

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – March 9, 2020 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

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

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

PRESENT: Allen, Anderson, Ashby, Baumgartner, Bradshaw, Burge, Burns, Butler, Carpenter, Cerato, Cuccia, Ellis, Fuenzalida, Golomb, Hambright, Heyck, Hoagland, Jiran, Kornelson, Lai, Lamothe, Lifset, Lyst, Miller, Moore-Russo, Mortimer, Natale, Nelson, Parsons, Randall, Raymond, Remling, Riggs, Rubenstein, Schmeltzer, Shehata, Shotton, Sikavitsas, Stetson, Stevenson, Stock, Tabb, Teodoriu, Ward, Weaver, Worley

Provost’s Representative: Kyle Harper, Jill Irvine
ISA representative(s): Chris Cook
SGA Representative(s): ---
Other Guests: Mark Morvant, Chris Walker, Belinda Hyppolite, Twila Smith, Randy Hewes

ABSENT: Dunn, Muller, Nollert, Smith, Wert

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of February 10, 2020 was approved without revisions.

ANNOUNCEMENTS

Nominations for faculty volunteers for University and Faculty Senate councils, committee, and boards were due to the Faculty Senate office by Friday, March 6, 2020, but may still be submitted for consideration throughout the course of the year, as there are vacancies. The online form is available at https://ousurvey.qualtrics.com/jfe/form/SV_9sfROBYaJLJ6eUt.

Please send any nominations for the open FSEC officer and at-large member seats to Chair-elect Amy Bradshaw or to the Faculty Senate office at facsen@ou.edu.

The Faculty Senate is sad to report the death of faculty member Roger Slatt (Geosciences) and retired faculty member Jeff Kimpel (Meteorology) both on February 22, 2020.

Note regarding the following announcements: Due to the March 25 City of Norman's 21-day Shelter in Place Order for all nonessential trips and gatherings, and OU's decision to move all instruction online until July 31, 2020, these events have either been converted to virtual events or postponed to a later date.

The Tribute to the Faculty will be Tuesday, April 14, 2020 at 3:00 p.m. in the Sandy Bell Gallery of the Fred Jones Jr. Museum of Art.

The Staff Awards ceremony will be held on Tuesday, April 21, 2020 at 11:00 a.m. in the Molly Shi Boren Ballroom of the Oklahoma Memorial Union.

The Big Event, a student-run community service effort, will be held on Saturday, April 18, 2020. For more information, visit <http://www.ou.edu/bigevent>.

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. Heyck asked about scaling up cultural competence training. He is concerned that those sessions for faculty will be taught by graduate students. SVP Jill Irvine said that there is no active plan for that. There were no additional questions.

CONCERNS FROM THE UNIVERSITY LIBRARIES COMMITTEE

Prof. Nelson introduced Prof. Claude Miller, who is both a senator and Chair of the University Libraries Committee. Prof. Miller expressed that the libraries have a dire issue with lack of staff, especially IT staff. He then turned the floor over to Twila Smith, Senior Director of Digital Innovation and Development for University Libraries.

Ms. Smith said that the Libraries has lost several staff members without being able to replace them and that this is affecting their ability to serve the university community. They are able to absorb short-term medical leaves because they are all cross-trained, but they cannot maintain services with permanent staff losses. They are also not able to continue working on their innovative projects and have had to transfer many of those to other universities.

Prof. Nelson opened the floor to questions. Prof. Heyck asked if the institutional repository is still be supported. Ms. Smith said it is, but that a graduate student is running it. There were no additional questions and Prof. Nelson thanked Prof. Miller and Ms. Smith.

REMARKS BY VICE PRESIDENT FOR DIVERSITY, EQUITY, and INCLUSION BELINDA HIGGS HYPOLITE

Prof. Nelson introduced the new Vice President for Diversity, Equity, and Inclusion Dr. Belinda Higgs Hyppolite. Dr. Hyppolite said that she has been at OU now for about two months, as she started at OU on January 6, 2020. During the first 30 days, she has been on a listening tour of faculty, staff, and students at all three campuses. She added that four of the eight weeks she has been at OU have been involved with dealing with racial incidents on-campus and noted that it is difficult to make progress when you are always in crisis mode. She said that her team has been reviewing many existing documents and recommendations, such as those from the Faculty Senate.

Dr. Hyppolite addressed the student sit-in that occurred a couple of weeks ago in Evans Hall. She said that while it was spearheaded by the Black Emergency Response Team (BERT), there were many other students involved. She said current students are typically aware of the several separate incidents going back to at least 2015.

