

*JOURNAL OF THE FACULTY SENATE*  
 The University of Oklahoma (Norman campus)  
 Regular session – November 11, 2019 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

office: Jacobson Faculty Hall, Room 206 phone: (405) 325-6789  
 e-mail: [facsen@ou.edu](mailto:facsen@ou.edu) website: <http://facultysenate.ou.edu/>  
 facebook: <http://www.facebook.com/OUFacultySenate>

*Note: The remarks of the Senators and others are summarized and not verbatim. A recording of this meeting is available in the Faculty Senate office.*

The Faculty Senate was called to order by Professor Joshua Nelson, Chair.

**PRESENT:** Allen, Anderson, Ashby, Bradshaw, Burns, Butler, Carpenter, Cerato, Cuccia, Dunn, Edwards Williams, Fuenzalida, Golomb, Hambright, Heyck, Hoagland, Kornelson, Lai, Lamothe, Lifset, Lyst, Miller, Moore-Russo, Natale, Nelson, Nollert, Randall, Remling, Rubenstein, Schwartz, Shotton, Sikavitsas, Smith, Stetson, Tabb, Teodoriu, Wert, Worley

Provost’s Representative: Kyle Harper, Jill Irvine, Stewart Berkinshaw  
 ISA representative(s): Chris Cook  
 SGA Representative(s): --  
 Other Guests: Randy Hewes, Gregg Garn, Steven Lee

**ABSENT:** Biggerstaff, Biggerstaff, Ellis, Jiran, Mortimer, Muller, Riggs, Schmeltzer, Shehata, Stevenson, Stock, Ward, Weaver

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**APPROVAL OF JOURNAL**

The Faculty Senate Journal for the regular session of October 14, 2019 was approved without revisions.

**ANNOUNCEMENTS**

Prof. Nelson expressed the condolences and sympathy of the faculty on the passing away of a student on Saturday at Cross Center.

The remaining regular meetings of the Faculty Senate for 2019-20 will be held at 3:30 p.m. in Jacobson Faculty Hall Room 102 on the following Mondays: December 9, January 13 (reception), February 10, March 9, April 13, and May 4. Meetings of the Senate are regularly open to attendance by all members of the University Community and representatives of the press.

The Faculty Senate Executive Committee nominated three faculty members for the Honors College dean search committee. From the nominations, the administration selected one nominee to serve, Karlos Hill (African and African American Studies). Other faculty selected for the committee: Marie Dallam (Honors College), Daniel Mains (Honors College), Mary Lawhon (Geography and Environmental Sustainability), and Alison Fields (Visual Arts). The search committee will be chaired by Senior Vice Provost Jill Irvine.

The Faculty Senate Executive Committee nominated three faculty members for the College of Professional and Continuing Studies dean search committee. From the nominations, the administration selected one nominee to serve, Lee Fithian (Architecture). Other faculty selected for the committee: Todd Hubbard (Aviation Studies), Todd Wuestewald (Criminal Justice Studies), Randa Shehab (Industrial and Systems Engineering), and Robert Con-Davis-Undiano (English). The search committee will be chaired by Special Assistant to the President Gregg Garn.

The Faculty Senate Executive Committee nominated three faculty members for the University Libraries dean search committee. From the nominations, the administration selected one nominee to serve, Ulli Nollert (Chemical, Biological and Materials Engineering). Other faculty selected for the committee: Laurie Scrivener (University Libraries), Kerry Magruder (University Libraries), Darin Fox (Law), June Abbas (Library and Information Studies), and Richard Price (Accounting). The search committee will be chaired by Associate Dean Kelvin White from the College of Arts and Sciences.

The annual joint meeting of Faculty Senate and Staff Senate officers will be November 19. We are in the midst of arranging a meeting with the newly elected SGA officers.

You are invited to the annual Academic Technology Expo on January 9 & 10, 2020, a free two-day conference open to all University faculty, staff, and instructors. This conference promotes interdisciplinary collaboration as a means of increasing faculty impact. See <http://academictech.ou.edu/>.

