

**RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 2018-August 2019)**

	Meeting Date	Item*	Origin	Disposition by administration
1	9-17-2018	Faculty appointment to the Research Council	Faculty Senate Committee on Committees	Acknowledged
2	9-17-2018	Approval of Faculty Nominees to the Executive Search Committees	Faculty Senate Executive Committee	Acknowledged
3	10-08-2018	Faculty appointments to councils/committees/boards	Faculty Senate Committee on Committees	Approved
4	10-08-2018	Approval of Faculty Nominees to the Executive Search Committees	Faculty Senate Executive Committee	Acknowledged
5	10-08-2018	Creation of ad hoc President's Academic Program and Budget Advisory Committee and faculty appointments	Faculty Senate Executive Committee	Approved
6	11-12-2018	Changes to the Faculty Senate Charter & Bylaws	Faculty Senate Executive Committee	Acknowledged
7	11-12-2018	Call for the Vice President for Research (VPR) to reconstitute the VPR's Advisory Council and seek its advice in support of shared governance	Faculty Senate	Informational Only; Acknowledged
8	11-12-2018	Referral of evaluation and comparison of the OU-NC and OU-HSC medical insurance plans to the Faculty Compensation Committee	Faculty Senate	Acknowledged
9	1-07-2019 (FSEC)	Faculty appointments to the Budget Council & Rita Lottinville Prize for Freshmen Committee	Faculty Senate Committee on Committees	Acknowledged
10	1-07-2019 (FSEC)	Faculty appointments to the Faculty Welfare Committee, the Committee on Committees, the Arts & Humanities Faculty Fellowship Committee, and the Awards Review Committee	Faculty Senate Committee on Committees	Informational Only
11	2-4-2019 (FSEC)	Faculty appointment to the Publications Board	Faculty Senate Committee on Committees	Acknowledged
12	2-4-2019 (FSEC)	Faculty appointment to the Faculty Diversity, Equity, and Inclusion Committee	Faculty Senate Committee on Committees	Informational Only
13	2-11-2019	Reapportionment of the Faculty Senate for 2019-22	Faculty Senate, Ad Hoc Committee on Reapportionment	Informational Only
14	3-11-2019	Diversity, Equity, Inclusion, and Belonging Resolution	Faculty Senate Executive Committee	Acknowledged
15	3-11-2019 (FSEC, 3-4-19)	Faculty appointments to the Faculty Welfare Committee and the Arts and	Faculty Senate Committee on Committees	Informational Only

Humanities Faculty Fellowship Committee				
16	4-08-2019	Election, Faculty Senate Executive Officers	Faculty Senate Executive Committee	Informational Only
17	4-08-2019	Faculty nominations to serve on search committees for the deans of International Studies, and Engineering, the search committee for the Vice Provost for Instruction and Student Success, and the Policies Organization Framework Committee	Faculty Senate Executive Committee	Informational Only; selected nominees will be submitted to Regents
18	4-15-2019	Additional faculty nominees to serve on the Policies Organization Framework Committee	Faculty Senate Executive Committee	Acknowledged; Selected nominees will be submitted to Regents
19	5-06-2019	Election, Faculty Senate Executive Committee at large-members	Faculty Senate Committee on Committees	Informational Only
20	5-06-2019	Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards	Faculty Senate Committee on Committees	Acknowledged
21	5-06-2019	Faculty appointments for end-of-the-year vacancies on Faculty Senate standing committees	Faculty Senate Committee on Committees	Informational Only

*Full text of recommendation can be found in Faculty Senate Journal for date indicated at left

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#1)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate

DATE: September 18, 2018

SUBJECT: Faculty appointment to the Research Council

At its September 17, 2018 meeting, it was announced that the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nomination to fill a faculty vacancy on the Research Council.

Dan Schwartz (Music) to replace Stuart Asprey (Visual Arts) for a 2018-19 term on the Research Council.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Interim Vice President for Research Randy Hewes
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#2)

TO: President James Gallogly
FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate
DATE: September 18, 2018
SUBJECT: Approval of Faculty Nominees to the Executive Search Committees

The Norman Campus Faculty Senate was asked to recommend a list of Norman faculty from which to choose faculty representatives for executive-level search committees. At its September 17, 2018 regular meeting, the Norman Campus Faculty Senate approved the following slate of nominees:

Chief Financial Officer, Senior Vice President

Karen Hennes, Associate Professor of Accounting
Firat Demir, Professor of Economics

Chief Audit Executive

Beth Stetson, Associate Professor of Accounting
Kevan Jensen, Associate Professor of Accounting

Vice President for Marketing and Communications

Meta Carstarphen, Professor of Journalism
Glenn Leshner, Professor of Journalism

Vice President for Human Resources

Loretta Bass, Professor of Sociology
Roxanne Mountford, Professor of English

Vice President for Operations

Tamara McCuen, Professor of Construction Science
Lawrence Weider, Professor of Biology

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#3)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: October 9, 2018

SUBJECT: Faculty appointments Councils, Committees, and Boards

At its October 8, 2018 meeting, the Norman Campus Faculty Senate approved the attached nominations to fill faculty vacancies on university and campus councils, committees, and boards.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

**FACULTY SENATE NOMINATIONS FOR VACANCIES ON
UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS
OCTOBER 2018**

Budget Council:

complete 2016-19 term of Ed Sankowski **as of Jan. 2019**: Ying Wang (Mathematics)

Campus Tenure Committee:

complete 2016-19 term of David Boeck: Tamera McCuen (Construction Science)

complete 2018-21 term of Susan Laird: Jeffrey Maiden (Educational Leadership & Policy Studies)

Faculty Appeals Board:

complete 2015-19 term of Cheryl McCain **as of Jan. 2019**: Karen Antell (University Libraries)

complete 2015-19 term of Mark Neumann **as of Jan. 2019**: Jonathan Nichol (Music)

complete 2016-20 term of Jonathan Forman **as of Jan. 2019**: Lindsay Robertson (Law)

complete 2016-20 term of Chuanbin Mao **as of Jan. 2019**: Susan Schroeder (Chemistry & Biochemistry)

complete 2017-21 term of Doug Gaffin: Anne Dunn (Microbiology & Plant Biology)

complete 2018-22 term of Maria (Lupe) Davidson **as of Jan. 2019**: Hollie Mackey (Women's & Gender Studies)

complete 2018-22 term of Susan Laird: Stacy Reeder (Instructional Leadership & Academic Curriculum)

