

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – May 6, 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 (0), Anderson (1), Ashby (1), Biggerstaff (1), Bradshaw (0), Burge (2), Butler (0), Carpenter (2), Cuccia (1), Demir (0), Ellis (0), Elwood Madden (0), Givel (0), Golomb (0), Halterman (2), Hambright (0), Heinze (1), Heyck (1), Hoagland (1), Houser (1), Karami (1), Keppel (3), Knox (1), Lai (3), Lamothe (0), Lifset (0), Lyst (2), Martens (1), Miller (0), Natale (1), Nelson (0), Schmeltzer (3), Shotton (1), Sprecker (1), Stevenson (1), Stock (1), Tabb (1), Trafalis (1), Ward (1), Warren (0), Weaver (1), Woodfin (1)

Provost's Representative: Jill Irvine

ISA representative(s): Chris Cook

SGA Representative(s): Sam Quick

Others: Jackie Wolf, Jane Irungu, Mary Sue Backus, Debra Bembem, Amy Cerato,
Taiawagi Helton

ABSENT: Christman (3), Dunn (3), Edwards Williams (3), Fuenzalida (3), Karr (3), Martin (5), Pepper (3), Smith (1), Wang (4), Worley (3)

Note: During the period from June 2018 to May 2019, the Senate held eight regular sessions and one special session. The figures in parentheses above indicate the number of absences.

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of April 8, 2019 was approved.

ANNOUNCEMENTS

The regular meetings of the Faculty Senate for Fall 2019 will be held at 3:30 p.m. in Jacobson Faculty Hall 102 on the following Mondays: September 9, October 14, November 11, and December 9.

A list of the faculty who retired during the past academic year is attached. The Faculty Senate thanks these faculty members for their dedication and contribution to our community.

The Faculty Senate Executive Committee nominated three faculty members for the College of International Studies dean search committee. From the nominations, the administration selected one nominee to serve, Charles Kenney (Political Science). Other faculty members selected for the committee: Joshua Landis (International & Area Studies), Evelyn Aswad (Law), and Harold Mortimer (Musical Theatre). Dean David Wrobel from the College of Arts & Sciences will chair the search committee.

The Faculty Senate Executive Committee nominated three faculty members for the College of Engineering dean search committee. From the nominations, the administration selected one nominee to serve, Amy Cerato (Civil Engineering & Environmental Science). Other faculty members selected for the committee: Jeff Harwell (Chemical, Biological, & Materials Engineering), Michael Detamore (Biomedical Engineering), Cengiz Altan (Aerospace & Mechanical Engineering), and Ann West (Chemistry & Biochemistry). Provost Kyle Harper will chair the search committee.

The Faculty Senate Executive Committee nominated three faculty members for the College of Business dean search committee. From the nominations, the administration selected one nominee to serve, Robert Lifset (Honors College). His appointment along with that of the rest of the committee is awaiting Regents approval.

The Faculty Senate Executive Committee nominated three faculty members for the Vice Provost for Instruction and Student Success search committee. From the nominations, the administration selected two nominees to serve, Alisa Fryar (Political Science) and Ulli Nollert (Chemical, Biological, & Materials Engineering). Jill Irvine, Vice Provost for Faculty will also serve on the committee. Provost Kyle Harper will chair the search committee.

OU IT would like to gather information on how faculty members use *EndNote* on campus. Please visit https://ousurvey.qualtrics.com/jfe/form/SV_afp6H329xSzHgji to complete a brief survey.

OU's Commencement ceremony will be held at 7:00 p.m. on Friday, May 10, 2019 at the Gaylord Family - Oklahoma Memorial Stadium.

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

The Senate Chair's Report was distributed 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. There were no questions.

ELECTION, FACULTY SENATE EXECUTIVE COMMITTEE AT-LARGE MEMBERS

The Senate made changes last year to the election process for the Faculty Senate executive committee. Under this revised process, two of the four At-large Members will be replaced each year, as the terms are now two years. The candidates for the two open seats were presented at our last regular Faculty Senate meeting in April. Those candidates were voted on at today's meeting. The candidates were:

Candidates for FSEC At-large Member – Seat #1 replacing Prof. Heyck for a 2019-2021 term

Mary Sue Backus, Law
Taiawagi Helton, Law

Candidates for FSEC At-large Member – Seat #2 replacing Prof. Nollert for a 2019-2021 term

Debra Bemben, Health & Exercise Science
Luz-Eugenia Fuenzalida, Psychology

Using paper ballots, the following were elected to serve as At-large Members of the Faculty Senate Executive Committee for 2019-21: Mary Sue Backus and Debra Bemben. They will assume office at the end of today's Faculty Senate meeting.

ELECTION, UNIVERSITY AND CAMPUS COUNCILS, COMMITTEES, BOARDS AND SENATE STANDING COMMITTEES

The Senate approved the Committee on Committees' nominations for end-of-the-year vacancies on university and campus councils/committees/boards and Faculty Senate standing committees (attached). The names of the remaining volunteers will be forwarded to the administration to consider for the appointments they make.

PROPOSED REVISION TO FACULTY SENATE BYLAWS TO ALLOW ELECTRONIC VOTING

Prof. Elwood Madden gave the floor to Prof. Nelson to describe the proposed changes to the bylaws to allow for electronic voting. He stated that he took the wording from examples used at peer institutions (attached). The floor was opened to discussion.

Prof. Natale asked for examples of the types of issues that would be voted on without the opportunity for in-person discussion by the Senate. Prof. Halterman added that often the situations that require immediate action are also those that would best be discussed in-person and Prof. Sprecker agreed with this statement.

Prof. Heyck asked if the Executive Committee is already empowered to act on behalf of the Senate when necessary. Prof. Elwood Madden said that they are, but in terms of statements, they do make it clear that the statements are made on behalf of the Executive Committee, not the entire Senate. He also asked if we could limit the scope of the types of issues voted on electronically. Prof. Miller asked for clarification on how issues are determined to be time-sensitive. Prof. Elwood Madden stated that the wording of the proposed revision leaves it to the Executive Committee to make that decision.

Prof. Biggerstaff suggested that during the electronic discussion, a senator could make a motion to table an issue until the next regular Faculty Senate meeting if there was concern that the issue really required in-person discussion by the entire Senate.

Prof. Tabb raised the question of whether the state law requiring that state business be conducted in-person or by teleconference would apply. Prof. Elwood Madden asked him to send Prof. Nelson and her the reference to that law and she would consult with the OU Legal Counsel on whether it applies to Faculty Senate business.