***SENATE CHAIR'S REPORT, by Prof. Joshua Nelson***

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. Nelson asked if there were questions or comments about any of the items in the report. Prof. Cuccia asked about the reports in the Norman Transcript about three dean searches that were almost complete. Prof. Lifset, who is on the search committee for the College of Business dean, said they are not complete. Prof. Cerato said that she is on the College of Engineering search committee and they will be bringing in candidates over the next few weeks. Vice Provost Jill Irvine said that on the International Studies dean search, they are in the process of bringing candidates to campus for interviews. There were no further questions.

## **PROPOSED CHANGES TO THE GRADUATE COUNCIL AND GRADUATE FACULTY CHARTERS**

Prof. Nelson introduced Graduate College Dean Randy Hewes. Dean Hewes stated there are votes underway on the proposed changes to the Graduate Council and Graduate Faculty charters.

Dean Hewes started his presentation with a little background on the need for the proposed changes by stating that in March 2016, the Higher Learning Commission (HLC) published a clarification, Assumed Practice B.2., regarding faculty qualifications. (See [http://download.hlcommission.org/FacultyGuidelines\\_2016\\_OPB.pdf](http://download.hlcommission.org/FacultyGuidelines_2016_OPB.pdf).) The implementation deadline was Sept. 1, 2017. After that date, institutions working in good faith to meet the revised guidelines would not lose accreditation simply due to non-conformity with AP B.2. Dean Hewes said that the OU Graduate College began work to bring policies into compliance with AP B.2. in summer 2017.

Three main areas of AP B.2. where OU is not compliant:

- Graduate faculty should hold the terminal degree determined by the discipline and have a record of research, scholarship, or achievement appropriate for the graduate program.
- If the degree is in discipline or subfield other than that in which the graduate faculty member is teaching, the faculty member should have completed a minimum of 18 graduate credit hours in the discipline or subfield.
- "Tested experience" may be an acceptable substitute for degree credentials when the institution has a clearly defined policy approved through faculty governance.

Dean Hewes said that these issues necessitate updates to the Graduate Faculty Charter which establishes the graduate faculty and OU graduate faculty membership. Other related graduate policies are set by the Graduate Council, which by its charter is the representative body with faculty governance authority on all matters relating to graduate studies. More information at:

[www.ou.edu/content/dam/gradcollege/docs/gradfaculty/gc-graduate-faculty-charter.pdf](http://www.ou.edu/content/dam/gradcollege/docs/gradfaculty/gc-graduate-faculty-charter.pdf) and [www.ou.edu/gradcollege/faculty-and-staff-resources/graduate-council/graduate-council-charter](http://www.ou.edu/gradcollege/faculty-and-staff-resources/graduate-council/graduate-council-charter).

Dean Hewes shared the Graduate College's timeline for the revision of these charters:

Sept. 2017 to Mar. 2018 – Graduate Faculty Membership Subcommittee of Graduate Council reviewed/revised policy drafts and recommended approval.

Apr. 2018 to Oct. 2019 – Graduate Council reviewed, revised and approved policies and the proposed changes to the Graduate Faculty and Graduate Council Charters.

Fall 2019 – Graduate College is working with IT to update Grad Manager (graduate faculty appointments database) and to create an associated e-form.

Nov. 2019 – Vote of full graduate faculty to be held on proposed changes to the Graduate Faculty and Graduate Council Charters.

Spring 2020 – Implementation of new graduate faculty policies, some of which may require units to update their Graduate Faculty Membership Criteria.

Spring 2021 – After a one-year grace period, all new/renewed graduate faculty appointments must be under new system.

Dean Hewes said that the substantive changes proposed to the Graduate Faculty Charter are:

- Members to now be called regular members (e.g., RM3).
- Regular member of the graduate faculty criteria changed to include ranked renewable term faculty.
- Require graduate faculty to have terminal degree for discipline, or 18 graduate credit hours in the discipline if terminal degree is in another field.
- Credentials required to chair research-based master's committees to include evidence of continuing scholarly activity.

