced that the Regents had begun six hours of diversity training led by Dr. Jane Irungu (Associate Provost for Community) and Erin Simpson (Director of the Gender and Equality Center). President Gallogly discussed Eric Stevenson's appointment as a new Regent, but noted he had not yet been approved by the Oklahoma Senate so would not be participating today. President Gallogly also gave a budget update stating that OU-Norman has identified ~\$33 million in annual savings so far and our cash position has improved by ~\$26 million, while OU-HSC's cash position has improved \$36 million. The number of research proposals submitted has increased ~11% compared to this time last year and the total dollar value of the proposals submitted has also increased by ~47%. So far this year, OU has received \$55.6 million in pledges and \$68.5 million in cash gifts. He then introduced Eric Conrad, the new VP for Operations. He also noted the recent senior class gifts to support Sooners Helping Sooners, study abroad scholarships, and the OU food pantry. The Regents approved flat room and board rates for next year. President Gallogly reported good occupancy for dorms, except for the

residential colleges, which remain at ~60%. The Regents also approved staff, faculty, and student award recipients, exceptions to the concurrent enrollment admissions policies, and the project to remodel and update the Armory. They also approved the student activity fee budget and accepted property donated near the Biological Field Station.

On March 14, I participated in a meeting with faculty members Lori Snyder, Anthony Natale, and Julie Ward to continue the work of the ad hoc committee on teaching evaluations. We discussed the Student Government Association's resolution and their suggestions for revising the student evaluations of faculty teaching. We decided to focus our next efforts on seeking out effective evaluation tools used at other universities, including investigating external tools that can be used by a university for an annual fee. We agreed that it was important to seek out validated tools that have been shown to be effective and fair.

On March 14, the FSEC interviewed the second candidate for the VP for Research position, Dr. Randy Hewes and many of us also attended his public talk discussing OU's goals to double research. Dr. Hewes discussed in his interview that, building off his track record in the Graduate College, he would work deliberately as VPR to remove or modify many of those impediments to research growth as we shift the university's priorities towards research and creative activities. Dr. Hewes suggested that the university should invest in strategic areas where we can build on our strengths to further amplify our research profile. He advocated for strategic planning at the department level to identify areas where each department is, or could become, special and distinctive in its expertise or its resources, and building on those strengths and potentials to bolster the scholarship profiles of those units in their fields. When asked about how he would work as VPR to support the university's goal of improving campus diversity, equity, and inclusion, as well as doubling research, he discussed efforts within the Graduate College to increase the number and concentration of graduate students from under-represented groups in the academic pipeline, which can then be hired as future faculty.

On March 26, I met with Dr. Jane Irungu and discussed the university's diversity action plan, detailed in the March 5 letter from President Gallogly. We discussed the structure and responsibilities of her position, as well as the resources available to the Office of Community. We agreed that she, along with Chief HR Officer Jackie Wolf, Vice Provost Jill Irvine, and Provost Kyle Harper would present an update to the Faculty Senate at our May 6 meeting and answer questions about the university's diversity action plan. I also reported on my meeting with Dr. Irungu in the Faculty Diversity, Equity, and Inclusion Committee meeting held March 27. On March 27, I also attended a meeting of the Faculty Mentoring Network where we finalized plans for the speed mentoring events on April 3 and 4 and discussed the framework and expectations for research/scholarship, benchmarking, and faculty development. The committee highlighted the need to develop a clear mission and goals for the faculty mentoring program moving forward. Joshua Nelson, Amy Bradshaw, Anthony Natale, and I attended the Diversity and Inclusion 'Thank You' Luncheon with President Gallogly, hosted by the Office of Community on March 28. I also met with Vice Provost Jill Irvine on March 29 and discussed plans for the Faculty Excellence Center, including the faculty mentoring network, as well as plans to work toward the university's diversity and inclusion goals.