The Senate voted and did not have the 2/3 majority required to revise to the bylaws. Thus, the Faculty Senate bylaws are not revised to allow electronic voting.

REMARKS REGARDING THE DIVERSITY PLAN

Prof. Elwood Madden recognized Chief Human Resources Officer Jackie Wolf, Vice Provost Jill Irvine, and Interim Associate Vice President for Community Jane Irungu to present remarks about the OU Diversity Plan. Dr. Irungu began the presentation by highlighting the activities and accomplishments of her office, including the “Unlearning” workshop series. She noted that during the summer, the Office of University Community will become the Office of Diversity and Inclusion.

Dr. Wolf updated the Senate on the Chief Diversity Officer (CDO) search and a new training that will be made available to faculty and staff on a voluntary basis. Dr. Wolf stated that there were 51 applicants for the CDO position posted in late February. Those applicants are being screened and the search committee will conduct the interviews in the next couple of months dependent upon the availability of committee members during the summer. They hope to bring in the top candidates for on-campus meetings in late August or early September. Dr. Wolf said that 16 hours of training related to diversity issues has been created, broken up into four 4-hour sessions. They are looking for faculty and staff volunteers to go through the training as part of a pilot program. Once they finalize the training based on the pilot program feedback, they plan to launch it to all three campuses: Norman, OU-HSC, and Tulsa.

Prof. Irvine commented on the handout given to the senators at the beginning of the presentation (attached). The parts of the plan that she highlighted are:

- Enhancing and implementing additional diversity and inclusion learning opportunities for staff, faculty, and students across the university.
- Improving the sourcing, recruiting, hiring and retention strategies for staff and faculty utilizing our Affirmative Action plans.
- Incorporating measurements and rewards for evaluating diversity and inclusion action and outcomes within the faculty and staff performance review process.

Prof. Irvine announced that the Center for Faculty Excellence (CFE) has been approved and will launch on July 1, 2019. The new Director of the CFE will be Prof. Carol Silva from the Department of Political Science. Prof. Irvine hopes to present to the Dean’s Council in the fall about improving the hiring and retention of a diverse faculty. In the past, there has been a voluntary workshop offered to search committee members about the search process, but there has been a request for additional training and onboarding for those becoming departmental chairs or members of Committee A. In terms of retention, she said that we need to do exit surveys of those faculty that leave OU. Prof. Irvine noted that there is a working group looking at improving the process for student evaluation of faculty teaching. Prof. Irvine welcomes any input from faculty members on the components of the Diversity Plan. She added that there would be a call put out for Faculty Fellowships (1 - 2 semesters long) for the new Center for Faculty Excellence. The floor was opened for questions.

Prof. Golomb asked about inclusivity in terms of hiring deans and directors. Prof. Irvine said that there is nothing explicit in the plan, but diversity cannot stop at the faculty level, but must continue through the administration.

Prof. Lifset asked for guidance on how Committee A can deal with conflicts between academic freedom and measuring inclusivity as a part of the faculty evaluation process. Prof. Givel suggested that the teaching evaluation instrument is problematic in terms of bias and diversity. Prof. Irvine said that this concern was part of the impetus for the committee that is reviewing the teaching evaluation process, as well as the instrument used. Prof. Heyck introduced the idea of peer evaluation of faculty teaching. He suggested that the CFE provide a pool of trained faculty that could perform those peer reviews. Prof. Irvine said that the goal of the CFE is to allow faculty to provide guidance to other faculty members.

Prof. Biggerstaff said that in some fields there are a very limited number of underrepresented faculty available to hire. He asked if there are any programs in place to create a flow of talented people in the pipeline that would lead to a greater number of underrepresented faculty members in these fields in the future. Prof. Irvine highlighted the need to support bridge programs going down to the middle school level. Prof. Knox agreed that there are pipeline issues and he suggested that there be incentives for faculty support of programs that address the pipeline issues, such as setting up and running bridge programs.

Prof. Natale asked for Human Resources and the Provost's office to provide search committees with data on the available candidate pools. He also supported the need for exit interviews and stated that there are often reasons outside institutional control that potential faculty members may not be willing to consider Oklahoma. Prof. Demir said that there is a lot of variation in the annual evaluation process conducted by Committee A and he would like there to be more continuity across the campus. There were no further questions and Prof. Elwood Madden thanked Dr. Wolf, Dr. Irungu, and Prof. Irvine for speaking to the Faculty Senate.

PRESENTATION OF CERTIFICATES OF APPRECIATION

Prof. Elwood Madden thanked the outgoing senators for their contributions and presented them with certificates of appreciation for their service. Certificates of Appreciation were presented to the following outgoing senators who completed full three-year terms (2016-19): Firat Demir, Neil Houser, Elizabeth Karr, Ben Keppel, Betsy Martens, Kimball Martin, Amy Pepper, John Schmeltzer, Richard Sprecker, Ted Trafalis, Ying Wang, and Diane Warren. Certificates also were also presented to all senators whose terms expired and to the outgoing members of the Senate Executive Committee.

RESOLUTION OF APPRECIATION TO PROF. MEGAN ELWOOD MADDEN, OUTGOING SENATE CHAIR

Prof. Elwood Madden transferred the gavel to Prof. Nelson to represent his transition to Chair of the Faculty Senate for 2019-20. Prof. Nelson introduced a resolution of appreciation for Prof. Elwood Madden, which was approved by applause.

WHEREAS Professor Megan Elwood Madden has worked tirelessly on behalf of the faculty in support of the fundamental principles of shared governance;

WHEREAS Professor Elwood Madden played a pivotal role in negotiating across-the-board salary raises for the Norman campus, the first in seven years, and further successfully advocated to extend equitable raises to contingent faculty;

WHEREAS Professor Elwood Madden organized President Gallogly's address to the faculty at the beginning of a time of major transition and uncertainty for the University, solicited thoughtful input and questions from faculty across campus, and moderated a productive discussion with the president;

WHEREAS Professor Elwood Madden lobbied for the creation of the President's Academic Program and Budget Advisory Committee, tasked with considering the implications of budget cuts to the academic mission and ensuring faculty have input on structural matters related to the operation of the University;

WHEREAS Professor Elwood Madden has been at the forefront of advocating for diversity, equity, and inclusion across campus and affirmed the faculty's commitment to a more just institution at every turn, culminating in a resolution that details robust actions the University might take to improve in these regards;

WHEREAS Professor Elwood Madden has steadfastly insisted on the importance of faculty representation on search committees for senior leadership positions;