- Addition of “tested experience” as an alternative to degree credentials to qualify for graduate faculty membership. Graduate Council has separately adopted new policy for tested experience – requirements must be listed in unit Graduate Faculty Membership Criteria.
- Define term limit for regular graduate faculty appointments as 7 years (reflecting current Graduate College policy).
- Other non-substantive updates/clarifications to wording.

There are also substantive changes proposed for the Graduate Council Charter and Dean Hewes listed those as:

- Addition of ex officio members (e.g., Tulsa graduate dean) who may preside over Graduate Council meetings as needed if Graduate Dean is absent.
- Updates to the standing committees of the Graduate Council.
  - Addition of Travel and Research Committee (had been ad hoc – recommends recipients of travel and research grants administered by the Graduate College)
  - Deletion of Inter Council Liaison committee, which never met in recent years (although we do select volunteers to attend HSC Graduate Council meetings).
- Other non-substantive updates/clarifications to wording.

### Regular Graduate Faculty Members

Previous categories:

Appointment	Privileges
<b>M0</b>	May teach graduate-level classes
<b>M1</b>	All the privileges of M0 and may serve on and/or chair master's degree committees
<b>M2</b>	All the privileges of M1 and may serve on doctoral committees
<b>M3</b>	All the privileges of M2 and may chair doctoral committees

Updated categories:

Appointment	Privileges
<b>RM0</b>	May teach graduate-level classes
<b>RM1</b>	All the privileges of RM0 and may serve on master's degree committees
<b>RM2</b>	All the privileges of RM1 and may chair non-thesis master's committees
<b>RM3</b>	All the privileges of RM2 and may chair master's thesis committees and serve on doctoral committees
<b>RM4</b>	All the privileges of RM3 and may chair doctoral committees

In terms of the Special Members, they are formalizing a previously ad hoc procedure:

- Per Graduate Faculty Charter: unit nominates, dean approves.
- Previously limited by dean to 2-year terms and without ability to chair or count toward department majority.
- Appropriate for SM to chair under limited circumstances (close local association, permanence, scholarship).
- Graduate Council voted to recommend that dean set formal policy that includes:
  - Unit criteria for graduate faculty to include qualifications for recommending privileges for SM graduate faculty, such as chairing master's or doctoral committees and counting toward majority, and recommended length of appointment (up to 5 years).
  - Nominations reviewed by the Graduate Faculty Membership Committee of the Graduate Council – advisory to the dean.

Dean Hewes stated that with regard to rescission and appeals, according to Graduate Faculty Charter, the Graduate Dean must develop policies for revoking graduate faculty status or privileges (rescission) and for appeals of graduate faculty appointment decisions by unit or Graduate Dean. However, no such policies existed. The proposed [policy is modeled after other similar OU policies, with input from OU Legal Counsel – both adopted by Graduate Council vote (October 2019). See [www.ou.edu/gradcollege/faculty-and-staff-resources/graduate-faculty](http://www.ou.edu/gradcollege/faculty-and-staff-resources/graduate-faculty)

Prof. Nelson opened the floor to questions. Prof. Burns asked about the ability of Emeriti faculty to serve on and chair doctoral committees. Dean Hewes said that there are currently recently-retired emeriti faculty that are chairing committees. The department would simply need to verify that the faculty member is still active in research and then make the recommendation. Prof. Lamothe asked when the vote would end; Dean Hewes said the vote end on November 30.

Prof. Teodoriu asked how the number of years for review compares to the current policy. Dean Hewes said that it is the current policy, but it makes it more transparent. Prof. Heyck asked about the role of the department and the dean in making special membership appointments. Dean Hewes said that the department needs to recommend it, but the Graduate College Dean would simply verify the process and documentation is complete. There were no additional questions and Prof. Nelson thanked Dean Hewes for speaking to the Senate.

#### **REMARKS CONCERNING OU GLOBAL BY GREGG GARN**

Prof. Nelson introduced College of Education Dean Gregg Garn, who is serving as a Special Assistant to the President for the OU Global Initiative. Initially, Dean Garn stated that OU Global is still in development and he is having conversations with stakeholders and holding focus groups to determine what OU Global will ultimately become.