On April 1, the FSEC met and discussed the nominations for open seats on committees and the slate of candidates for the FS officer and FSEC executive committee positions. We revisited the cap on Ranked Renewable Term faculty and discussed options for moving forward. We also discussed the university's

diversity plan that was announced on March 5; Faculty Senate has invited Jane Irungu, Jackie Wolf, Jill Irvine, and Kyle Harper to present specific information about how the diversity plan will be implemented and ideas being discussed for Phase 2 of the diversity plan at the May 6 Faculty Senate meeting. PAPBAC Co-chair Sarah Ellis presented a report on the ongoing PAPBAC process in preparation for her presentation at the April 8 Faculty Senate meeting. PAPBAC recently sent their recommendations regarding budget and program revisions for the Fine Arts Museum, the Natural History Museum, and University Libraries to the president.

Provost Harper joined the meeting and we discussed two upcoming deans search committees - College of Engineering and College of International Studies. Provost Harper will chair the Engineering search and Dean David Wrobel will chair the CIS search. The Faculty Senate will nominate three faculty to fill one seat on each search committee. He also informed us that there would be an open search to fill Glen Krutz's position as Vice Provost for Instruction and Student Success. He told us he believes the person in that role should be a full professor. We encouraged him to include faculty from outside the Provost's Office on the search committee.

The following faculty members were nominated to fill the one seat on each dean's search committee. The President will select one for each committee:

College of International Studies dean search committee nominees:

- Charles Kenney (Political Science)
- Dylan Herrick (Modern Languages, Literatures, and Linguistics)
- Mandy Minks (Honors College)

College of Engineering dean search committee nominees:

- Amy Cerato (Civil Engineering & Environmental Science)
- Sridhar Radhakrishnan (Computer Science)
- Xun Ge (Educational Psychology)

The FSEC enquired about the role of deans in the annual evaluations of faculty within their college. Provost Harper said that deans need to review those evaluations and assure a certain amount of fairness between units within their college. We had a robust discussion about the role of both faculty and deans in developing evaluation criteria and metrics. The provost told us that evaluative criteria should be developed by the faculty in individual units, with input and approval from the dean and provost. We suggested that these evaluation criteria should be openly shared with faculty and departments and that the Provost's Office identify a clear and efficient process for units to update their evaluative criteria if needed to meet evolving university goals. We also asked Provost Harper about the number of courses taught by part-time faculty across different colleges. I followed-up on my previous discussions with Susannah Livingood (Associate Provost and Director of Institutional Research and Reporting) and she told me she is working to gather the data, but it will take some additional time.

The Faculty Welfare Committee (FWC) continues to make progress on two large initiatives related to (1) student teaching evaluations and (2) revision of the Faculty Handbook. Most recently, the committee decided to move forward to the FSEC a draft proposal to reform some of the faculty tenure and promotion voting procedures. In addition, the committee has been addressing a variety of faculty issues as they emerge. The Faculty Compensation Committee (FCC) met with Jackie Wolf to discuss the Compensation Guidelines for the Norman Campus, Health Sciences Center, and the Tulsa Campus that

became effective March 1, 2019. They requested and received the distribution plots of faculty evaluation data from the Provost's Office. They discussed the process for the next health insurance RFP. The Faculty Diversity, Equity, and Inclusion Committee (FDEIC) met and discussed the OU's recently announced diversity plan as well as the Faculty Senate's Diversity, Equity, Inclusion, and Belonging resolution and mechanisms to move forward with specific actions. They also discussed the proposal to collect data regarding gender identity and sexual orientation for faculty and plan to continue that discussion at their next meeting.