Honorary Degrees Screening Committee:

complete 2017-20 term of Joe Foote: Zachary Schmook (Law)

Rita Lottinville Prize for Freshmen:

complete 2017-20 term of Ellen Rubenstein: Michael Ashby (Chemistry & Biochemistry)

Speakers Bureau:

complete 2018-21 term of Maria (Lupe) Davidson **as of Jan. 2019**: Jill Hicks-Keeton (Religious Studies)

University Libraries Committee:

appointed to a 2018-19 term: Jason Campbell (Health & Exercise Science)

appointed to a 2018-20 term: Jennifer Barnes Burgett (Journalism / Psychology)

appointed to a 2018-21 term: Timothy Laubach (Instructional Leadership & Academic Curriculum)

appointed to a 2018-21 term: Waleed Mahdi (International & Area Studies / Modern Languages, Literatures, and Linguistics)

appointed to a 2018-21 term: Ken Hobson (Biology)

Faculty Senate Diversity, Equity, and Inclusion Committee:

complete 2017-19 term of Maria (Lupe) Davidson **as of Jan. 2019**: Heather Shotton (NAS)

complete 2017-19 term of Shawn Churchman: Vince Leseney (Musical Theatre)

Arts and Humanities Faculty Fellowship Committee:

complete 2017-20 term of Stuart Asprey: Lloyd Cracknell (Drama)

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#4)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair 
Norman Campus Faculty Senate

DATE: October 9, 2018

SUBJECT: Approval of Faculty Nominees to the Executive Search Committees

The Norman Campus Faculty Senate was asked to recommend a list of Norman faculty from which to choose faculty representatives for executive-level search committees. At its October 8, 2018 regular meeting, the Norman Campus Faculty Senate approved the following slate of nominees:

Chief Information Officer, Senior Associate Vice President (4 nominees)

Susan Burke, Associate Professor of Library & Information Studies
Dean Hougen, Associate Professor of Computer Science
Samuel Huskey, Associate Professor of Classics & Letters
Al Schwarzkopf, Associate Professor of Management Information Systems

Vice President for Advancement (Development) (2 nominees)

James Hart, Professor of History
Kerry Magruder, Associate Professor of Bibliography and of History of Science

Vice President for Research (10 nominees)

Laura Bartley, Associate Professor of Microbiology & Plant Biology
Daniela Garofalo, Professor of English
Pamela Genova, Professor of Modern Languages, Literatures, & Linguistics
Eric Heinze, Professor of International and Area Studies
Harold Mortimer, Associate Professor of Musical Theatre
Daniel Resasco, Professor of Chemical, Biological, & Materials Engineering
David Sabatini, Professor of Civil Engineering & Environmental Science
Carol Silva, Professor of Political Science
Lori Snyder, Associate Professor of Psychology
Paul Spicer, Professor Anthropology

Vice President of Student Affairs, Dean of Students (2 nominees)

Darren Purcell, Associate Professor of Geography & Environmental Sustainability
Sabina Vaught, Professor of Educational Leadership & Policy Studies

Associate Vice President for University Community (6 nominees)

Roksana Alavi, Associate Professor of Interdisciplinary Studies
Michael Bembem, Professor of Health & Exercise Science
Karlos Hill, Associate Professor of African & African-American Studies
Misha Klein, Associate Professor of Anthropology
Rockey Robbins, Professor of Educational Psychology
Heather Shotton, Associate Professor of Native American Studies

Senior Associate Vice President for Outreach (4 nominees)

Amy Bradshaw, Associate Professor of Educational Psychology
Jeannette Davidson, Professor of African & African-American Studies
Wesley Long, Associate Professor of Human Relations
Christina Miller, Associate Professor of Social Work

cc: Senior Vice President and Provost Kyle Harper
Marcy Fleming, Interim Vice President for Human Resources
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#5)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: October 9, 2018

SUBJECT: Creation of ad hoc President's Academic Program and Budget Advisory Committee and faculty appointments

At its October 8, 2018 meeting, the Norman Campus Faculty Senate supported the creation of an ad hoc committee, the President's Academic Program and Budget Advisory Committee, as described in the attached document. The Senate also approve the Faculty Senate Executive Committee acting on behalf of the full Senate in making recommendations for faculty appointments to this committee.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

President's Academic Program and Budget Advisory Committee

The basis:

President Gallogly and the Faculty Senate Executive Committee (FSEC) agree to the creation of an Administrative Advisory Committee as described by Faculty Handbook Section 2.7.5:

(A) Administrative Advisory Committees Officers of the University are authorized to establish special advisory committees for subjects not covered by the council or standing committee structure, so long as they do not duplicate the work of the councils and standing committees. These committees are composed of members selected in a way determined by the establishing official. The number and purposes of these committees are reviewed regularly by the President and the Faculty Senate.

The charge:

The purpose of the committee is to assess academic budget revisions in the context of the University's ongoing comprehensive budget review. The committee's purview will extend to include:

- Major budget revisions (\$100,000 and above) or major programmatic reorganizations
- Within Academic Affairs
- Pertaining to the core academic mission, i.e. excluding functions like IT, Public Affairs, Finance, HR, Building Services, Landscaping, etc. Existing Councils may be consulted on certain of these matters as already contemplated in their charters.

The committee is to evaluate proposed budget revisions and to assess their potential impact to the academic mission by consulting a broad range of stakeholders. The committee will make recommendations to the President and keep the Faculty Senate informed about the process and outcomes. The committee will move expeditiously but thoughtfully and deliberatively to make its evaluations.

The structure:

Within the framework of FH 2.7.5, the committee will be co-chaired by the Provost and a faculty member chosen by FSEC. The committee will consist of 10 additional faculty members, five appointed by the FSEC and five by the President. The committee in total will have at least one faculty member from each of 6 areas of scholarship on the Norman campus (Engineering, Fine Arts, Humanities, Natural Sciences, Professional Programs, and Social Sciences).

The committee will expire at the end of the 2018-19 academic year, and the President may extend its duration should the relevant work be ongoing at that time.

Given the heavy nature of this service burden, faculty agreeing to serve on the committee can be excused from additional service obligations during this academic year. Further, each member may choose a one-course reduction or a one-time supplemental payment of \$2,000.