Dean Garn said that he has studied what happened in the OU College of Law during their development of online Master of Legal Studies programs. He stated that at this point, Law has more students in MLS programs than in the JD program. At the same time, our Law school went up in the US News and World Report rankings of Best Law Schools. However, there were some mistakes made in the process and we can learn from those lessons in the creation of OU Global.

Dean Garn stated that generally there has been an overall decrease in state investments in public higher education. At the same time, to maintain affordability, universities cannot dramatically increase tuition and fees. Also, due to a decline in birth rates starting in 2009, there will be a decrease in the number of potential students. While there are many factors that we cannot control or even predict, we can predict that there will be fewer college-age students coming into higher education in the next few years. There is also a difference in the number of students that apply to regional colleges, flagship state universities, and elite colleges and universities.

Dean Garn said that at the same time, there is also a trend of more students taking online courses, whether as a completely online degree program or as a part of a traditional program. The greatest increases in online coursework is in graduate courses. He added that many students that enroll in online programs chooses to enroll in online programs as universities within 100-mile radius of where they live.

Dean Garn asked what can we learn from those that have already entered the online market? He said that initially the for-profit institutions entered the market with questionable quality. Then, the regional universities entered the market because they had to do this to compete. The third wave of entrance into the online market is flagship universities similar to OU. One particular need is for credit recovery,

for student that have started a degree in a traditional degree program and now need to take online courses to complete their degree.

Dean Garn stated that one failure in online education has been related to training and support of faculty. There have also been overconfident administrators that did not communicate effectively with faculty and there have also been challenges in the way that faculty communicated with students. Dean Garn said that there needs to be a clear business model in order to succeed in online education. As it has come up in previous discussions with faculty, Dean Garn said that we need to look at the intellectual property concerns around online education. He said that OU currently follows a work for pay model, although there is a slight difference in the way it is implemented in the Law school.

While looking at the Law School and their online provider, Elsmere, Dean Garn has become more knowledgeable about Elsmere's role in providing bundled services around marketing, recruiting, program development, and student retention in exchange for about 25% of the tuition. It is his understanding that OU doesn't currently have the resources in the short term to do these activities in-house. Dean Garn provided a list of questions that he has been asked by other OU stakeholders. (attached). The floor was then opened to questions.

Prof. Burns stated that OU already has many successful online programs and asks how OU Global would affect those programs. Dean Garn said that OU Global will focus on online graduate programs for working adults. Those programs could be fully online or could be a hybrid with a blending of some in-person coursework. Prof. Rubenstein asked how OU Global would affect our existing successful online graduate programs such as those in her program, Library & Information Studies. Dean Garn said that her program will not go away, but we want to reduce the silos on campus and apply what we have learned to new programs.

Prof. Teodoriu asked if the data that Dean Garn provides about future students is only about online students or all potential students. Dean Garn said that the data he presented is for all incoming college students. Prof. Teodoriu said that his experience with undergraduate education is that those students often prefer having on-campus education experiences. Dean Garn said that is one reason that they are looking initially at graduate education for OU Global.

Prof. Miller asked if Elsmere retains any rights to the content faculty develop. Dean Garn said they do not own any of the data and he added they also do not make decision on admissions. Prof. Nollert asked about the resources required to develop the content and how the revenue from courses would be distributed. Dean Garn said that for many years on this campus, online education was not the preferred delivery method. Because of that, current online courses grew up in different pockets and the resources for course development are also in those pockets. Those pockets do not currently connect, but there could be synergy that we could gain through those resource interacting. Steward Berkinshaw briefly talked about how the sharing of funds has worked so far with existing online programs.

Prof. Smith suggested looking at employers that require or incentivize advanced degrees located within the 100-mile radius of OU to help decide what programs to develop. Dean Garn said that there are demographic differences between online and traditional students. Dean Garn added that in terms of local employers, there are opportunities to partner with aerospace industry leaders and also Native American tribes.