I attended Deans' Council on April 3, where Provost Harper announced to the deans that Glen Krutz leaving the Provost's Office to become the dean at Oklahoma State and plans for an open search to fill the position. Tom Landers is also stepping down as OU's Dean of Engineering after a period of growth for the college. Provost Harper reiterated that the administration would be forming search committees to fill the dean positions in the College of International Studies and the College of Engineering through national-level searches. Dean Wrobel asked if search firms would be involved. Provost Harper reported that a search firm will be used for the Engineering dean search, but not for CIS. Provost Harper also reported that fall enrollment is going well and the student population will likely grow. They have adjusted the scholarship packages to shift the emphasis away from heavily recruiting National Merit scholars; however, the overall quality of the incoming class remains high, due to new recruiting efforts aimed at recruiting in-state students with ACT scores of 28-33. Provost Harper stated that we are aiming high with admissions towards a first-year class of ~4,500-4,700, likely the largest class in OU history. For context, the incoming class in Fall 2018 was ~4,350.

Provost Harper discussed the role of deans as risk managers and highlighted a recent >\$100 million financial settlement at Duke University due to research misconduct. He talked about the need for both controls to prevent misconduct and a culture that sets expectations of integrity. Dean Berrien Moore highlighted the need for dedicated staff to help in research oversight and the need to appreciate staff members who play crucial roles in these processes. The provost also discussed the recent national focus on intellectual property issues associated with China-university interactions and reminded the deans that they need to report any potential issues to the Provost's Office and Office of the Legal Counsel.

The provost stated that overload pay is prevalent across campus and is being re-evaluated. The administration is looking at equity, process, and necessity of overload pay. Provost Harper also discussed the recent opioid settlement - OSU got a big benefit because they were thinking and working strategically well ahead of the legal settlement. He told the deans that the university needs to be more proactive and strategic moving forward at both the state and federal level. Provost Harper stated that if we are going to double research we have to do it in big plays, not \$100,000 increments. He told the group that the university needs to work upstream to set OU up for big successes, particularly at the federal level.

Vice Provost Jill Irvine announced that the president has approved the Center for Faculty Excellence. It will consist of four parts: research, teaching, professional development, and community engagement. Resources will be provided for all disciplines and all career phases. She highlighted the need for robust mid-career development. It will be faculty-driven, with staff support positions, but relying mainly on faculty fellows who are both successful and good mentors to provide peer-to-peer support. Provost Harper explained that they would be rebuilding the Center for Teaching Excellence within the Center for Faculty Excellence. A senior faculty member has been selected to lead the Center for Faculty Excellence

(CFE) and will be publicly announced in the near future. Following the meeting, I asked Provost Harper why there was not an open search for the leadership position with the new Center for Faculty Excellence and was informed that they needed to move forward quickly, so they elected not to have an open search. Vice Provost Irvine assured me that they would conduct open searches for the Faculty Fellow positions within the CFE. Later in the day, we also received news that Interim CIO David Horton has been selected as OU's new Senior Associate VP and Chief Information Officer.

On April 4, the administration requested that the Faculty Senate nominate faculty members to serve on the search committee for Vice Provost for Instruction and Student Success, as well as faculty members to serve on the Policy Organization Framework committee.

FACULTY SENATE OFFICER CANDIDATE STATEMENTS

Updated, April 2019

Most of the candidates below have recently served on the Faculty Senate Executive Committee and all have agreed to run for office. Each candidate has provided a brief statement explaining why they are running for Chair-elect or Secretary. We will elect the Faculty Senate Officers during the Faculty Senate meeting on April 8, 2019. We will elect the at-large members of the Faculty Senate Executive Committee during our May 6, 2019 meeting.

Candidates for Secretary of the Faculty Senate (3)

Michael Bemben

Professor and Chair, Health & Exercise Science

Ph.D. University of Illinois, at OU since 1992

mgbemben@ou.edu

I know what an important role the Faculty Senate can play, especially in a period of transition like we are currently in. I am also aware of how important it is to get faculty to engage in university affairs and to take a serious interest in how the entire university environment is intertwined with the politics and policies of an administration. During the start of this new era at OU, I truly believe that a strong, experienced, and committed Faculty Senate Executive Committee is critical and I think that my past experiences at OU and with Faculty Senate can contribute to the future discussions that will take place between administration and the committee. However, if there are sufficient numbers of other interested candidates for the Executive Committee Secretary position, then perhaps getting new perspectives would be a better approach than returning someone like myself who has already had the privilege of serving the Senate.