Dr. Hyppolite said that she sees diversity and inclusion as being supportive of student success and that we all have work to do in this area at OU. She hopes that faculty will take ownership of the process and work to move things forward. The three areas that her office is focused on are awareness, education, and advocacy.

Dr. Hyppolite said that she received many emails during the sit-in. While most were positive and supportive, there were a few specifically from OU faculty members that were negative and unpleasant. She would like faculty to look for opportunities to weave diversity into everything that they do.

Dr. Hyppolite addressed the Faculty Senate's Diversity, Equity, Inclusion, and Belonging Resolution (http://facultysenate.ou.edu/FS_DiversityEquityInclusionBelongingResolution_March2019.pdf) which was issued in March 2019. The first item in that resolution was to hire a Vice President for Diversity and Inclusion. That has happened and the role is part of the executive team and reports directly to the President. She noted that she has been working with Provost Harper and his staff, especially those in the Center for Faculty Excellence and that there are plans to hire an Associate Provost specifically to support this work.

The second item in the resolution addressed increasing diversity in hiring of faculty and staff. Dr. Hyppolite said that she has been examining current and recent searches and will be presenting her findings to the President, followed by making it available to faculty. She has also been working with Human Resources to infuse cultural competency into performance appraisals. The next item was increasing recruitment of diverse students as well as their retention. Dr. Hyppolite believes that OU has done a relatively good job of attracting these students, but we have issues with retention. Prof. Nelson then opened the floor to questions.

Prof. Lamothe asked Dr. Hyppolite if it is her impression that OU is poorer in this area than our peers. Dr. Hyppolite said it is not typical for a university to have multiple incidents back to back, but some of our peers have had similar incidents. She said that a university is a mirror of the society. Prof. Miller asked if Dr. Hyppolite is optimistic about OU's progress in this area. She answered that she has been doing this type of work for many years and this is not the worst that she has seen. She is optimistic but grounded in reality. Prof. Golomb said that she is disturbed by the negative emails that Dr. Hyppolite received. Prof. Golomb then suggested that there be programs in Oklahoma to educate K-12 teachers

about diversity and inclusion, as they are the ones that educate the students who will eventually come to OU. There were no additional questions and Prof. Nelson thanked VP Hyppolite for speaking to the Senate.

INFORMATION ON CORONAVIRUS PLANNING FROM THE PROVOST'S OFFICE

Prof. Nelson recognized Provost Kyle Harper, Vice Provost Mark Morvant, and Associate Provost Chris Walker to speak about OU's planned response to the coronavirus situation. Provost Harper noted that we are fortunate to have people from the Health Sciences Center (HSC) guiding us on this public health issue and that his team has been working to get OU prepared for this threat.

Mr. Walker said that there are two main working groups at OU examining this issue. The first is special pathogens operations team (SPOT) and is chaired by HSC's Vice Provost for Health Sciences Administration Jill Rains. These working groups have a variety of representatives from all three campuses. They are aware of research and data collection in relation to coronavirus and are making recommendations to both the President and Provost. Mr. Walker understands that many faculty members are frustrated with a lack of communication about this issue. He added that there is a separate group that is focused on recommending strategies specifically for the Norman campus. There is a possibility that for the two weeks following spring break there could be a migration of courses to the online platform.

Dr. Morvant said that things are moving faster than anyone expected. He said that there are several universities that have taken the lead on what it means to transition to a virtual platform. He believes that we are in a good position to do this and that the Canvas LRM is very mobile-friendly. OU IT is also working to get Zoom Pro licenses for all faculty members. OU Faculty, staff, and students currently have access to the free Zoom accounts. He also said that if faculty members have attempted to log into Office 365 and Canvas at home, they should do that. OU IT and the Provost's office can assist with any accessibility issues, such as getting videos closed captioning. OU IT is also working out how to give faculty and students access to the more advanced tools, equipment, and software from home. To assist faculty in this transition, they have created an instructional continuity site called Teach Anywhere, <https://ou.edu/teachanywhere>. Dr. Morvant suggested that faculty prepare in advance, staying aware of the situation, look at their course syllabi, and evaluate if there needs to be changes to course goals and expectations.

Prof. Eaton has a question about the Teach Anywhere website. She asked what online training is there for faculty to learn the practical exercises that need to occur for a faculty member to move instruction online. Prof. Rubenstein confirmed the correct link to the teach anywhere site, which is <http://ou.edu/teachanywhere>. Provost Harper added that the link for OU information and updates on the coronavirus is <http://www.ou.edu/coronavirus>. There was a question about Zoom's ability to support the increase in online teaching. Dr. Morvant said that OU IT has had those discussions with Zoom.