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#6)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: November 14, 2018

SUBJECT: Changes to the Faculty Senate Charter & Bylaws

At its November 12, 2018 meeting, the Norman Campus Faculty Senate approved the attached changes and additions to the Faculty Senate's Charter and Bylaws.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

09/2018

THE UNIVERSITY OF OKLAHOMA
CHARTER OF THE REGULAR FACULTY AND
THE FACULTY SENATE, Norman Campus

THE REGULAR FACULTY

COMPOSITION

The Regular Faculty of the University is composed of all faculty members with tenure track, tenured, and renewable term appointments at the rank of assistant professor, associate professor, and professor. The Regular Faculty does not include faculty members with temporary appointments.

POWERS

All legislative powers of the faculty of the University relative to the University as a whole are vested in the Regular Faculty. These legislative powers shall be exercised either directly by the Regular Faculty or by the Faculty Senate. The Faculty Senate shall remain responsible to the Regular Faculty for all action taken in its behalf.

OFFICERS

The officers of the Regular Faculty shall be the officers of the Faculty Senate: Chair, Chair-Elect, and Secretary. The three officers shall constitute the Executive Committee of the Regular Faculty and shall develop the agenda for meetings and otherwise fulfill the duties which may be described in the by-laws.

MEETINGS

The Regular Faculty shall meet at least once each semester (ordinarily on the third Thursday of October and the third Thursday of April) and at other times upon call by the Executive Committee. Such a call may originate from the President of the University or from a petition submitted to the Chair of the Regular Faculty by 30 faculty members representing two or more degree-recommending divisions. A minimum of 20 percent of the Regular Faculty on the Norman campus shall constitute a quorum.

THE FACULTY SENATE

COMPOSITION

The Faculty Senate shall consist of 50 members of the Regular Faculty. The senators shall be elected to three-year terms in the degree recommending divisions of the University. The electors shall consist of members of the Regular Faculty. Full-time administrative personnel above the department level shall be excluded from elections of the Faculty Senate. Assistant Deans, Associate Deans and Deans are not eligible for Faculty Senate positions or Faculty Senate Committees.

Commented [EMME1]: Should we remove this descriptor for clarity?

In the Faculty Senate, seats shall be allocated as follows: one seat to each degree-recommending division with at least one percent of the total faculty. Members of the Regular Faculty who are not members of a degree-recommending division of the University, or who are in a degree-recommending division with less than one percent of the total faculty, shall be treated as a separate division. The balance of the seats will be allocated among faculty members placed in this separate division according to a triennial apportionment proposed by the Faculty Senate and approved by the Regular Faculty. Degree-recommending divisions with no faculty members will be allowed to appoint a faculty member as an ex-officio member with all the rights and privileges of senate membership excluding the right to vote in official Faculty Senate actions.

Five students, including both graduate and undergraduate, chosen by the University of Oklahoma Student Association, shall serve as official student representatives to the Faculty Senate. Without voting privileges, these representatives will observe, participate in discussion, and maintain communication with the Student Association in regard to Senate actions. Six representatives of the Informational Staff Association of the University of Oklahoma and one representative of the Senior Vice President and Provost's Office also may attend meetings and participate, without voting privileges, in Senate discussion.

ELECTION PROCEDURE

Before the end of March each year, the Secretary of the Faculty Senate shall notify the dean of each constituent faculty of the number of senators which that faculty shall elect for the ensuing year. Those senators shall then be elected in April or May. They shall assume their duties in September and ordinarily will serve three-year terms.

The Secretary of the Faculty Senate shall maintain the roster of Faculty Senate membership. At any time that a vacancy occurs, the Secretary shall notify the appropriate dean so that immediate steps may be taken to elect a replacement to serve the unexpired portion of the three-year term.

The Secretary of the Faculty Senate will continuously monitor absences. When in a given academic year a senator has accumulated four absences, that senator is to be dropped automatically from the membership of the Senate. The Secretary will notify the appropriate dean to take immediate steps to provide a replacement for the remainder of that senator's term.

POWERS

The Faculty Senate shall exercise the legislative powers of the faculty of the University as delegated by the Regular Faculty. The Faculty Senate shall have the power to initiate any legislation requiring the Board of Regents' approval in accordance with provisions of the University Constitution.

The Faculty Senate shall determine its own time of meeting, its own rules of procedures, promulgate rules and regulations governing its internal affairs, and establish standing and

special committees. The Faculty Senate shall establish and publish its own set of operational procedures or by-laws.

The Faculty Senate shall elect a Chair, a Chair-Elect, a Secretary, and such other officers as it shall by its operational procedures provide. Each standing committee of the Faculty Senate is authorized to select non-Senate members of the Regular Faculty. Students may be asked to serve and, in such cases, will be appointed by the University of Oklahoma Student Association.

The Faculty Senate may establish procedures to review the various functions of the University and any matter affecting the welfare of the University. Subjects for either review or legislation may be brought to the attention of the Senate by written communication either from any member of the University community or from any officially constituted agency.

LIAISON WITH THE PRESIDENT

The President of the University shall present to the first meeting of the Faculty Senate in each new academic year a general message on the state of the University in which he or she shall give recommendations for the furtherance of the progress of the University.

The President shall, within 30 calendar days after receipt of a Senate action, inform the Faculty Senate by written message of his or her disposition of a Senate measure. If disapproving the measure, the President shall, in writing, give the Senate reasons for the action.

Faculty/student councils shall be utilized by the President of the University in the development of policies on matters of vital interest to the University. These areas include teaching, research and creative/scholar activity, and professional and University service and public outreach, libraries, budgetary planning, faculty personnel, University relations, University community, athletics, University operations, and University projects. In order to give the faculty a voice in determining the faculty membership of major councils, which shall be named by the Faculty Senate resolution, the Faculty Senate shall each year provide a list of nominees from which the President will make his or her appointments for the ensuing year.

LIAISON WITH FACULTY SENATE, HEALTH SCIENCES CENTER

The Faculty Senate (Norman) shall maintain a liaison with the Faculty Senate (Health Sciences Center) through an Inter-Senate Liaison Committee composed of the Chairs, Chairs-Elect, and the Secretaries of the two Senates.

The purpose of the Inter-Senate Liaison Committee is to exchange information between the Senates on either campus and concerns and actions of mutual interest and to recommend actions to the respective bodies on each campus. The respective Chairs of the two Faculty Senates should arrange for the meetings of the Inter-Senate Liaison Committee.

AMENDMENT OF THIS CHARTER

This charter may be amended by a two-thirds vote of those present in any regular or special session of the Regular Faculty, provided that no amendment shall be effective until it shall have been approved by the Board of Regents.