Prof. Lamothe expressed concern about how the development of online courses will stretch faculty resources. Dean Garn said that, often, an instructional designer is assigned to assist faculty. He added that we will not be successful with all adjuncts teaching courses, however we will not be successful if only tenured faculty teach in the program. We need to think carefully about the strain that overload

online teaching has on research and existing teaching for regular faculty. He said that the best online programs use a mix of tenured faculty and adjunct instructors that are working professionals in the field. Prof. Moore-Russo asked what support there will be for technical systems to support online courses. Dean Garn says that the online delivery support systems have improved a lot over the last few years. Prof. Moore-Russo said that she has had experience in online dissertation defenses where organizations have dedicated technology enhanced rooms to support online education.

Prof. Heyck asked for more clarification about what OU Global is envisioned to be and if it is a permanent initiative. Dean Garn said that OU Global is not a preconceived concept. He has to make a recommendation to the Regents by January 17 and in order to do that he needs to talk to as many stakeholders as he can about what are the key issues that need to be addressed.

Prof. Schwartz asked if there is any data on what happens to an institution's reputation and ranking as they move into online education. Dean Garn did not have clear data on that. He said that it is dependent on how you define quality education and reputation. He added however, that we have peers and aspirant peers that are already adopting an online strategy. There were no additional questions and Prof. Nelson thanked Dean Garn for speaking to the Senate.

### ***PATHWAYS TO LEADERSHIP FOR FACULTY***

Prof. Nelson said he has received many questions and concerns from faculty about pathways to leadership provided to OU faculty members. So, he wanted to address the issue in the Faculty Senate.

Prof. Kornelson said that last year in the Provost's Advisory Committee on Women's Issues (PACWI), there was a concern that when people are placed into internal positions without a search, other faculty feel they will never get a place at the table if they do not know what the selection method and criteria are. Thus, PACWI recommended that for all open internal leadership positions, there would be a search with clear criteria stated. Prof. Nelson said that this is not a negative about anyone that has been appointed to leadership positions and we also understand that these titles are often part of a retention package.

Prof. Hoagland believes that there is a lot of cronyism on the campus and this has discouraged qualified faculty for pursuing leadership positions. Prof. Backus said that what we need is transparency. Often these position openings are unknown until the announcement comes out that someone has been appointed. She said that transparency is the first step. Prof. Natale said that in the past a lot of searches happened in the dark and there was an expectation of cronyism. In a new era, if we want transparency, then we can't use the old practices. The perception is that for large searches, people should be aware of them before someone is selected for the position.

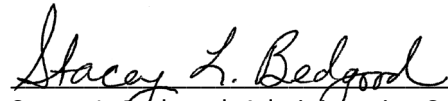
Prof. Nelson asked that senators provide specific recommendations to remedy these concerns. Prof. Cerato recommended that for any administrative searches that a faculty co-chair be appointed to the search committee who has expertise in the specific field. Prof. Schwartz said that we need to set an appropriate time for publication about a search. We should also have a place where open administrative positions of chair and above are listed and there should be some method for publicizing the position, perhaps an email to all faculty.

Prof. Natale suggested referring the issue to an ad hoc committee to explore. Prof. Kornelson moved that the Faculty Welfare Committee (FWC) serve in that role. She also encouraged senators to provide input to the committee. Prof. Natale seconded Prof. Kornelson's motion. Prof. Lamothe asked if the definition of administrative positions could include appointment to search committees. Prof. Hambright

suggested that it also apply to faculty fellow and similar positions. The Faculty Senate approved referring the issue to the FWC. There were no additional questions.

**ADJOURNMENT**

The meeting adjourned at 5:01 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, December 9, 2019, in Jacobson Faculty Hall, Room 102.