Amy Cerato

Professor, Civil Engineering & Environmental Science

Ph.D. University of Massachusetts - Amherst, at OU since 2005

acerato@ou.edu

It would be my pleasure to act as the Secretary or Faculty-at-Large on the Faculty Senate Executive Committee if elected. I am a Professor of Civil Engineering, a licensed professional engineer in Oklahoma and have research interests in the Geotechnical Engineering (e.g., Soils and Foundations) profession. I served as a Faculty-at-Large on the Executive Committee in Fall of 2016 and found it to be an enlightening experience. Interacting with faculty from across campus and synthesizing their voices into thoughtful, pointed dialogue with University leadership to enact change was rewarding at times and a good learning experience in others. I would continue to be a strong advocate for the faculty, in either role, if elected.

Karlos Hill

Associate Professor and Chair, African & African-American Studies

Ph.D. University of Illinois at Urbana - Champaign, at OU since 2016

karlos.hill@ou.edu

As Faculty Senate Secretary, I would bring a holistic perspective to the work. I have thoroughly enjoyed and excelled as a faculty leader at OU because I am a big picture thinker who understands and thrives in collaborative team environments in which difficult discussions and decisions have to be made. Furthermore, as a tenured faculty and AFAM Department Chair who has been at the University of Oklahoma for only two full years, I believe I can bring an informed but nonetheless fresh perspective to questions related to faculty/university governance. All in all, the members of the faculty and Faculty Senate can expect someone who participates in committee work with enthusiasm because I see the big picture. If I were selected to serve, members of the Faculty Senate can expect someone who will be objective, open-minded, and will lead from the center.

Candidates for Chair-elect of the Faculty Senate (3)

Amy Bradshaw

Associate Professor, Educational Psychology

Ph.D. Arizona State University, at OU since 1998

bradshaw@ou.edu

As Faculty Senate Secretary, I have been actively engaged in Executive Committee efforts to strengthen shared governance and help transform OU into a university fully committed to equity and inclusion. I am running for Faculty Senate Chair Elect because I am passionate about both of these goals, and committed to their pursuit.

My prior roles in Faculty Senate include a term as Member at Large, two previous terms as Secretary, and three terms as Senator from the College of Education. I also have leadership experience in my primary professional organizations: President of the International Visual Literacy Association, President of the International Division of the Association for Educational Communications and Technology (AECT), Vice President of the Culture, Learning, and Technology Division of AECT, and Executive Committee Member of the Southwest Center for Human Relations Studies (parent organization of NCORE). I have served as Editor of the Journal of Visual Literacy, Guest Editor of two issues of TechTrends, and Guest Section Editor of two issues of Educational Technology Research and Development, and my work has been recognized via multiple writing, teaching, and service awards, most recently the 2019 Jeannine Rainbolt College of Education Leadership and Citizenship Award. For more information, please visit: <http://unpack.us/amybradshaw>.

Anthony Natale

Associate Professor, Social Work

Ph.D. University of Denver, at OU since 2005

anatale@ou.edu

I wish to serve as Faculty Senate Chair because I have a distinctive set of experiences that have uniquely prepared me for this role. I am completing my 14th year at OU and overtime held several positions pertinent to Chair, including:

- Senator - Two terms (2010-2012) and (2017-present)
- Member - Faculty Senate Committee on Committees (2017-present)
- Member - Faculty Senate Executive Committee (2018-Present)
- Chair – Faculty Welfare Committee (2018 – Present)
- Member – Faculty Senate Compensation and Benefits Committee (2018-Present)
- Member – Faculty Senate Appeals Board (2018-Present)
- Member and Chair - Athletics Council (2012-2016)

The knowledge and skills I gained in these roles, in addition to serving as Assistant Director of the School of Social Work (2012-2016) and Graduate College Faculty Fellow for Inclusive Excellence (2017-2018) have shaped both my perspective of the institution broadly, as well as my skill-set in moving important work forward, particularly on issues of equity, diversity, inclusion, and belonging.