A proposal to amend the Charter may originate by action of the Faculty Senate or by motion in a meeting of the Regular Faculty. In those cases in which the proposal originates through Senate action, the proposal must be submitted to the Regular Faculty, and consideration for the adoption of the proposal by the Regular Faculty shall not occur until the expiration of 30 days after the notification of the Regular Faculty through the *Journal of the Faculty Senate*.

If the proposal originates in the Regular Faculty, it shall not be considered for adoption until the expiration of 30 and not more than 40 days after the members of the Regular Faculty have received copies of the proposal from the Secretary of the Regular Faculty (Secretary of the Faculty Senate).

09/2018

THE UNIVERSITY OF OKLAHOMA
BY-LAWS OF THE FACULTY SENATE, Norman Campus

A. OFFICERS:

1. The officers of the Senate shall consist of a Chair, a Chair-Elect, and a Secretary.
2. The Chair-Elect and the Secretary shall be elected by ballot at a meeting of the Senate in May. The ballot shall seek to have at least two candidates for each office. Candidates must have previously served as members of the Executive Committee. Additional nominations may be made from the floor. In the event of a tie between two candidates, candidates may offer brief remarks in support of their election, and/or may withdraw from the election. Subsequent rounds of voting will be conducted until one candidate achieves a simple majority. If three or more candidates stand for election and no candidate achieves a simple majority, the top two candidates will enter into a runoff election. If there is a tie among run-off candidates, all candidates may offer brief remarks and/or withdraw. Subsequent rounds of voting will be conducted until one candidate of the run-off candidates achieves a simple majority.

If either office is vacated, a replacement shall be elected at the next meeting of the Senate.

3. The Chair-Elect will succeed to the office of Chair whenever it is vacated or when his or her own successor is elected. Normally, the Chair's tenure of office will be from May to the following May.
4. For officers elected between May 1 and January 31, the term of office will be until the following May. For officers elected between February 1 and April 30, the term of office will be until the second May following.
5. Both the Secretary and Chair-Elect shall be *ex officio* members of the Senate unless they are also serving as an elected senator.

B. MEETINGS:

1. The Senate shall meet regularly on the second Monday of each month of the regular school year and on call of the Chair, the Chair-Elect, or in petition, presented to the Secretary, signed by five members.
2. Meetings of the Senate are regularly open to attendance by all members of the University Community and representatives of the Press. However, the Senate may go into executive session by a majority vote of the members present.

3. A person not a member of the Senate may speak only by invitation or permission of the Senate. Requests from non-members to speak shall be addressed in writing to the Chair. The Chair will present such requests to the Senate for action.

4. At the beginning of each academic year, the Executive Committee of the Faculty Senate shall elect a member of the Senate to serve as the Parliamentarian at all meetings of the Senate, as well as the General Faculty, during that year.

C. QUORUM:

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

D. PROCEDURES:

1. Voting shall be *viva voce* or by show of hands, but five members may require a roll call vote upon any proposition.

2. The presiding officer shall have a vote only in case of a tie.

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

E. COMMITTEES:

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

(a) Executive Committee. The Executive Committee shall consist of the following ~~ten~~ nine members: the Chair, the Chair-Elect, the Secretary, the Chair of the Faculty Welfare Committee, the Chair of the Committee on Faculty Diversity, Equity, and Inclusion, and the Chair of the Committee on Faculty Compensation, and four at-large members elected by the Faculty Senate in the spring to be widely representative of the University and to serve staggered two-year terms. The four elected members may not succeed themselves. The at-large members shall be elected by ballot at a meeting of the Senate in May. The ballot shall consist of at least two candidates for each office. Additional nominations may be made from the floor. In the event of a tie between two candidates, candidates may offer brief remarks in support of their election, and/or may withdraw from the election. Subsequent rounds of voting will be conducted until one candidate achieves a simple majority. If three or more candidates stand for election and no candidate achieves a simple majority, the top two candidates will enter into a runoff election. If there is a tie among run-off candidates, all candidates may offer brief remarks and/or withdraw. Subsequent rounds of voting will be conducted until one candidate of the run-off candidates achieves a simple majority.

In addition, the Chairs of the University Councils sit as *ex officio* members, without vote, on the Executive Committee. The three immediate past chairs of the Faculty Senate shall also be given *ex-officio* membership on the Executive Committee, without voting privileges.

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

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

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

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

(c) Faculty Welfare Committee.

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

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

In carrying out these responsibilities, the Committee shall:

- (1) Gather information on other policies and programs within the University and in other universities.
- (2) Distribute information to the faculty in simplified form and see that new faculty receive comprehensive information.
- (3) Establish priorities on recommendations for changes and additions.
- (4) Participate in the process of amending the *Faculty Handbook* and make recommendations to the Senate.

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

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for liaison with all appropriate councils and committees.

(3) Provision for sub-committees of the Committee to which non-members of the Committee may be appointed if appropriate.

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

(d) Committee on Faculty Compensation.

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

In carrying out this responsibility, the Committee shall:

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

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

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

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

e. Committee on Faculty Diversity, Equity, and Inclusion.

Charge: This Committee is responsible to the Faculty Senate for reviewing and recommending policy and practice on issues related to faculty diversity, equity, and inclusion.

In carrying out these responsibilities, the Committee shall:

- (1) Investigate, discover, and promote best practices for faculty recruiting and retention.
- (2) Gather and review information on the allocation of university resources awards, research grants, prizes, etc.) and advancements (tenure, promotion, named professorships, etc.) relative to metrics of diversity, equity, and inclusion.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the goals of the committee.
- (4) Work with the Office of University Community to set priorities, advance policy, and follow up on the progress of proposed initiatives.
- (5) Report at least yearly to the Senate and, upon approval, the President and the Provost.

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

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

<u>Membership</u>	<u>How Nominated</u>	<u>Term</u>
<u>7 faculty members</u>	<u>To be elected by the Faculty Senate</u>	<u>3 years (staggered terms)</u>

2. Special Committees:

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

F. COMMITTEE MEMBERSHIP AND PROCEDURE:

1. Each standing and special committee shall have the authority to select non-Senate members of the general faculty to serve as members of the committee.