  
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Stacey L. Bedgood, Administrative Coordinator

  
\_\_\_\_\_  
Amy Cerato, Faculty Senate Secretary



**SENATE CHAIR'S REPORT, by Prof. Joshua Nelson**  
**November 11, 2019**

On October 14, I attended the Provost's Chairs and Directors meeting, where the topic of conversation was the Provost's office work with chairs and directors to increase the diversity of search pools through providing resources related to ad drafting, advertising, and network development. Senior Vice Provost Jill Irvine reminded those present about the upcoming workshop with Chris Cullinan on evaluating cultural competence in the hiring process. Interim Vice President Jane Irungu offered an overview of the vision of the Office for Diversity and Inclusion (ODI) to become the leading institutional voice in inclusive excellence, with the mission of embracing and celebrating diversity by establishing a framework that will weave equity and inclusion into the fabric of our university community—in our practices, process, systems, teaching, learning, research, interactions, outreach, and service. She emphasized that departmental strategic plans should have a diversity, equity, and inclusion component that includes, for instance, a statement of values, goals, timelines for implementation and assigned personnel. She offered a reminder of the November 13 town hall to solicit more input on OU's "We Are" campaign. Brainstorming sessions sought strategies on the goals to: 1) cultivate an inclusive campus climate; 2) improve recruitment, hiring, and retention of faculty and staff from historically underrepresented groups in support of the Affirmative Action Plan to a) foster a university culture that promotes processes for recruitment, hiring, and retention of underrepresented faculty and staff and b) build capacity with the knowledge, tools, and skills to support tenure, promotion, hiring, evaluation, and other practices for diversity, inclusion, and belonging within the teaching, research, and service framework; 3) improve recruitment and retention of undergraduate and graduate students from historically underrepresented groups; 4) create an enhanced learning environment based on diversity and inclusion; and 5) strengthen institutional shared infrastructure to achieve diversity goals. IVP Irungu urged connecting diversity candidates with her office as part of campus visits. The ODI website offers several relevant resources at <http://www.ou.edu/diversityandinclusion>.

At our October 16 meeting with Interim President Joseph Harroz, the Faculty Senate Executive Committee (FSEC) heard updates on administrative searches, which he reports are continuing deliberatively where they are open, and opening quickly where they are not. For all positions that have been announced, the FSEC in collaboration with the Committee on Committees has nominated candidates to serve on search committees (cf. the announcements in the agenda). We artfully segued to a discussion of best practices for search committees' procedures to, for instance, ensure widespread participation, avoid unconscious bias, maintain consistent and fair treatment of candidates, clarify criteria, rank preferences, and communicate recommendations. We reiterated our concern that the university has been without an ombudsperson for a good time. Associate Provost Stewart Berkinshaw joined us to discuss possible mechanisms by which vacant staff positions might be filled in a timelier manner, particularly when there is broad consensus that the positions are crucial to academic functions. IP Harroz said he would gather more input from HR and finance angles and see what might be done.

On October 21, the Large FSEC met to hear reports from several university-wide council representatives. The Academic Programs Council is in discussion with the Provost's office regarding its role vis-à-vis the Graduate Council regarding graduate program matters. A proposal restructuring program approval is underway; the FSEC intends to visit at greater length with those involved. The Athletics Council provided an overview of subcommittee structure and issues under review. The Budget Council has had difficulty finding opportunity to meet in quorum-reaching numbers, so its activity has been somewhat curtailed. The FSEC asked for more information on the members' standing and will look into ways to help the Council continue its work. The Faculty Awards and Honors Council recounted its work with SVP

Irvine to retool and clearly communicate awards criteria to help with diversity considerations and facilitate the nomination process. The Information Technology Council reported on the concerns related to IT security and costs, which also touch on email accounts for retired faculty and staff. (The Senate office fielded some inquiries from emeriti faculty, who despite reports to the contrary, are able to keep their ou.edu addresses. Some colleges may need to update the PeopleSoft profiles of those faculty.) The Research Council recalled its complete expenditure of funds from last year and its concerns that the feedback mechanism formerly managed by CRPDE has yet to be replaced, and that demands for different types of required seed-funding may require restructuring some monies to address differing disciplinary needs in, for instance, the humanities.