WHEREAS Professor Elwood Madden has championed greater democracy in Faculty Senate representation and consistent transparency in its actions;

WHEREAS Professor Elwood Madden fostered positive and productive relations with the University's leaders, including the regents, president, provost, colleagues from the Staff Senate and the OU Health Sciences Faculty Senate, and representatives of the Student Government Association;

WHEREAS Professor Elwood Madden set an unsurpassable standard for the scope and length of the Faculty Senate Chair's reports; and

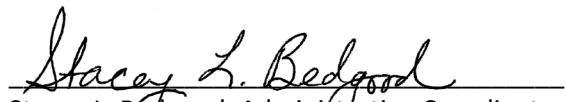
WHEREAS Professor Elwood Madden's many efforts have earned her a long overdue rest;

BE IT RESOLVED that the Faculty Senate expresses its deepest appreciation to Megan Elwood Madden for her exemplary service, leadership, and commitment for the academic year of 2018-2019.

Prof. Nelson presented Prof. Elwood Madden with an engraved plaque and a certificate of appreciation. Prof. Elwood Madden thanked the senators and the Executive Committee for all their work over the last year. She said that it has been a remarkable experience to serve on the Senate and the Executive Committee during a time of great transition at the university.

ADJOURNMENT

The meeting adjourned at 4:49 p.m. The next session of the Faculty Senate will be held at 3:30 p.m. on Monday, September 9, 2019 in Jacobson Faculty Hall, Room 102.


Stacey L. Bedgood, Administrative Coordinator


Amy Bradshaw, Faculty Senate Secretary

2018-19 FACULTY RETIREES

NAME	DEPARTMENT	RETIREMENT DATE	CAME TO OU AS FACULTY
Barman, Samir	Marketing & Supply Chain Management	6/1/2018	1987
Busenitz, Lowell W.	Entrepreneurship & Economic Development	6/1/2018	1985
Drege, Lance	Music	7/1/2018	2004
Fiedler, Brian H.	Meteorology	1/1/2019	1989
Gray, Karen A.	Social Work	9/1/2018	2008
Greene, Barbara A.	Educational Psychology	5/16/2018	1990
Hardre, Patricia L.	Educational Psychology	7/1/2018	2002
Heap Of Birds, Edgar A.	Native American Studies	6/1/2018	1988
Hobson, Kenneth R.	Biology	2/1/2019	2003
Laird, Susan S.	Educational Leadership & Policy Studies	9/1/2018	1992
Luce, Richard E.	University Libraries	7/1/2018	2012
Magrath, Dorothy Jane	Music	6/1/2018	1981
Mares, Michael A.	Biology / Oklahoma Museum of Natural History	7/1/2018	1981
Meo, Mark	Geography & Environmental Sustainability	1/1/2019	1985
Pulat, Pakize Simin	Industrial & Systems Engineering / Provost Office	7/1/2018	1985
Ray, William O.	Mathematics / OU-Tulsa Dean	7/1/2018	1980
Shapiro, Alan M.	Meteorology	1/1/2019	1990
Skubic, Patrick L.	Physics & Astronomy	8/1/2018	1981
Stanley, Clara Cravey	Dance	5/15/2018	2010
Vargas, Juanita G.	Educational Leadership & Policy Studies	8/16/2018	2008
Wallach, Bret	Geography & Environmental Sustainability	5/16/2018	1981
Watson, Mary Jo	Visual Arts	5/16/2018	1994
Williams, Thomas H. Lee	Geography & Environmental Sustainability / Graduate College / Provost Office	7/1/2018	1986

***SENATE CHAIR'S REPORT, by Prof. Megan Elwood Madden
May 6, 2019***

On April 6, I attended the SGA's Multicultural Advancement Committee Luncheon where the subcommittees presented their initial recommendations to President Gallogly and Provost Harper. The subcommittee working on student financial issues recommended making a greater array of scholarship funds available for students taking summer classes, improved communication and transparency around the change in policy that resulted in enrollment blocks for students with bursar balances at the end of the semester, enhanced education and advertising about classes for financial literacy and money coaching services, and student advocacy for increased donations for scholarships. The group focused on university-mandated trainings advocated for acknowledging OU and Norman's history and the continued occurrence of racial incidents as part of the training process. They also suggested implementing a general education class in the first semester to replace the 3-hour diversity training that occurs during orientation. In addition to increasing the number of under-represented minority faculty, the student retention and recruitment group suggested soliciting student photographers to contribute cross-community images to highlight the multicultural events happening on campus. They also suggested recruiting more diverse tour guides and auditing the content of campus tour presentations. The group focused on international student services discussed the impact of cutting student jobs on international students, since they are only allowed to work on campus due to the F1 visa rules. They also suggested that a broader range of faculty and staff should be trained to support international students when they have financial and academic questions. Finally, the curriculum working group suggested revisions to the teaching evaluation system to include questions about classroom atmosphere, including diversity and inclusion efforts as reflected within class content and interactions. They also suggested updating the nomenclature used for academic requirements, for example requiring a second language instead of a "foreign language" as native languages currently are considered "foreign languages". They also advocated for revising the western/non-western binary classification system to instead focus on "human heritage".

Chair-elect Joshua Nelson led the Faculty Senate Executive Committee (FSEC) meeting with President Gallogly on April 8. The group discussed Title IX expectations, policies, and processes operating on campus. President Gallogly informed the Regents that Title IX needs added resources. They also discussed the need for cultural change both within Title IX and throughout the university to empower individuals and departments with regard to Title IX and other issues, including training and support for department chairs. The FSEC also enquired again about the ombudsperson position; President Gallogly responded that ideally, we would not need one, but in the meanwhile, it may be helpful.

The group also discussed open and upcoming searches, including the process for filling open or interim positions. President Gallogly expressed concern about the flow of applications through the process and is concerned that ongoing rumors and negative news are likely affecting our ability to attract the best candidates in our ongoing searches. He stressed that he especially wants to find someone very qualified and experienced for the Chief Diversity Officer position. The FSEC suggested that the university needs to assure candidates that there will be resources devoted to this office. President Gallogly discussed that the ongoing VPR search has also been affected; he expressed frustration at not being able to move forward with transformational change because he is swamped by ineffective processes or gaps in the existing systems. Despite these challenges, President Gallogly reported that he has heard uniformly positive things about the executive hires he has made and thinks that both gathering input from

constituents and seeking a broad applicant pool has been effective. He is glad that the search committee for the Vice Provost position will include a member nominated by faculty senate.