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

G. AMENDMENT:

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

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#7)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: November 14, 2018

SUBJECT: Call for the Vice President for Research (VPR) to reconstitute the VPR's Advisory Council and seek its advice in support of shared governance

At its November 12, 2018 meeting, at the conclusion of discussion on the recent organizational changes and layoffs in the Vice President for Research's office, the Norman Campus Faculty Senate called for the Vice President for Research (VPR) to reconstitute the VPR's Advisory Council and seek its advice in support of shared governance.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Dr. Randy Hewes, Interim Vice President for Research
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#8)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: November 14, 2018

SUBJECT: Referral of evaluation and comparison of the OU-NC and OU-HSC medical insurance plans to the Faculty Compensation Committee

At its November 12, 2018 meeting, the Norman Campus Faculty Senate referred the investigation, evaluation, and comparison of the OU-NC and OU-HSC medical insurance plans to the Faculty Compensation Committee for consideration and possible resolution.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Dr. Jeff Volz, Chair of the Faculty Compensation Committee
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#9)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: January 16, 2019

SUBJECT: Faculty appointments to the Budget Council and Rita Lottinville Prize for Freshmen Committee

At its January 7, 2019 meeting, the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nomination to fill faculty vacancies on university-wide committees/councils:

Amy Pepper (Law) to replace Harold Mortimer (Musical Theatre) completing a 2017-20 term on the Budget Council.

Jon Young (Drama) to replace Jacquelyn Slater Reese (University Libraries) completing a 2016-19 term on the Rita Lottinville Prize for Freshmen Committee.

Because these are university-wide councils/committees, this action requires Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____


DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#10)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate 

DATE: January 16, 2019

SUBJECT: Faculty appointments to the Faculty Welfare Committee, the Committee on Committees, the Arts & Humanities Faculty Fellowship Committee, and the Awards Review Committee

At its January 7, 2019 meeting, the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nomination to fill faculty vacancies on Faculty Senate committees and special committees:

Kyle Bergersen (Journalism and Communication) to replace Daniel Kimball (Psychology) completing a 2016-19 term on the Faculty Welfare Committee.

Lyn Cramer (Musical Theatre) to replace Sarah Ellis (Music) completing a 2018-21 term on the Faculty Senate Committee on Committees.

Kimberly Marshall (Anthropology) to replace Michael Winston (Modern Languages, Literatures & Linguistics) completing a 2017-19 term on the Arts & Humanities Faculty Fellowship Committee.

Meta Carstarphen (Journalism and Communication), Misha Klein (Anthropology), and Brian Burkhart (Philosophy) appointed to the ad hoc Awards Review Committee.

Because these are not university-wide councils/committees, this action does not require Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN: **FOR INFORMATION.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#11)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: February 15, 2019

SUBJECT: Faculty appointment to the Publications Board

At its February 4, 2019 meeting, the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nomination to fill a faculty vacancy on a university-wide board:

David McCloud (Social Work) to replace Jacquelyn Slater Reese (University Libraries) completing a 2018-21 term on the Publications Board.

Because this is a university-wide board, this action requires Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office
Mr. Nick Jungman, Director of Student Media

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#12)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: February 15, 2019

SUBJECT: Faculty appointment to the Faculty Diversity, Equity, and Inclusion Committee

At its February 4, 2019 meeting, the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nomination to fill a faculty vacancy on a Faculty Senate committee:

Shawn Churchman (Musical Theatre) to replace Vince Leseney (Musical Theatre) completing a 2017-19 term on the Faculty Diversity, Equity, and Inclusion Committee.

Because this is not a university-wide council/committee, this action does not require Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office
Dr. Kathrine Gutierrez, Chair of the Faculty Diversity, Equity, and Inclusion Committee

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN: **FOR INFORMATION.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#13)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: February 15, 2019

SUBJECT: Reapportionment of the Faculty Senate for 2019-22

At its February 11, 2019 meeting, the Norman Campus Faculty Senate approved the attached reapportionment of the Faculty Senate for 2019-22, which was recommended by the Faculty Senate's Ad Hoc Committee on Reapportionment.

Because this action only addresses the Faculty Senate's own operational procedures, this action does not require Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN: **FOR INFORMATION.**

Report of the Ad Hoc Committee on Faculty Senate Reapportionment

Al Schwarzkopf
Cecelia Brown
Michael Crespin
Hunter Heyck

January 2019

The Ad Hoc Committee on Faculty Senate Reapportionment met to recommend a reapportionment of the Faculty Senate. It first considered the policies found in the Faculty Handbook. The rules for apportioning the Senate are stated in section 10.2.1 of the Faculty Handbook:

"The Faculty Senate shall consist of 50 members of the Regular Faculty. The senators shall be elected to three-year terms in the degree recommending divisions of the University. The electors shall consist of members of the Regular Faculty. Full-time administrative personnel above the department level shall be excluded from elections of the Faculty Senate.

In the Faculty Senate, seats shall be allocated as follows: one seat to each degree-recommending division with at least one percent of the total faculty. Members of the Regular Faculty who are not members of a degree-recommending division of the University, or who are in a degree-recommending division with less than one percent of the total faculty, shall be treated as a separate division. The balance of the seats will be allocated among faculty members placed in this separate division according to a triennial apportionment proposed by the Faculty Senate and approved by the Regular Faculty. Degree-recommending divisions with no faculty members will be allowed to appoint a faculty member as an ex-officio member with all the rights and privileges of senate membership excluding the right to vote in official Faculty Senate actions."

Recommended Reapportionment

The Committee followed a number of past practices. Included in the faculty count are renewable term appointments at the Assistant Professor level and above and part-time faculty at the Assistant Professor level and above, term or tenured/tenure-track, according to their FTE. For faculty who are budgeted in non-degree organizations, we allocated as many of them as possible to their home departments (where they hold tenured or tenure-track appointments). They should, therefore, vote for their Senate representation with their academic department. The "Total" column in the table provides the total number of faculty in each unit when applying the above method of counting faculty.

There are 46.5 faculty members in non-degree recommending divisions who do not have joint appointments. That number represents 4.52 percent of the total faculty and entitles them to about 5 percent of the total numbers of Senators, or three Senators. Following both tradition and being justified

by their numbers we recommend allocating one seat, each, to the Library and ROTC faculties. Faculty members in non-degree recommending divisions as well as the faculties of Professional & Continuing Studies (formerly Liberal Studies), Honors, and Aviation are left. We recommend they share that last seat.