I attended several Board of Regents committee meetings on October 22, where IP Harroz offered a positive account of PAPBAC's progress on the strategic framework, and the healthy response to the survey that went out. Vice President of Operations Eric Conrad discussed plans to reduce energy consumption 30% over the next 11 years, which will require some technology upgrade investment (LED lights, HVAC tech, e.g.) and addressing some behavioral issues. He fielded questions from the regents over the benefits of partnering with another company that would share risk and profit from realized savings. Asked for updates on dean's searches, Provost Kyle Harper recapped ongoing searches' progress and signaled those upcoming for the deans of University Libraries, the Honors College, and the College of Professional and Continuing Studies; and the directors of the Sam Noble Museum and the OU Press. Regent Eric Stevenson asked about the diversity of the candidate pool, and Regent Frank Keating pointed out that two leading female candidates for the president's position pointed out the lack of diversity on campus. He sees this as a problem that needs urgent attention. In his financial report, Ken Rowe urged that as regulatory risk increases, so does the need for greater cash on hand. The Composite Financial Index (CFI) score is no longer a negative for OU (as it was in 2017), as we are not seeing net losses in the last 2 years and cash balances are going up, we're at around a 1.5 and are shooting for something in the ballpark of 5. Getting there will take 4-5 years, and we will be able to move the index positively more swiftly by growing income than reducing debt. Dean Gregg Garn provided an update on OU Global. The university will issue an RFP to gauge how people see what we're trying to do to help guide marketing issues. He is conducting a series of meetings and discussions with various faculty constituencies for input on proposed programs. Key challenges will be to clarify the financial model, and to gauge if OU Global can meet goals: 1) to connect with distance learners, 2) to help with diversity goals, and 3) to increase enrollment to aid with research and other goals through increased revenue. At the regular Board of Regents meeting on October 23, the return of the mums was heralded. IP Harroz announced the hire of Belinda Higgs Hyppolite as permanent VP for the Office of Diversity and Inclusion, and he thanked IVP Irungu for her effective work and the progress she has made over the past several months, and he expressed his hope that her leadership will continue on campus. He announced the introduction of an Aerospace MBA (which is connected with interest among the state legislature). From General Counsel Anil Gollahalli, the Regents heard about further modifications to the Conflict of Interest policy recommended by Vice President for Research Tomás Díaz de la Rubia to differentiate its role in relation to OU-owned intellectual property, following concerns expressed by faculty. The regents and IP Harroz applauded Joy Douglas, an undergraduate student expressing support for IVP Irungu, for her advocacy and participation.

October 25, I met with Staff Senate Chair Sarah Connelly, and we discussed possible agenda items for an upcoming meeting among the Faculty and Staff Senate officers. These included childcare options, and tuition and fee waivers. She also provided an update on Staff Senate initiatives including the upcoming presidential address to staff, parental leave, and a staff climate survey.

October 28, Dean Gregg Garn met with Chair-Elect Bradshaw, Secretary Cerato, and me to discuss issues surrounding OU Global. High on our agenda were questions around staffing (i.e., teaching over-load obligations in relation to increased research mandate), market demand assessment, the financial return model, shared governance oversight structures (of, say, program rigor, diverse engagement, students' financial situations), intellectual property, and how OU envisions its success in the wake of other institutions' lack thereof. Many of these were replicated in materials Dean Garn prepared, and he reiterated his commentary and addressed other questions in the November 4 meeting with the FSEC ahead of his visit to the full Senate meeting.

I met with Student Congress Chair Emma DeAngeli, where we echoed our hopes from our earlier meeting that the Congress and the Senate might collaborate on issues such as xeriscaping on campus grounds and childcare options. I updated her on the progress the Provost's office made on a disabilities resource statement for syllabi and directed her toward the Faculty Welfare Committee for more information on student teaching evaluation evaluation. We are optimistic that deliberate repetition of these issues at an upcoming meeting with the newly elected SGA leaders will prove fruitful.

I attended a meeting of Oklahoma tribal nation leaders on October 30 at Boyd House, where IP Harroz and several campus leaders working in areas that intersect with Native American areas of focus introduced initiatives and office functions. My remarks emphasized the Faculty Senate's work on recruiting and retaining under-represented minority faculty.