Prof. Burns asked about what we expect long-term from this virus. Provost Harper said that containment is no longer a reality, but we are looking at ways to mitigate and reduce transmission. He said that the administration is concerned about students and others traveling during Spring Break. He said that the best guesses right now on fatality rates is around 3%, which is a very high case mortality rate. The virus affects not just those that are elderly, but also those with underlying health conditions. Provost Harper added that the CDC website is the best source for this type of information. <https://www.cdc.gov/>

Prof. Ward asked what faculty should say to students that do not have consistent, dependable internet access at home. Dr. Morvant said that using cellular data is an option. VP for Information Technology David Horton said that OU IT is looking at ways to get students access to dependable public internet. Dr. Morvant said that they will also be looking at making devices available to students that do not have ways to access Canvas from home.

Prof. Teodoriu asked if classes will occur synchronously during the regular class time or if faculty should upload lecture videos. Dr. Morvant said that faculty can do either, but faculty should not require synchronous connections at times other than the regular class time. Prof. Parsons asked how this will affect graduate students working in labs. Prof. Morvant said that those working in labs without a lot of people will likely be fine, but OU discourages conducting any group meetings, except via Zoom.

Prof. Riggs asked when this information will go out to regular faculty. Dr. Morvant said that he expects to send it out to OU faculty Tuesday morning. He added that they will provide staff that can assist faculty that have not engaged with some of these technology tools. Prof. Riggs said many faculty members are nervous about receiving the help they need to move their classes online.

Prof. Cryer from ROTC is concerned about the students being required to vacate dorms and the shutting down of on-campus food services. Mr. Walker said there are not plans to shut down the dorms. Dr. Morvant said that Housing and Food Services are a priority as they recognize that there are some students that have nowhere else to go.

Prof. Mortimer said that her acting courses would be very difficult to transition online. She asked what help would be available to faculty members that teach these types of classes. Prof. Morvant said that there is some guidance in the Teach Anywhere site for laboratory and performance classes. Mr. Walker said that the Provost's Office has already been in conversation with Fine Arts Dean Mary Margaret Holt about how to address performance-based classes.

Prof. Sikavitsas asks if laboratory courses will need to be done by video or whether they will occur at all. He says that most lab classes need the students to actually perform the labs. Prof. Heyck asked what is being done to mitigate transmission in Housing. Dr. Morvant said that most students will leave campus and go home. There are only a few hundred students, many of them international students, that will still need to be in on-campus housing. Provost Harper said that there has not been transmission within Oklahoma yet, however there is concern about students traveling out of state during spring break and then coming back to Oklahoma. Dr. Morvant said that OU Housing is on top of these issues.

Prof. Stevenson said that as a microbiologist he has been planning for this for over a week. This last week, he had a test case where he gave his exam online. He ran into some issues providing an extra time accommodation to students without them having to physically take the exam at the Accessibility and Disability Resource Center (ADRC). Dr. Morvant said that there is a way to do that in Canvas and his office is working with the ADRC to provide guidance to faculty on how to do that.

Prof. Schmeltzer asked if the trigger point for this effort was the shutting down of the Arezzo program last week. Mr. Walker said that they have been following this since early to mid-January when it was in China. However, when it spread to Italy, that had a much bigger potential effect on OU. Prof. Schmeltzer asks if the Arezzo students have been self-quarantining. Mr. Walker said they are working on tracking those students.

Prof. Butler asked for instructions on using Zoom that she can post to her course page for students. Dr. Morvant said that OU IT is working to make that information available on the Teach Anywhere site. Prof. Weaver expressed concern about captioning services for students of these Zoom videos. Dr.

Morvant said that there are those capabilities built into the Zoom app, but that OU IT will work to provide exact transcripts of videos within 24 hours.

Prof. Cuccia said that it looks like the major issue is having students leave and then come back to campus after Spring Break. Mr. Walker said that those that travel internationally should let OU know through OU's 24-hour health line. However, OU does not current have a ban on domestic travel.

Prof. Eaton asks if the information on Teach Anywhere is the most up to date. Dr. Morvant said that he will verify that is the case. Prof. Moore-Russo asked how this affects the Writing Center, tutoring, and other service. Dr. Morvant said that that one-on-one tutoring will need to occur via Zoom. He added that all the student tutors already have access to the Zoom basic license.

There was a concern expressed about the many underpaid instructors that teach the daily gen ed language courses, who may not have access to broadband in their homes. Mr. Walker said that OU's physical campus is not closing, and that instructors could still access classrooms and offices. Prof. Randall said that the virus is most dangerous to older people and those that are immuno-compromised, typically faculty and staff. Mr. Walker said that they are working with Human Resources on this issue.