We recommend the remaining 47 seats be allocated using a proportional method. The committee used the “Webster Method” of allocating seats. It basically gives each unit its whole number of seats and then allocates the remaining seats to the largest remaining fraction until all seats are allocated. The specific recommendation of the committee is found in the column labeled “Recommended Allocation” in the attached table. The only change in terms of senate representation by college will be for Architecture, Education and Law to each lose one seat and Business, Engineering, and Fine Arts to each gain one seat.

We opted for the Webster method, in part, because it is more commonly used and generally perceived to produce the least bias. For a discussion, see: “Dividing the House: Why Congress Should Reinstate an Old Reapportionment Formula” (<http://www.brookings.edu/research/papers/2001/08/politics-young>). But, most convincing to the committee is the argument that the Faculty Senate has been apportioned using this method for as long as anyone can remember and absent a policy decision made above the committee’s level we felt we should follow tradition.

In conclusion, the Committee recommends the allocations in the table for the three years beginning with academic year 2019-20.

College/Division	Allocation
Architecture	1
Arts & Sciences	23
Atmospheric & Geographic Sciences	2
Business	3
Earth & Energy	2
Education	2
Engineering	6
Fine Arts	5
International Studies	1
POOLED (Aviation/Honors/PCS - formerly Liberal Studies)	1
ROTC	1
Library	1
Journalism & Mass Communications	1
Law	1
Total	50

Ranked Instructional (Regular) Faculty by College and Recommended Apportionment for Faculty Senate for 2019-2022

<u>COLLEGE/DIVISION</u>			<u>Total</u>	<u>% of FTE</u>	<u>% of 981.95 x 47</u>	<u>2016 alloc</u>	<u>Base 2019</u>	<u>Fraction Over Base</u>	<u>Rank Fraction</u>	<u>Represent Rate</u>	<u>Recommended Allocation</u>	<u>Change</u>
Architecture	29.00		29.00	2.82%	1.3881	2	1	0.3881	6	3.45%	1	(1)
Arts & Sciences	452.72	16.29	469.01	45.60%	22.4487	23	22	0.4487	4	4.69%	23	0
Atmospheric & Geographic Sciences	39.75	1.00	40.75	3.96%	1.9505	2	1	0.9505	1	2.45%	2	0
Business	63.00		63.00	6.13%	3.0154	2	3	0.0154	10	4.76%	3	1
Earth & Energy	39.17	1.02	40.19	3.91%	1.9237	2	1	0.9237	2	2.49%	2	0
Education	47.00		47.00	4.57%	2.2496	3	2	0.2496	7	4.26%	2	(1)
Engineering	127.94	0.81	128.75	12.52%	6.1625	5	6	0.1625	8	4.66%	6	1
Fine Arts	95.31	0.19	95.50	9.29%	4.5710	4	4	0.5710	3	4.19%	5	1
International Studies	15.25	1	16.25	1.58%	0.7778	1	1	-0.2222	11	6.15%	1	0
Journalism & Mass Communication	22.50		22.50	2.19%	1.0769	1	1	0.0769	9	4.44%	1	0
Law	30.00		30.00	2.92%	1.4359	2	1	0.4359	5	3.33%	1	(1)
Graduate College						0	0					
TOTAL Non-Pool Faculty (FTE)	20.31		981.95	95.48%	47.7393							
TOTAL Non-Pool Seats			47.00			47	43				47	0
POOLED PROGRAMS												
Honors	10.00		10.00	0.97%								
Liberal Studies	6.00		6.00	0.58%								
CCE Aviation	2.00		2.00	0.19%								
President	0.00		0.00									
IT	0.81		0.00									
Provost Direct	16.23		1.00									
Art Museum	0.00											
Blankenship Chair												
Cultivation of Character	1.00											
Ctr Teaching Excellence	1.00											
Carl Albert Center	2.00											
History of Liberty	1.00	1.00										
Humanities Forum	1.00											
OSLEP	0.75											
Okla. Mus. of Nat. Hist.	5.29											
Univ Press	0.19											
World Literature Today	1.00											
Provost Office Admin.	3.00											
Writing Center	1.00	1.00	1.00									
Research Administration	1	0.00										
Part Sum			19.00	1.85%		1					1	
Library	15.50		15.50	1.51%		1	1				1	
ROTC	12.00		12.00	1.17%		1	1				1	
TOTAL Pooled Faculty (FTE)			46.50	4.52%	2.2607							
TOTAL Pooled Seats						3						
Total Full-Time-Equivalent Instructional Faculty			1028.45			50					50	

Source: November 2018 payroll file & Institutional Research and Reporting

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#14)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: March 11, 2019

SUBJECT: Diversity, Equity, Inclusion, and Belonging Resolution

At its March 11, 2019 meeting, the Norman Campus Faculty Senate approved the attached resolution regarding Diversity, Equity, Inclusion, and Belonging. We submit this to the administration for their consideration and potential action.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office
Dr. Jane Irungu, Interim Associate VP for University Community
Dr. Kathrine Gutierrez, Chair of the Faculty Diversity, Equity, and Inclusion Committee
Mr. Justin Daniels, Chair of the Staff Senate
Mr. Adran Gibbs, SGA President
Mr. Tom Cassidy, Undergraduate Congress Chair

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

Faculty Senate Diversity, Equity, Inclusion, and Belonging Resolution
(Approved by the Senate at the March 11, 2019 meeting)

Whereas, the Faculty Senate is dismayed by the recent evidences of racist behavior by our students and on our campus;

whereas, we recognize that, while these incidents are despicable on their own, the sober fact is that they are merely symptoms of more systemic issues of embedded racism in our broader society and in our campus institutions;

and whereas, the Faculty Senate is committed to working with students, staff, faculty, and administrators to build and strengthen the infrastructure required to move the university forward in its efforts to disrupt and dismantle racism on campus,

the Faculty Senate of the OU-Norman campus calls upon the University of Oklahoma to demonstrate its commitment to enacting meaningful, long-term, positive change in support of the university's non-discrimination statement:

“Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. The University supports diversity and is committed to maintaining employment, educational, and health care settings that are multicultural, multiracial, multiethnic, and all-inclusive. Respecting differences is one of the University’s missions. The University does not discriminate or permit discrimination by any member of its community against any individual based on the individual’s race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status in matters of admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.”

by empowering and supporting faculty, students, staff, and administrators as we work together to:

A. Hire a Chief Diversity Officer (CDO) to coordinate and implement a comprehensive diversity, equity, and inclusion program throughout the University of Oklahoma system and empower the CDO with the budget, staff, and accountability structures required to plan and implement meaningful change across all three campuses. Towards this goal, we recommend that the University consider implementing the following:

1. Designate the CDO a Vice-President level position that reports directly to the President.
2. Ensure that the Board of Regents and President use the expertise of the search committee previously established for the Associate Vice President for Community position to help them search for, identify, attract, and hire a CDO who has the professional experience and educational background necessary to do this work.
3. Maintain an Office of Diversity, Equity, & Inclusion (previously the Office of Community) with dedicated leaders responsible for implementing the necessary work on each of the three OU campuses. Provide each office with the resources and staff necessary to implement meaningful change, and empower each office to hold other campus leaders accountable as we move towards our diversity, equity, and inclusion goals.
4. Designate administrative responsibilities within each college to support and assess diversity, equity, and inclusion goals. It is important that this position has the protection of tenure and does not have conflicting mandates.