On October 31, seated next to Dr. Strange, I attended the workshop led by Cris Cullinan on assessing cultural competence in hiring that was sponsored by the Office of Diversity and Inclusion, which likely can make materials available to search committees and other interested parties.

I met with the Provost on November 1, and we discussed changes to graduate program modification workflow in relation to the Graduate Council and the APC. In thinking through how to provide faculty input and oversight of new online programs, he suggested that the Continuing Education Council might be well suited. He applauded PAPBAC's ongoing efforts and agreed to offer an update at the December Senate meeting, ahead of the planned unveiling at the Regent's January meeting.

At the FSEC Meeting on November 4, we heard from Graduate College Dean Randy Hewes about upcoming changes to the graduate faculty policies and changes to the charter, which to respond to accreditation requirements and general procedural maintenance include educational qualification requirements, tested experience assessment, inclusion of RRT faculty in the regular faculty category, expansion of "M" categories, and development of a rescission policy. We will ask Dean Hewes to attend an upcoming meeting of the full Senate to review these proposed changes. Having heard from senators concerned with some other changes in graduate policy, the FSEC discussed the reduction of required committee members to four and how to handle tied votes on dissertation approvals, and how dissenting votes are or are not reflected on electronically submitted dissertations. On the former matter, Dean Hewes clarified the process by which the College informed faculty and solicited input, and to the question of adjudicating ties, he pointed to "Section 8.7.6 of the Bulletin ([Result of the Dissertation Defense](#)) which provides:

- If one committee member dissents, the dissent is recognized as a minority report.
- If two members dissent, the dean of the Graduate College will investigate and make a final decision.
- If more than two members dissent, the defense will be judged unsatisfactory."

The language on the electronic signatory page struck some members of the FSEC as ambiguous in the case of dissenting members, and we asked that the Graduate Council consider how it might be clarified. We also discussed the proposed changes to the APC and the Graduate Council when dealing with changes to graduate programs. The FSEC is concerned that the structure of the Graduate Council may not lend itself to participatory shared governance to the same degree as the APC and in its staffing does not have the advantage of input from the Committee on Committees and the FSEC. We look to follow up with Dean Hewes, the APC, and the Provost's office to ensure that any proposed changes have fully accounted for the functions that the APC performs. Dean Garn joined us for a conversation around OU Global, referenced earlier and preliminary to his visit to the full Senate meeting.

## **List of concerns and questions that have already been shared with Dean Garn regarding OU Global**

*Provided at the November 2019 Faculty Senate meeting*

### Faculty/Academic Questions:

- How does OU Global benefit the University as a whole? What benefit does a department not offering any online programs receive from it?
- What is OU doing differently than the other large Universities who attempted to create online programs/campuses and failed?
- How will OU Global handle course development and faculty ownership of courses? What is the OU Global position on intellectual property ownership of online course development?
- How will OU Global make sure to not cannibalize on-campus traditional programs with students choosing online over in-person instruction?
- How will OU Global continue the University's high quality of instruction in online courses? What standard will be in place for review of online course academic rigor?
- What will OU Global do to include diversity and equality, inclusion and academic rigor into the online programs?
- What will be the oversight structure be for faculty teaching and for online programs academic success? Are the programs meeting the academic standards of the University?
- What authority does Elsmere have in making admissions and/or course offering decisions?
- How will faculty teaching load be decided for OU Global? Will this stall opportunities for faculty advancement?
- How can we reduce the course/program development time but still ensure quality?

### Fundamental Questions:

- What is the admissions process for online programs?
- What is the process for new online programs receiving approval?
- How will OU Global incorporate existing online programs?
- What IT systems will need to be coordinated and centralized?
- How will faculty and adjunct instructors receive training for teaching and developing online courses?
- How will instruction workload be managed?
- What is needed internally for course and program development?
- What is the financial model for OU Global?
- What incentives will colleges receive for creating online programs?
- What is the total cost for developing a new program?

### Online Learning Consortium Questions:

- Institutional/Administration Support
- Technology Support
- Course Development/Instructional Design
- Course Development
- Teaching and Learning
- Faculty Support
- Student Support
- Evaluation and Assessment