Joshua Nelson expressed appreciation of President Gallogly's transparency related to the budget. He asked about the university's rebuilding plan and how that relates to potential future reductions in force. President Gallogly told the group that he tries to avoid laying off people and is trying to do most of the cuts with contractors, not employees. He also talked about deferred maintenance issues across campus and potentially asking donors to give money to renovate buildings without donor names. The FSEC suggested that the administration also address accessibility issues as they work to renovate buildings. President Gallogly reaffirmed his commitment to keep OU affordable while also making sure employees are fairly paid. He has asked Human Resources to provide him compa ratio data for staff salaries, but this has proved to be difficult because the jobs are not properly graded. President Gallogly again expressed his goal to focus on the academic mission. He discussed bids for state government jobs where the university loses money because we only recover the labor costs, not the indirect costs associated with space, etc. The group also discussed refocusing resources on need-based scholarships, particularly for under-represented minorities, and endowed chair positions that are frozen because they have not been matched from the state as promised.

The group asked President Gallogly if the Provost utilizes a committee to evaluate proposals for faculty lines in the Regular Faculty Recruiting Application (RFRA) process. President Gallogly said he was not aware of the details, but has been told it is a robust process. The FSEC shared that departments and others involved with drafting RFRA proposals do not receive any feedback in the current process. President Gallogly told the group that he is providing support to hire additional faculty in areas that have a high demand in Oklahoma for graduates (aeronautical engineers, computer scientists that do cybersecurity). He can sell that to the legislature, as that allows Oklahoma to bring in additional companies and additional jobs. The FSEC offered to help the administration communicate these goals to the broader faculty. President Gallogly explained that he expects that information will flow effectively in both directions between faculty and administration through the Provost and Deans. The FSEC reiterated the need for feedback on the RFRA process and suggested some models from aspirational peers that could improve the process and communication pathways.

The FSEC also enquired about how deans and other administrators are evaluated. President Gallogly reported that he will be doing the evaluations for his reports and is supportive of 360 evaluations. For a provost, those would include not just deans and chairs, but also others, especially others not chosen by the person being evaluated. He explained that in these types of evaluations, the detailed comments are not shared directly with "the boss", as that prevents people from being candid. President Gallogly also mentioned the possibility of bringing in a third party to assist with evaluations of deans and above and maintain anonymity.

The FSEC also discussed the many great events going on at OU and methods to encourage student and faculty participation. President Gallogly hopes that public affairs efforts will improve moving forward. The group also discussed funding for outside speakers and the recently approved faculty development program through the Provost's office. They also discussed the first phases of the diversity plan and efforts to back those plans up with actions. President Gallogly reiterated that he feels they are making progress, but would like to be working faster. He told the group that he would be doing a full-fledged

audit of some of the HR issues, including special payments that have been made to people. He wants to move past the current investigations and move forward with positive change.

On April 16, I attended the Faculty Tribute. Congratulations to all the award winners and thank you to all those who contributed to nomination packages or served on the award-granting committees. I also learned from interim VPR Randy Hewes of some planned changes in the VPR staff. The post-award staff that were working within the auspices of the VPR's office would now report to CFO Ken Rowe to allow for improved monitoring and accountability for grant spending and reporting.

The Faculty Mentoring group met on April 17 and discussed the charge and goals of the committee. We agreed to meet once more before the end of the semester to gain greater insight into how the mentoring group might interface with the Provost's office and the Center for Faculty Excellence moving forward. The teaching evaluation working group also met on April 17 and heard a presentation from computer science students regarding a planned visualization website to provide easier access to the numeric faculty evaluation data currently reported in pdf form on the Provost's website. The committee discussed best practices for collecting and using teaching evaluation data and agreed to meet with representatives from Kansas State's IDEA service to gain insight into alternative student teaching evaluation tools.

The large Faculty Senate Executive Committee, which includes the chairs of the university councils, met on April 22. Each of the council chairs present gave a brief report and we discussed general Faculty Senate issues, including faculty demographics, awards, and funding. The Faculty Senate Executive Committee has been meeting monthly with President Gallogly and Provost Harper and working on shared concerns, including shared governance mechanisms, diversity and inclusion, and research goals. The Budget Council has been inactive during the spring semester due to loss of chair Harold Mortimer who became an associate dean. They attempted to elect a new chair, but were unable to make a quorum at the last two meetings. The Faculty Diversity, Equity, and Inclusion Committee, chaired by Kathrine Gutierrez, has been working in an advisory role, responding to requests from the FSEC and Senate and working to develop the diversity, equity, inclusion, and belonging resolution, which was approved at the Senate's March 2019 meeting. The group discussed diversity training for chairs and directors, as well as other leaders on campus.

Academic Programs Council chair Al Schwarzkopf told the group that the APC has processed requested changes to 130 programs and 540 courses this year. They are concerned about documenting the list of guided electives for each program and that they are in the course catalog. They are also concerned that departments that do not have a formal Committee A (such as dean-direct or provost-direct programs) have a faculty oversight committee. We talked about the approval process for accelerated programs (undergrad + masters) and concurrent enrollment courses. We also asked about the problem of course duplication across campus. Dr. Schwarzkopf explained that if the courses are in the same college, they expect the dean to handle the issue of course duplication. If the courses are in different colleges, they will investigate, but only if a faculty member in one of the affected programs or a member of the council raises the issue, otherwise they tend to err on the side of allowing the additional course. The FSEC suggested that the APC send the list of courses and program changes to be considered at their next meeting to all unit chairs and directors so that they can notify the council if they see any potential conflicts or overlaps.

Research Council chair Steve Westrop announced that the incoming chair for 2019-20 will be Piers Hale. This year, the RC had \$400,000 to award, of that \$250,000 for the Faculty Investment Program (FIP) and \$150,000 for the Junior Faculty Fellowships (JFF). They exhausted the money at their April meeting and have no funds to award at their May meeting. The requests for JFF were down this year. Four years ago, the RC had a budget of \$475,000, so that budget has gone down about 20% over the last four years. We suggested that an increase in funding would be appropriate with the increase in focus on research efforts as well as the uptick in faculty hiring. The RC also selects the George Lynn Cross Professorship and the Rinsland Memorial Award. The group also discussed the grant application and awardee faculty demographic data. Dr. Westrop indicated that in the future, the Research Council would be open to considering faculty diversity, equity, and inclusion efforts as a component of the decision-making process.