My colleagues describe me as engaged, eager to take on assigned tasks, and known for producing results in a timely fashion. I think these attributes; in addition to strong interpersonal skills, systemic thinking, and my use of humor will assist me in completing the work of the Faculty Senate Chair.

Matthias 'Ulli' Nollert
Associate Professor, Chemical, Biological, & Materials Engineering
Ph.D. Cornell University, at OU since 1991
nollert@ou.edu

I have been a faculty member in the School of Chemical, Biological, and Materials Engineering since 1991. During that time, I have collaborated with faculty from across campus on several multidisciplinary proposals, as well as with faculty from the Health Science Center campus. I have had proposals funded by NSF, NIH, OCAST, and the American Heart Association. I led a book group focusing on learning and how the brain works. I have been the Graduate Program Liaison for Chemical Engineering since 2002.

For the past two years, I have been a member of the Faculty Senate Executive Committee. This has been a time of transition for OU with the retirement of OU's longest serving president. The Faculty Senate is positioned to represent the interests of faculty from across campus as the new administration identifies new priorities and directions for the University. In many meetings over the past two years, I have listened to and considered viewpoints from across campus, and have argued forcefully for those that I think are in the best interest of the University as a whole. I will be a thoughtful and balanced representative of faculty interests as we navigate this new environment.

Candidates for FSEC At-large Seats – 2019-2021

The Committee on Committees and the FSEC proposes the following slate for election to the two open at-large positions on the Faculty Senate Executive Committee:

FSEC At-large Member Seat #1 (2019-2021 term), replacing Prof. Heyck

- Mary Sue Backus (Law)
- Amy Cerato (Civil Engineering & Environmental Science)

FSEC At-large Member Seat #2 (2019-2021 term), replacing Prof. Nollert

- Debra Bembem (Health & Exercise Science)
- Eugenia Fuenzalida (Psychology)

Following recent changes to the Faculty Senate bylaws, these posts are filled by election rather than by appointment and ratification, as was the practice in past years. Several other faculty volunteered to serve as at-large members. The Committee on Committees, with established purview over the composition of Faculty Senate committees, including the at-large seats on the Executive Committee, narrowed the slate based on its charge to "consider a balanced and broad representation for the entire university," which has in practice including working towards diverse representation in terms of discipline, college, gender, and race. To balance the potentially competing demands of this charge and of the election mandate, the Committee on Committees constructed and the FSEC approved this limited slate, but the Faculty Senate also will accept nominations from the floor.

Nominees can include volunteers who were not selected by the Committee on Committees for the constructed ballot, or other members of the regular faculty. Nominees must be expressly willing to stand for election and also need to be available for FSEC meetings, which as a rule take place the first Monday of the month from 3:00 pm to 5:00 pm. The FSEC also meets with the president, typically on the second Wednesday of the month from 3:00 pm to 4:30 pm. Any member of the regular faculty may nominate an additional candidate, either by email ahead of the May 6 election at the regular meeting of the Faculty Senate, or from the floor during that meeting--i.e., the chair will recognize any regular faculty member who wishes to nominate a candidate. If seconded, the nominee will be included on the ballot. In the event no candidate receives a simple majority of the vote, we will enter a run-off election with the two candidates receiving the most votes.

If you wish to nominate yourself or a colleague from the floor, the FSEC requests a short statement (~200 words) from all nominees describing why they would like to serve, to be distributed to the voting Senators. If you plan to nominate someone or self-nominate, the Faculty Senate office will forward these statements to voting Senators as soon as possible. The election will take place at the May 6 meeting of the full Faculty Senate (3:30 pm, Jacobson Hall), to which nominees are invited in the event there are any questions.