5. Provide funding for affiliated administrators, faculty, and staff to attend conferences such as those held by the American Association of Colleges and Universities (AAC&U) and the National Conference on Race and Ethnicity in American Higher Education (NCORE).
6. Align Colleges' and academic units' strategic plans with the university's diversity, equity, and inclusion goals.
7. Provide clear access to information for faculty, staff, and administration regarding resources available to support students and others in the hour of need.

B. Develop clear, actionable plans that describe how we will recruit and retain more diverse students, staff, faculty, and administrators. These plans should be communicated broadly and publicly. The University must hold units and their leaders accountable for working swiftly to implement these plans and must regularly assess and report progress towards clearly stated goals. Towards this goal, we recommend that the University consider implementing the following actions:

1. Recruit and retain more diverse faculty, staff, and administrators.

- a. Develop and employ rubrics for faculty, staff, and administrative searches that explicitly value diversity, equity, and inclusion through all legal measures, including evaluating job candidates on cultural competency, record of mentoring students and colleagues from under-represented groups, broadening participation, inclusive practices, etc. Departments are encouraged to share rubrics developed under this policy with the Provost's office, and a repository of those rubrics will be made available for guidance on best practices hiring procedures.
- b. Explicitly value work that strengthens campus diversity, equity, inclusion, and belonging when assessing faculty, staff, and administrators for annual evaluations, promotion criteria, awards, internal grants, merit indexes, etc.
- c. Reward faculty and staff involvement in diversity-focused trainings and workshops via the annual evaluation.
- d. Formalize mentorship programs and reward mentors in annual evaluation and merit indexes.
- e. Include numerical registering of community outreach in annual evaluation and merit indexes.
- f. Fill all vacant administrative positions with open searches, either filled internally and (as appropriate) externally. Each search must ensure a qualified and diverse applicant pool by advertising open positions through University-wide internal communications and enumerating criteria and qualifications sought.
- g. Hold search committees accountable for following best practices for supporting diversity, equity, and inclusion in the recruitment, hiring, and retention process.
- h. Assess and address salary inequalities for faculty, staff, and administrators.
- i. Invest in a robust pool of resources and funds to support competitive recruitment and retention of faculty from underrepresented groups. Ensure clear communication of the availability of this pool of resources and funds.

2. Recruit, retain, and graduate more diverse undergraduate and graduate students.

- a. Increase resources and funding support for Multicultural Programs & Services in Student Life, including adequate staffing of advisors/directors who work with diverse student populations who are paid equitable salaries.
- b. Provide bridge funding for graduate students of color, first-generation graduate students, and graduate students from low-socioeconomic status backgrounds at the beginning of their studies during which they can (a) receive funding without having to immediately go into an intensive TA

position, (b) pursue any leveling coursework they need and/or audit graduate courses they will take for credit the following year, (c) receive effective mentorship that is sensitive to their needs, and (d) get access to tutoring if needed.

- c. Provide bridge funding from appropriate accounts for TRIO/Project Threshold and identify support network for next grant cycle.
- d. Invest in diversity, equity, and inclusion efforts in living-learning spaces.
- e. Identify opportunities to improve student diversity through strategic scholarship awards (e.g., need based, sovereign nation agreements).
- f. Identify meaningful ways to facilitate student connections with their home community.
- g. Assess and address salary inequities for graduate assistants and undergraduate student workers.

3. Build and strengthen organizational leadership, planning, and communication.

- a. Establish and publicly communicate goals for further diversifying student, staff, faculty, and administrators.
- b. Seek out and meet with diverse student groups to better understand student needs and priorities, particularly those from marginalized groups and those involved in multicultural and intersectional communities.
- c. Consult and support our current faculty, students, staff, and administrators who have expertise in diversity, equity, and inclusion work. Value their ideas and efforts as critically important scholarship, not side-projects.
- d. Solicit and invest in faculty-, staff-, and student-led projects aimed at supporting or amplifying OU's recruitment, retention, and reputation relevant to diversity, equity, inclusion, and belonging goals.
- e. Include diversity, equity, and inclusion as part of the university's development strategy.
- f. Establish awards to recognize student groups, faculty, staff, administrators, and units, as well as outstanding efforts in teaching, research, and service.
- g. Clearly articulate the university's commitment to diversity, equity, and inclusion in student recruiting, admissions, retention efforts, materials, and policies.
- h. Facilitate data collection and data access, including robust and recurring campus climate surveys, to support diversity, equity, and inclusion efforts.

C. Review the impact of existing policies and procedures on diversity, equity, and inclusion goals. Carefully consider and evaluate how new policies and procedures might impact diversity, equity, and inclusion goals. Examples include:

1. University-wide policies and procedures

- a. Review and revise the university's code of conduct for students, faculty, and staff.
- b. Review and revise the mechanisms for appointing Regents, populating alumni advisory boards, and identifying/working with other stakeholders to reflect the University's diversity, equity, and inclusion goals.
- c. Provide opportunities for faculty, students, staff, and administrators to meet consistently to develop a common vision for diversity, equity, inclusion, and belonging, with a strategic agenda to include goals, objectives, initiatives, accountability measures, and rewards.
- d. Review and revise Title IX resources and practices. Expand the role of Title IX and other related offices to serve as available and immediate resources to support faculty, staff, and administrators as they work towards the university's diversity, equity, and inclusion goals.
- e. Monitor underrepresented minority demographics in layoffs.

- f. Facilitate community teach-ins or workshops where we come together to listen, learn, consider, and discuss, for example, “justice,” “institutional racism,” and “community.”