Information Technology Council chair Patrick Livingood discussed the recently university-wide policy steering committee to deal with IT and other policy issues. We also discussed the computer standardization program, including faculty frustrations regarding the exception process, particularly for requests to purchase a second computer. The length of time to get a new computer (~6 weeks) has also been a concern. Members of the group suggested that faculty would prefer a more compact laptop option on the list of approved options. Dr. Livingood told the group he expects there will be more layoffs in IT, but some of the budget reduction may be absorbed by the computer standardization plan and staff attrition. We also asked about the potential impact of the new computer policies on library resources – Dr. Livingood said that interim dean Carl Grant is a member the ITC to advocate for library needs.

Faculty Compensation Committee chair Jeff Volz relayed that freeze forms are now required in order to hire a postdoctoral fellow, even if their salary will be fully funded by grant funds. We also discussed the recent retention offer policy and the potential impacts on faculty demographics, as well as the purported HR analysis to determine that there is no issue with faculty salaries based on gender. Other members of the group also reported that the administration might be developing a new method being used to calculate chair salaries. Faculty Welfare Committee (FWC) chair Anthony Natale told the group that his committee has completed their work on the revisions to the Faculty Handbook and has sent questions to the Provost's office. We asked that the committee also share the list of changes with the FSEC as soon as possible. A subcommittee of the FWC is also working on developing best practices for evaluating faculty teaching activities, including revisions to the student evaluation surveys.

On April 24, I attended the Staff Awards Ceremony. Congratulations to all the staff who won awards and many thanks to all of OU's staff who carry out important work supporting our academic mission.

Joshua Nelson and I met with Provost Harper on April 26 and discussed the mechanisms of the new retention offer policy and the outcomes. Dr. Harper said that the process is taking longer than in the past, but includes similar evaluation criteria including recent annual evaluation data for the faculty member, salary comparisons at peer institutions, salary comparisons within the unit, as well as the nature of offer. We also discussed compensation for chairs and directors. Provost Harper told us that there is a new policy currently under development that would provide more transparency and equity across departments. Dr. Nelson and I expressed concerns that chairs and directors need to be compensated adequately for their added responsibilities or else the administration will not be able to

convince effective leaders to take on these important roles. Our conversation also included the need for additional resources for Title IX and OU Advocates on campus.

On April 29, the FSEC met and approved the Committee on Committee's nomination for Firat Demir (Economics) to serve on the Research Council for 2019-22 and Taiawagi Helton (Law) to run for an at-large position on the FSEC. We discussed the University Library Committee's formation of a taskforce to investigate ways that OU could adopt policies to support open-access publishing. The FSEC also looked at data from Institutional Research and Reporting (IRR) summarizing part-time teaching efforts across campus during the Fall 2018 semester. Jeff Volz provided a brief update on the Faculty Compensation Committee's meeting and reported that Susan Hahn will be chair of the committee for 2019-20. Anthony Natale explained the Faculty Welfare Committee's proposal to revise the guidelines for faculty voting on tenure and promotion. The proposed revisions would clarify who is eligible to vote on promotion and tenure decisions, resolve whether or not individuals may vote at multiple steps within the process (as faculty, Committee A member, and Chair), and clarify mechanisms for voting on tenure and promotion in small departments. The discussion within the group highlighted the diversity in current practice between departments. The FSEC agreed to bring the proposed revisions to the Senate in the fall for discussion and voting. Dr. Natale also reported on the meeting with Goddard Counseling Services and suggested that the Faculty Senate help apply pressure with the administration to improve the ratio of mental health counselors to students.

New Dean of Students David Surratt discussed his activities since arriving on campus a few weeks ago and his initial goals for student services for the upcoming year. He has been working with Eric Conrad, the new VP for Operations, to delineate responsibilities, with food services and facilities staff now reporting to Operations and residence hall staff reporting to Student Services. Dr. Surratt also told us he is working on supporting student access programs and other student support services, while also maintaining financial solvency. He recognizes the need to support diversity issues on campus and provide support for students from marginalized communities. He expressed his goal to increase the number of Henderson Scholars and expand the program to include community-engaged scholarship, mentoring, and outreach within the TRIO programs. He also hopes to support intercultural dialog through the program. He reiterated the need for increased mental health resources on campus and prioritizing funding streams to support these efforts. We also discussed resources for advocacy and support within the Gender + Equality Center (GEC). Dr. Surratt acknowledged the space issues and need for privacy in their office, and also informed us that the GEC has only one full-time staff member who serves as a formal advocate for students, faculty, and staff who have experienced sexual assault or harassment. He hopes to add additional staff to serve as full-time advocates and also deliver the training and education across campus to prevent issues in the future. We discussed inequities in access to undergraduate research experiences and also career services opportunities. Finally, we talked about the additional issues that affect transfer students. Dr. Surratt told us he is evaluating the summer orientation programs and has been thinking about alternative models or programs that could be effective. He is particularly interested in developing programs that build interest and empathy for multicultural issues within our student population.

We also met with Provost Kyle Harper, CHRO Jackie Wolf, Vice Provost Jill Irvine, and Associate Vice Provost for Community Jane Irungu to discuss their presentation on the Diversity and Inclusion plan at the May Faculty Senate meeting. They gave an overview of the different components of the plan, including the status of the search for Chief Diversity Office, training programs and the diversity

experience discussions for incoming students, as well as recruiting and retaining diverse faculty, students, and staff. We shared with the group the faculty demographics, including the percentage of underrepresented minority faculty on our campus that has remained relatively stagnant over the past 30 years and asked that they focus their presentation on plans and actions aimed at increasing faculty diversity and inclusion on campus. We also suggested that clearer goals concerning faculty diversity are needed to clearly communicate the administration’s priorities in this area – the group suggested the administration consider perhaps a goal to double faculty diversity, similar to the clearly stated goal to double research.