Prof. Carpenter said that students need to know to prepare before they leave campus for Spring Break that they may not be able to come back. Dr. Morvant said they encourage students to take their devices and course materials with them when the leave for Spring Break.

Prof. Nelson said that the Senate would create a Canvas course accessible by senators to make information and links available and allow discussion. Prof. Riggs note that if the decision is made to not close campus, then there are faculty that may still need to make their courses virtual because of their own health concerns. Prof. Teodoriu asked if instructors can use Skype. Dr. Morvant said that faculty can use Skype, but that Zoom has additional features that are beneficial for instruction. Prof. Cuccia asked about a policy for students that may want to self-isolate if we do not close down the OU campus. Mr. Walker said that would be at the discretion of the individual instructor.

There were no additional questions and Prof. Nelson thanked Prof. Morvant and Mr. Walker for speaking to the Senate.

PATHWAYS TO LEADERSHIP RESOLUTION

Prof. Nelson opened discussion on Pathways to Leadership Resolution that was written by the Faculty Welfare Committee (FWC) (attached). There were no questions or feedback. FWC Chair Keri Kornelson made a motion that the resolution be accepted, and Prof. Cerato seconded it. The Senate voted to support the adoption of the Pathways to Leadership resolution.

ANTI-RACISM RESOLUTION

Prof. Nelson introduced the draft Anti-Racism Resolution that was written by the Faculty Diversity, Equity, and Inclusion Committee (FDEIC) (attached). The Senate will vote on this resolution at a future meeting.

Prof. Miller asked what "tangible repercussion for the professor's actions" means in the document. FDEIC Chair Heather Shotton said that the committee included the recommendations as written by the students. Prof. Nelson said that it would be a decision by the administration what exactly those repercussions might be. Prof. Miller thinks that we could get into trouble leaving that so open-ended.

Prof. Heyck asked about the idea of the semester-long class for students. His faculty asks if this is a new gen-ed requirement where there may be multiple courses in different departments that could meet this requirement. SVP Jill Irvine said they are evaluating all the options and no decisions have been made yet. She added they are forming two faculty taskforces to consider this. Prof. Carpenter asked how this potential new course converges with OU's goal of getting degree sheets down to 120 hours.

Prof Burns said that what tenure is designed to protect is speech that others may disagree with. He is concerned with the sixth 'whereas' paragraph of the proposed statement. Prof. Burns said that a document like this cannot be used to legislate basic civil behavior and that there is too much of a wide range of how people interpret others speech to make losing tenure an option.

Prof. Golomb motioned, and the Senate voted to extend the time for discussion of this resolution for 15 more minutes. Prof. Teodoriu said that one solution to the issue with additional gen-ed hours required would be to make it a zero-credit class, but one that is required of students.

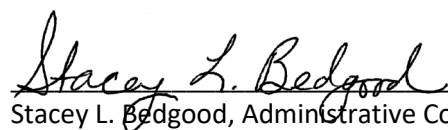
Prof. Heyck said that while people may hide behind a first amendment flag, his reading of this resolution may be giving up tenure as a protection of free speech. He cautions that we do not use overly broad language. Prof. Riggs said that we are forced to make judgement calls in the 'messy middle' between free speech and hate speech. Prof. Schmeltzer said that two years ago there was a special committee created by the president to deal with this issue. Prof. Shotton said that their work was mainly with the dean of students and related to the Student Code of Conduct. Prof. Lifset also echoed the concerns of others about tenure being compromised by this document.

Prof. Stetson said that we are trying to pass a resolution to make no one ever feel uncomfortable. She remembers that not too long ago LGBTQ people were told to stay in the closet so that others were not made 'uncomfortable'. She said that sometimes in discussions, people will be uncomfortable. Prof. Golomb wanted to include something in the resolution about the context for this type of speech. Prof. Tabb from the College of Law said that there are people on campus that are experts in this type of speech, and he suggested asking for their guidance about the wording.

Prof. Sikavitsas said that as a part of his course material, he discusses embryotic stem cell research. This document makes him concerned that there are students that would be uncomfortable with that discussion due to their religious views. Prof. Nelson said that he would like senators to continue to provide feedback on this resolution.

ADJOURNMENT

The meeting adjourned at 5:18 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, April 13, 2020, in Jacobson Faculty Hall, Room 102. (*Note: This meeting will be via Zoom, not face-to-face on campus.*)


 Stacey L. Bedgood, Administrative Coordinator


 Amy Cerato, Faculty Senate Secretary

SENATE CHAIR'S REPORT, by Prof. Joshua Nelson
March 9, 2020

One of my favorite quotes, and I don't know who said it, improves upon George Santayana's: "Those who cannot remember the past are condemned to repeat it—without a sense of irony." For whatever that's worth.