2. Policies and procedures impacting faculty, staff, and administrators

- a. Require that all administrators with significant personnel management authority, from Department Chair on up, receive both standardized ‘onboarding’ training in how to create and sustain work environments supportive of ‘inclusive excellence,’ as well as continuing, periodic training in best practices related to diversity, equity, and inclusion. These trainings are to be identified and/or developed by the administration. In addition, the University should require that all members of unit Committees A, who necessarily are involved in annual evaluations and often are the groups that recommend faculty and staff for awards and honors, receive training related to implicit bias and diversity, equity, and inclusion best practices.
- b. Revise and amend the Regular Faculty Recruiting Application (RFRA) to require detailing of specific strategies and effective practices for actively recruiting historically under-represented faculty.
- c. Review and revise how we evaluate faculty and staff, including teaching, research, service, and community outreach efforts. This includes reviewing and revising student evaluations of teaching, that have been previously shown to be biased.
- d. Provide appropriate resources to reinstate and continue critical training programs for faculty, staff, and administrators, such as Diversity Ally trainings (“Unlearning” racism, sexism, ableism, and classism, in addition to the ongoing LGBTQ Ally training).
- e. Reinstate the Diversity Fellowship through Center for Teaching Excellence (CTE).

3. Policies and procedures impacting students

- a. Reevaluate and assess the effectiveness and impact of the required diversity training for first-year and transfer students.
- b. Identify and facilitate retention of underrepresented minority students affected by bursar holds; facilitate and expedite need-based scholarships.
- c. Replace monthly bursar fees (currently 18% APR) with per-semester fees (approximately \$50/semester at peer institutions).


D. Apprise the Faculty Senate of actions taken toward President Gallogly’s stated goals to “increase efforts to recruit more students, faculty, and staff of color on campus; second, to review our code of conduct to make it as rigorous as possible in addressing inequality and racism; and third, ensure that our campus inclusion programs and training are robust and impactful.”

We call on the administration to present an initial report at our May 6, 2019 Faculty Senate meeting, followed by an inaugural annual diversity, equity, and inclusion report presented in the September 2019 Faculty Senate meeting.

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#15)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate 

DATE: March 11, 2019

SUBJECT: Faculty appointment to the Faculty Welfare Committee and the Arts & Humanities Faculty Fellowship Committee

At its March 4, 2019 meeting, the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nominations to fill faculty vacancies on Faculty Senate committees:

Ellen Green (Classics & Letters) to complete a 2016-19 term on the Arts & Humanities Faculty Fellowship Committee.

Julie Ward (Modern Languages, Literatures, and Linguistics) to complete a 2016-19 term on the Faculty Welfare Committee.

Because these are not university-wide councils/committees, this action does not require Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office
Dr. Anthony Natale, Chair of the Faculty Welfare Committee
Ms. Cindy Clark, Office of Research Administration

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN: **FOR INFORMATION.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#16)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: April 12, 2019

SUBJECT: Election, Faculty Senate Executive Officers

At its April 8, 2019, the Norman Campus Faculty Senate elected Prof. Amy Bradshaw as Faculty Senate Chair-Elect for 2019-20 and Prof. Amy Cerato as Faculty Senate Secretary for 2019-20. They will both assume office during the May 2019 Faculty Senate meeting.

Because this is an internal Faculty Senate committee, this action does not require Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN: **FOR INFORMATION.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#17)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: April 12, 2019

SUBJECT: Faculty nominations to serve on search committees for the deans of International Studies, and Engineering, the search committee for the Vice Provost for Instruction and Student Success, and the Policies Organization Framework Committee

At its April 8, 2019, the Norman Campus Faculty Senate approved the attached list of nominees to serve on various committees. Administration requested that the Faculty Senate recommend a slate of three nominees for each committee and that one faculty member would be selected from the each list to serve on each committee.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

Faculty members approved April 8, 2019 by the Faculty Senate to serve on:

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)

Search Committee for Vice Provost for Instruction and Student Success

- 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)

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#18)

TO: President James Gallogly

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: April 15, 2019

SUBJECT: Additional Faculty nominees to serve on the Policies Organization Framework Committee

Due to scheduling issues, two of the nominees approved at the April 8, 2019 Norman Campus Faculty Senate meeting are unable to serve on the Policies Organization Framework Committee. On behalf of the Senate, the Faculty Senate Executive Committee approved the following updated list of nominees for this committee:

Policies Organization Framework Committee

- Stacy Reeder (Instructional Leadership & Academic Curriculum)
- Michael Bemben (Health & Exercise Science)
- Wayne Riggs (Philosophy)

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Mr. Anil Gollahalli, OU Legal Counsel
Ms. Grey Allman, Provost's Office

PRESIDENT JAMES GALLOGLY: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#19)

TO: Interim President Joseph Harroz

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: May 22, 2019

SUBJECT: Election, Faculty Senate Executive Committee at large-members

At its May 6, 2019 meeting, the Norman Campus Faculty Senate elected the following faculty to serve as At-large Members of the Faculty Senate Executive Committee for 2019-21:

Mary Sue Backus, College of Law, replacing Prof. Heyck
Debra Bembem, Department of Health & Exercise Science, replacing Prof. Nollert

They assumed office at the close of the Faculty Senate meeting. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#20)

TO: Interim President Joseph Harroz

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: May 22, 2019

SUBJECT: Faculty appointments for end-of-the-year vacancies on university and campus
councils/committees/boards

At its May 6, 2019 meeting, the Norman Campus Faculty Senate approved the attached nominations for end-of-the-year faculty vacancies on university and campus councils, committees, and boards.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

INTERIM PRESIDENT JOSEPH HARROZ: _____

DATE: _____

ACTION TAKEN:

NOMINATIONS FOR FACULTY SENATE VACANCIES ON UNIVERSITY 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
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2018-19 (#21)

TO: Interim President Joseph Harroz

FROM: Megan Elwood Madden, Chair
Norman Campus Faculty Senate



DATE: May 22, 2019

SUBJECT: Faculty appointments for end-of-the-year vacancies on Faculty Senate standing committees

At its May 6, 2019 meeting, the Norman Campus Faculty Senate approved the attached nominations for end-of-the-year vacancies on Faculty Senate standing committees. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.

cc: Senior Vice President and Provost Kyle Harper
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

ACTION TAKEN: **FOR INFORMATION ONLY.**

NOMINATIONS FOR VACANCIES ON FACULTY SENATE COMMITTEES (May 2019)

Committee	Term	FirstName	LastName	Department
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