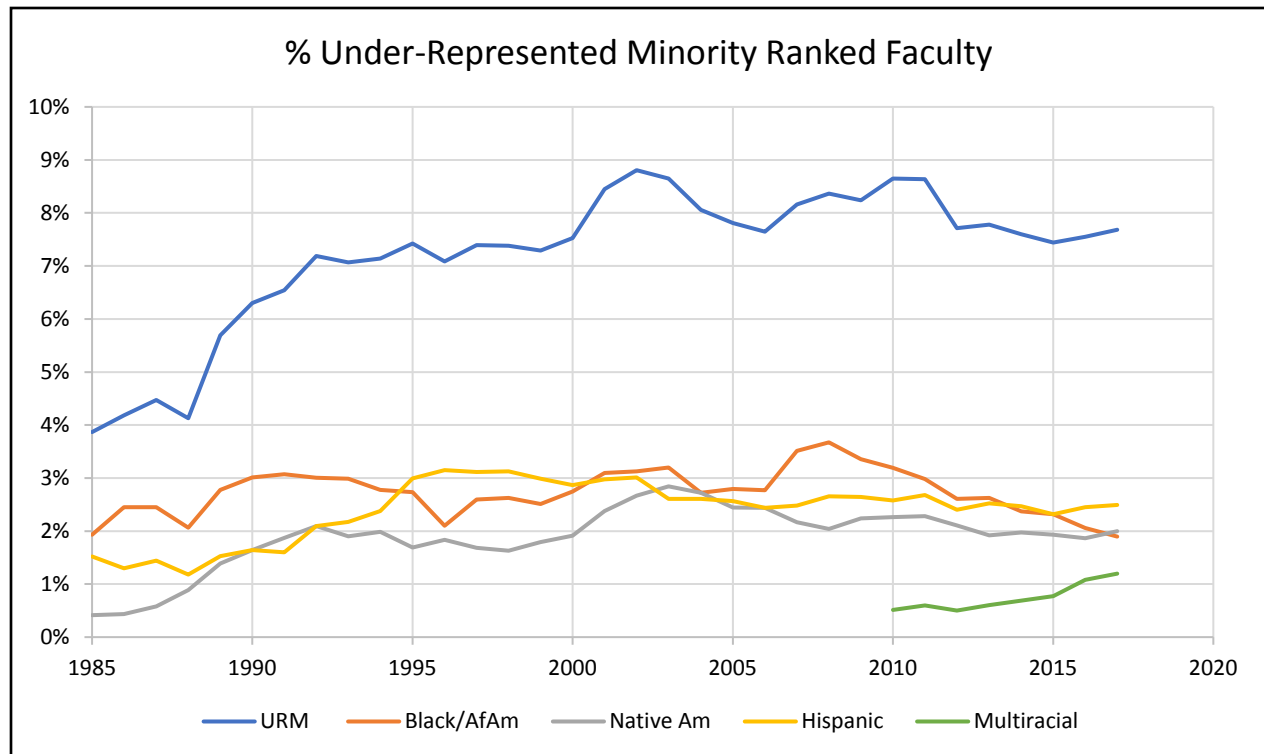


Figure 1. Percentage of ranked faculty identifying as members of under-represented minority (URM) racial and ethnic groups (Black/African American, Native American, Hispanic/Latina/Latino, 2 or more categories) as reported by IRR in OU Factbooks from 1985-present.

The Deans Council met on May 1 and Executive Director of Admissions & Recruitment Jeff Blahnik provided an enrollment update – May 1 is national college decisions, with enough commitments expected by the end of the day today to yield ~4600 first-year students in the fall, 200+ potential students ahead of a year ago. Admissions predicts a significant increase in Hispanic students compared to the previous incoming class (~ 475 last year), however Native American (~480 last year) and African American students (~300 last year) are expected to hold steady in number but decline in terms of percentage of the incoming freshman class. Approximately 10% of the incoming class is eligible for the Crimson Commitment program. There are also significantly more enrollment appointments scheduled compared to the same time last year. The greatest growth is in the Colleges of Architecture, Journalism & Mass Communication, Business, and Arts & Sciences. The group discussed the balance and messaging around the percentage of instate versus out-of-state students and the stagnation in the percentage of Native American and African American students. The deans of Engineering, Atmospheric and Geographic Sciences, and Education also discussed a mathematics boot camp geared to rural students

under-prepared for math, similar to the existing summer program in Engineering; they highlighted the need for additional staff if the university were to expand the program. There was also a robust discussion of the implications of the state legislature's increased emphasis on concurrent enrollment and AP classes on both student readiness and university resources.

Vice Provost Jill Irvine reported on the recommendations currently under development in the ad hoc Awards Revision committee (split faculty representation from the Norman and Health Science campuses). They are considering ways to update the award criteria and revise the nomination and selection process in response to significant gender and racial gaps in award nominations, as well as the general decline in the number of award nominations. The committee will likely recommend opening up the nomination process so that groups of three or more faculty can nominate a colleague for an award, rather than allowing nominations only from unit chairs and directors. They plan to standardize the language and process for each award. In addition, deans would no longer be asked to write full letters of support, but instead would be asked to endorse application packages. The committee is also considering opening up the criteria for some awards to include faculty from all ranks and moving the George Lynn Cross Professorship out of the Research Council and into the Faculty Awards Committee. They plan to recommend that the Provost's office ask faculty and administrators to begin assembling award nominations earlier in the process, but they likely will not recommend a change in the award deadline. Dean Gregg Garn suggested that the committee consider using campus-wide awards as a framework for developing nomination packages for national-level awards as well. Dr. Irvine said she hopes to include a system of identifying appropriate national-level awards and working with faculty to develop strong nomination packages within the Center for Faculty Excellence, following the model employed in the College of Arts & Sciences. The group also discussed how to motivate and reward faculty productivity within the ranks of the associate professors.

Provost Harper discussed plans to send a message to all faculty before the end of the semester, highlighting what we have achieved this semester, where we are in this period of transition, and where we are going in the coming year. Members of the group suggested including the Diversity and Inclusion plan, as well as acknowledging ongoing anxiety amongst staff to provide a more comprehensive and inclusive message. Finally, I introduced Joshua Nelson to the group as the next chair of Faculty Senate.

The FSEC met with CHRO Jackie Wolf on May 1 to discuss several issues that have come up during the spring semester. OU Institutional Equity Officer Bobby Mason also joined the group to answer questions about OU's non-gender-based harassment policy, which he explained is outlined in the Equal Opportunity Policy. We discussed the reporting process with respect to new NSF and NIH guidelines, including pending codes of conduct for NSF and NIH-sponsored activities as well as the process by which new chairs, directors, and deans are informed of previous findings affecting faculty or staff within their units. We discussed the need for clear and consistent on-boarding procedures for new chairs, directors, and deans, as well as more robust guidance and training in how to manage faculty and staff whose behavior has not crossed the legal threshold of harassment, but is inappropriate and unprofessional. We discussed the role of both HR and the Provost's office in developing remediation efforts for faculty and staff who have behaved inappropriately. The FSEC also enquired about resources within the Institutional Equity office, especially advocates and caseworkers to support victims through the process. Mr. Mason told us he is planning to ask for a new position, an intake specialist, who will be responsible for taking the initial statement and helping the victim find the resources they need as their case works through the process. He also said he would support Dr. Surratt's request for additional staff in the GEC

to serve as both case managers within the OU Advocates system, as well as prevention trainers for groups across campus.