NOMINATIONS FOR FACULTY SENATE VACANCIES ON COMMITTEES (May 2019)

Committee	Term	FirstName	LastName	Department
Academic Programs Council	(2019-22), replace Prof. Purcell	Andrew	Elwood Madden	Geology & Geophysics
Academic Programs Council	(2019-22), replace Prof. Alpers	Christopher	Odinot	Law
Academic Regulations Comm.	(2019-22), replace Prof. Trytten	Keith	Strevett	Civil Eng. & Environmental Science
Athletics Council	(2019-23), replace Prof. Henry	Lindsey	Meeks	Communication
Athletics Council	(2019-23), replace Prof. Crespin	Christopher	Sadler	Drama
Budget Council	(2019-22), replace Prof. Wang	Paul	Spicer	Anthropology
Campus Tenure Comm.	(2019-22), replace Prof. McCuen	Andreana	Prichard	Honors
Campus Tenure Comm.	(2019-22), replace Prof. Stockdale	Paulo	da Luz Moriera	Modern Lang., Lit., & Ling.
Conflict of Interest Advisory Comm.	(2019-21), replace Prof. Havlicek	Joseph	Havlicek	Electrical & Computer Eng.
Continuing Education Council	(2019-22), replace Prof. Hoagland	Katheleen Rae	Guzman	Law
Faculty Appeals Board	(2019-23), replace Prof. Barnes	Ronald	Barnes	Electrical & Computer Eng.
Faculty Appeals Board	(2019-23), replace Prof. Bert	Shannon	Bert	Human Relations
Faculty Appeals Board	(2019-23), replace Prof. Brown	Jay	Shorten	University Libraries
Faculty Appeals Board	(2019-23), replace Prof. Heyck	Hunter	Heyck	History of Science
Faculty Appeals Board	(2019-23), replace Prof. Lee	Gregory	Lee	Music
Faculty Appeals Board	(2019-23), replace Prof. Maiden	Jeffrey	Maiden	Educ. Lead. & Policy Studies
Faculty Appeals Board	(2019-23), replace Prof. Antell	Karen	Antell	University Libraries
Faculty Appeals Board	(2019-23), replace Prof. Nichol	Jonathan	Nichol	Music
Faculty Appeals Board	(2019-23), replace Prof. Schmidt	Jeffrey	Schmidt	Marketing & Supply Chain Mgt
Faculty Appeals Board	(2019-23), replace Prof. Shambaugh	Robert	Shambaugh	Chemical, Biological, & Materials Eng.
Faculty Appeals Board	(2019-23), replace Prof. Warren	Asa	Randall	Anthropology
Faculty Appeals Board	(2019-23), replace Prof. Gramoll	Samuel	Huskey	Classics & Letters
Faculty Awards & Honors Council	(2019-22), replace Prof. Edwards	Ellen	Rubenstein	Library & Information Studies
Faculty Awards & Honors Council	(2019-22), replace Prof. Yadav	Jennifer	Davis	History
Fitness & Recreation Advisory Comm.	(2019-21), replace Prof. Brown	Roxanne	Lyst	Dance
Goddard Health Center Advisory Comm.	(2019-22), replace Prof. Harris	Sarah	Maness	Health & Exercise Science
Information Technology Council	(2019-22), replace Prof. Fagg	Andy	Fagg	Computer Science
Information Technology Council	(2019-22), replace Prof. Pober	Alexandra	Durcikova	Management Information Systems
Legal Panel	(2019-22), replace Prof. Barnes	Brenda	Barnes	Law
Research Council (Fine Arts)	(2019-22), replace Prof. Palmer	Alissa	Mortimer	Drama
Research Council (Humanities)	(2019-22), replace Prof. Ehrhardt	Man Fung	Yip	Film & Media Studies
Rita Lottinville Prize for Freshmen Comm.	(2019-22), replace Slater Reese	Jacquelyn	Slater Reese	University Libraries