Dr. Wolf informed the group that there would be an exception process for overload teaching stipends that exceed a faculty member's 12-month salary, which will be handled by the deans. We asked her about recent changes to the postdoc hiring process, requiring a freeze-form and business case justification for all research hires. She told us that Colin Fonda from OU-HSC will be the new Associate Director of Compensation and Benefits across all campuses and he has been tasked with creating a new freeze form process. She plans to recommend to the president that fully-funded research positions should not have to go through the freeze form process. She expects to have this proposal to the president within the next 2-3 weeks.

The group then discussed recent and planned changes to the stipend/salary formulas used to compensate chairs and directors. The FSEC has become aware of several units looking to fill chairs/directors spots where the offers being made to the candidates are a lot lower than what the current chairs/directors make. The FSEC stressed that if we want to get good people into these positions, they need to be adequately and fairly compensated. However, there are other situations where the chair/director is paid about twice as much as the next highest-paid faculty member, which also leads to issues of equity within and between departments. We noted the ambiguity in what is the base salary, stipend for extra duties as chair, as well as that happens to paid leave time when you step down from the chair. During the discussion, the group agreed that there needs to be transparency and a consistent structure for chair compensation so that people know what they should expect if they are coming in as chair, as well as what to expect when they leave the chair position. We also asked that the administration evaluate and consider the gender gap in how chairs are compensated. Dr. Wolf told the group that she has assembled benchmark information about how 17 other universities compensate chairs and directors and is using this benchmark data to start a conversation with the deans. She asked the deans to consider whether the stipend should be a percentage of the base salary or a flat dollar amount. She also asked that they consider how to handle summer compensation, teaching release, and whether or not there should be term limits on chair/director positions. We all acknowledged that this is a complicated issue, with multiple components that need to be addressed, including the size of the department, the number of terms served, and whether or not there are assistant or associate chairs/directors available to support the individual, etc.

We also followed up with Dr. Wolf about the new retention offer policy and the potential effects on our diversity and inclusion goals. She told us that she has asked for data over the past three years regarding faculty demographics of new hires, successful retention offers, and faculty who have left to go to other jobs. The FSEC advocated for exit interviews, as well as an analysis of both successful and unsuccessful counteroffers. We also expressed concern that setting up the retention offer policy as a maximum percentage of a faculty member's current salary just exacerbates current inequities due to inversion and compression. Dr. Wolf said they can go above the 15% limit for counter offers if the person is grossly below compa and gave as an example a recently approved counteroffer that was 31% of the faculty member's current salary. The FSEC asked how our promotion raises compare to our peers. Dr. Wolf said they looked at this and we are low; she has put a proposal before the Provost and President. She has also asked to go back and look the at the post-promotion salaries for the last five years and see if there are cases we need to look at retroactively and how much it would cost to remedy. FSEC at-large

member Dave Hambright suggested that perhaps raises at the five-year post tenure reviews would be another way to get salaries up.

Dr. Wolf told us that they have also been looking at the faculty and staff salary data to evaluate potential gender pay equity issues using Blinder-Oaxaca methodology that incorporates three years of performance reviews, rank, years in rank, as well as current and previous administrative service. (https://en.wikipedia.org/wiki/Blinder%E2%80%93Oaxaca_decomposition). We asked about the potential effects of including previous administrative roles in the analysis since those chosen for administrative roles has been heavily gendered at OU in the past. We also requested that HR share the data with the Provost's Advisory Committee on Women's Issues (PACWI) data subcommittee to run additional analyses.

Dr. Wolf told us she would also be looking at staff salaries to evaluate if there are gender equity issues there, however the job descriptions are inadequate in many cases to compare roles and salaries across campus. There are also issues with the job classifications that need to be fixed before an accurate analysis can occur. Dr. Wolf said that she has been looking at the money the university has spent in the past to make unique, one-off compensation to staff and would advocate to redirect those funds to increasing base pay overall for staff across campus. We also discussed the need for mechanisms to reward and equitably compensate high performing staff.

We then discussed the process for evaluating deans and other upper-level administrators. We discussed significant variations in how deans are evaluated across different colleges. The FSEC enquired about how faculty could be involved in evaluating the Provost and other administrators. Dr. Wolf told us she hopes to completely revise the staff evaluation process to incorporate features available in PeopleSoft for anonymous 360 evaluations.

Finally, Dr. Wolf informed us that the VPR search is ongoing and they plan to bring two additional candidates to campus May 14, 15, or 16 to meet with the FSEC and Research Council, present an open talk, and also interview with President Gallogly.

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
Research Council (Social & Behavioral Sciences)	(2019-22), replace Prof. Givel	Firat	Demir	Economics
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. Ward	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	TBD	Melissa	Mortazavi	Law
Provost's Advisory Committee on Women's Issues	TBD	Mashhad	Fahs	Petroleum & Geological Engineering
Provost's Advisory Committee on Women's Issues	TBD	Lori	Snyder	Psychology
Provost's Advisory Committee on Women's Issues	TBD	Suchismita	Bhattacharjee	Interior Design
Provost's Advisory Committee on Women's Issues	TBD	Daniela	Garofalo	English

**Proposed Addition to the Faculty Senate Bylaws
under Section D. Procedures
May 6, 2019**

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.

4. In the event that urgent, time-sensitive matters requiring action on the part of the full Faculty Senate arise (i.e., situations that preclude the customary month separating discussion and voting), as determined by a majority of the Faculty Senate Executive Committee, the Faculty Senate Executive Committee may offer a motion to the Faculty Senate to be voted on electronically. The motion's announcement should include relevant materials and will be followed by a discussion period ordinarily limited to two business days. During this time, the floor is considered open, and the customary rules of debate apply (e.g., secondary motions may be made, seconded, and voted upon, unless the motion includes a proviso for passage without amendment). Electronic discussion contributions are subject to open records requests. After the discussion period, voting will open for two business days. Voting should be verifiable, and may be administered, for instance, by email or other electronic service. Votes may be reviewed and verified by the Faculty Senate administrative coordinator, the chair, chair-elect, and/or the secretary. In the event the administering electronic network is down, voting will be extended to allow for the two-business day discussion period and/or the two-business day voting window. Voting options include "in favor," "opposed," and "abstain." If less than a majority of the senate submits a vote, the motion will be tabled due to lack of quorum. A summary of the motion and results of the vote will be recorded and reported in the Journal of the Faculty Senate.

From the Office of the President

Dear University Community,

We've made a commitment to examine our actions, policies and practices as an institution to ensure OU is working every day in a systemic and comprehensive manner toward inclusivity for all.

In February, the OU Diversity and Inclusivity Council, made up of faculty and staff, completed its work on a draft proposal outlining institutional goals, outcomes and strategies for diversity and inclusion planning across the university. The comprehensive proposal also identified action steps and outcomes for these goals.

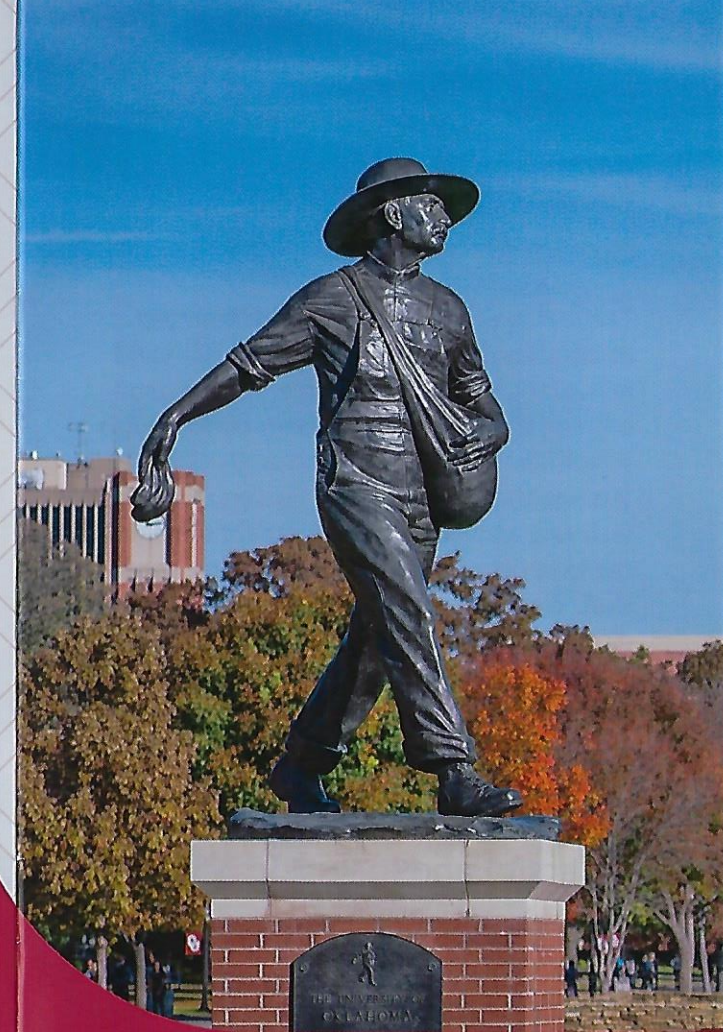
Additionally, the Norman Faculty Senate developed and submitted a resolution reinforcing a commitment and proposal of action plans for diversity, inclusion and equity for the university. I reviewed both proposals with our executive team in order to define and develop a first set of key action items (Phase 1) for the university's multi-year plan to support a more diverse, welcoming and inclusive university culture for all faculty, staff and student populations. It is essential to set expectations for employees and students around diversity and inclusivity when they start their employment or student life as well as consistently through their time at OU.

Sincerely,
James L. Gallogly

The University of Oklahoma, in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to: admissions, employment, financial aid, and educational services. Inquiries regarding non-discrimination policies may be directed to: Bobby J. Mason, University Equal Opportunity Officer and Title IX Coordinator, 405-325-3546, BJM@ou.edu, or visit www.ou.edu/eoo.

The Office of Diversity and Inclusion provides guidance and support for institutional goals and missions.

04162019



***Building a More
Diverse, Equitable and
Inclusive Culture***



Diversity and Inclusion

Diversity and Inclusion Commitment

The University of Oklahoma is committed to advancing equity, diversity, inclusion and fairness in all forms through embracing and utilizing the unique and various backgrounds of our community. OU Norman, OU-Tulsa and the Health Sciences Center recognize that fostering an inclusive environment enhances the experience for all students, faculty and staff. We are committed to eliminating discrimination and exclusion based on race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs or status as a veteran.

Diversity and Inclusion Mission

To enhance OU's commitment to diversity, equity and inclusion, recognize and respect the essential worth of each individual and value differences amongst groups, we commit to building a welcoming and supportive campus environment where each individual feels welcomed, valued and supported for success.

Diversity and Inclusion

Goals

- ▶ Cultivate an inclusive campus climate.
- ▶ Improve recruitment, hiring and retention of faculty and staff from historically underrepresented groups in support of the Affirmative Action Plan.
- ▶ Improve recruitment and retention of undergraduate and graduate students from historically underrepresented groups.
- ▶ Create an enhanced learning environment based on diversity and inclusion.
- ▶ Strengthen institutional shared infrastructure to achieve diversity goals.

Outcomes

- ▶ A supportive environment that fosters inclusion, belonging and satisfaction.
- ▶ Recruitment, hiring and retention of diverse staff and faculty.
- ▶ Undergraduate and graduate admissions, transition and successful degree completion of historically underrepresented groups.
- ▶ Engagement in learning opportunities that promote diversity and inclusion.
- ▶ Shared university support for diversity and inclusion work.

Phase 1 Plan

The Phase 1 plan primarily focuses on best practices for inclusivity programs and includes:

- ▶ Hiring a Chief Diversity Officer via a national search, reporting directly to the university president.
- ▶ Establishing a shared governance model for implementing and measuring diversity actions.
- ▶ Enhancing and implementing additional diversity and inclusion learning opportunities for staff, faculty and students across the university.
- ▶ Improving the sourcing, recruiting, hiring and retention strategies for staff and faculty utilizing our Affirmative Action Plans.
- ▶ Continuing our momentum in attracting and retaining historically underrepresented undergraduate and graduate students.
- ▶ Incorporating measurements and rewards for evaluating diversity and inclusion action and outcomes within the faculty and staff performance review process.
- ▶ Providing robust leadership and guidance to all student groups by offering additional diversity and inclusion training, opportunities to discuss and voice concerns and providing safe and inclusive locations to meet and to build programs that bring everyone together.