ROTC Advisory Comm.	(2019-22), replace Prof. Lamothe	Eugenia	Fuenzalida	Psychology
Shared Leave Comm.	(2019-22), replace Prof. Grunsted	Tiffany	Adamson	Social Work - Tulsa
Student Conduct Hearing Panel Pool	(2019-21), replace Prof. Golomb	Karen	Antell	University Libraries
Student Conduct Hearing Panel Pool	(2019-21), replace Prof. Ketchum	Heather Rae	Ketchum	Biology
Student Conduct Hearing Panel Pool	(2019-21), replace Prof. Levine	Eugenia	Fuenzalida	Psychology
Student Conduct Hearing Panel Pool	(2019-21), replace Prof. Lindberg	Jeremy	Lindberg	Dance
Student Conduct Hearing Panel Pool	(2019-21), replace Prof. Miller	Ilhan	Demiralp	Finance
Student Conduct Hearing Panel Pool	(2019-21), replace Prof. Shelden	Matthew	Pailes	Anthropology
Faculty Senate – Comm. on Committees	(2019-22), replace Prof. Trytten	Megan	Elwood Madden	Geology & Geophysics
Faculty Senate – Comm. on Committees	(2019-22), replace Prof. Ayres	Lex	Holmes	Economics
Faculty Senate – Comm. on Committees	(2019-21), replace Prof. Cramer	Karen	Antell	University Libraries
Faculty Senate – Comm. on Faculty Compensation	(2019-22), replace Prof. Volz	David	Howard	Music
Faculty Senate – Comm. on Faculty Welfare	(2019-22), replace Prof. Natale	Wayne	Riggs	Philosophy
Faculty Senate – Comm. on Faculty Welfare	(2019-22), replace Prof. Bergersen	Sarah	Robbins	University Libraries
Faculty Senate – Comm. on Faculty Diversity, Equity, and Inclusion	(2019-22), replace Prof. Fryar	Lori	Franklin	Social Work
Faculty Senate – Comm. on Faculty Diversity, Equity, and Inclusion	(2019-22), replace Prof. Leseney	Shawn	Churchman	Musical Theatre
Faculty Senate – Ed Cline Faculty Development Awards Comm.	(2019-21), replace Prof. Urick	Ellen	Rubenstein	Library & Information Studies
Faculty Senate – Ed Cline Faculty Development Awards Comm.	(2019-21), replace Prof. Lobban	Vassilios	Sikavitsas	Chemical, Biological, & Materials Eng.
Arts and Humanities Faculty Fellowship Comm. (Arts & Sciences)	(2019-22), replace Prof. Marshall	Ellen	Greene	Classics & Letters
Arts and Humanities Faculty Fellowship Comm. (Fine Arts)	(2019-22), replace Prof. Karathanasis	Min Jeong	Koh	Music
Research Advisory Comm. to the VPR	(2019-22), replace Prof. Trachtenberg	Lee	Fithian	Architecture
Teaching Scholar's Initiative (TSI) Steering Comm.	(2019-22), replace Prof. Siddique	Lance	Lobban	Chemical, Biological, & Materials Eng.
Teaching Scholar's Initiative (TSI) Steering Comm.	(2019-22), replace Prof. Bradley	Thomas	Steele	University Libraries
Provost's Advisory Committee on Women's Issues	(2019-21)	Melissa	Mortazavi	Law
Provost's Advisory Committee on Women's Issues	(2019-20)	Mashhad	Fahs	Petroleum & Geological Engineering
Provost's Advisory Committee on Women's Issues	(2019-20)	Lori	Snyder	Psychology
Provost's Advisory Committee on Women's Issues	(2019-22)	Suchismita	Bhattacharjee	Interior Design
Provost's Advisory Committee on Women's Issues	(2019-22)	Daniela	Garofalo	English