Although this month's entry will be somewhat brief, please be assured that universe has conspired to keep my hands from idleness. As we prepare for leadership transitions, the Faculty Senate Executive Committee (FSEC) with the help of FS Administrative Coordinator Stacey Bedgood launched a Canvas page to help keep track of ongoing, collaborative projects we have advocated (Handbook updates, ongoing diversity initiatives, step-up/down policies for chairs, increased shared leave resources, trainings and institutional history communication for incoming chairs, ombuds office staffing, cultural competence measures on evaluative rubrics, faculty mentoring, e.g.). Should the platform prove useful, we might introduce another for the full Senate.

On February 7, I attended VPRP Tomás Díaz de la Rubia's presentation to College of Arts and Sciences chairs on the development of multidisciplinary centers of excellence and identification of grand challenges in connection with the strategic plan that will be presented to the regents this week. The work will be ongoing, and he welcomed nominations from the Faculty Senate Executive Committee to diversify the membership of relevant committees. On February 10, I attended a similar session for all chairs, at which I learned that humanities faculty looking for assistance on external grant applications should reach out to Prof. Carol Silva and Prof. Georgia Kosmopoulou through the Center for Faculty Excellence. Presenters elaborated on ways that department chairs can aid in mid-career faculty mentoring through offering advice on external funding opportunities, peer review networks, promoting faculty for research awards, and promotion guidance.

At the Deans' Council on February 11, we heard from VP Belinda Higgs Hyppolite, who emphasized the need to weave diversity, equity, and inclusion into all aspects of our work. Associate Provost and Budget Office Director Stewart Berkinshaw detailed a new policy that will move unexpended foundation funds back to principle balances to encourage the awarding of scholarship and other monies. Senior Associate Vice President Jeff Blahnik, Director of the Office of Admissions and Recruitment, discussed instituting a new early action date of November 1 to help keep up with competitors' trends and moving to self-reported test scores for students next year, which will help award scholarships earlier, with scores to be verified later. Interim President Joe Harroz offered updates on the strategic plan and his general perspectives, reporting that the university must still be mindful of its debt. Although we identified \$50 million in savings last year, we need another \$25 million this year, and have gotten over half the way there so far. At the heart of the strategic plan for growth is research and external funding (public AAU-caliber). For this we need strategic directions that throw a wide loop around disciplines, and for this we need to plan how to adjudicate research projects. For this evaluation, he refers us to the promises made to students. We need to communicate to them how the research conducted here makes them a compelling promise and the what the value of a holistic, liberal arts education is. For the strategic plan, the major pillars should be fixed through anticipated revisions, although tactics and

particular strategies for them may well change. The Norman campus has not had a budget looking past one year, so a 5-year pro forma will also be included.

The FSEC meeting with IP Harroz on February 12 was dominated with discussion of the use of pejorative, racialized language by faculty. IP Harroz had been in conversation with faculty and administrators across campus to develop means of legal and effective remediation for such problems. The FSEC reaffirmed our advocacy of the steps set forth in the resolution passed in March of 2019 (http://facultysenate.ou.edu/FS_DiversityEquityInclusionBelongingResolution_March2019.pdf), and emphasized the need for tangible actions to improve our campus climate, appropriately resourcing the Diversity office, and improving hiring pipelines and procedures for faculty and administration. One point in the resolution that we are seeing progress on is the filling of the ombuds position, which we have discussed in greater detail with Vice President for Executive Affairs Sean Burrage. We also discussed increasing resources for shared leave, a conversation that will be ongoing with Angela Church from Human Resources. We asked if there is a development strategy around fundraising for need-based scholarships, to which IP Harroz responded that there would be, once permanent leadership for the development office is in place.

President's Academic Program and Budget Advisory Committee (PAPBAC) met with the FSEC on February 17 for an update on the strategic plan (expanded from a framework at the regents' urging). Provost Kyle Harper emphasized that the costs of many of the projects will influence the framework going forward. FSEC members suggested some revisions in terms of order, elaboration on humanities fields, strategies linked to diversity and belonging, 360° evaluation of administrators and office functions, and circumspection on introducing new faculty categories.

On February 18 and 19, members of the FSEC interviewed candidates for College of Professional and Continuing Studies (PACS) dean and subsequently communicated our impressions to Prof. Gregg Garn, chair of the search committee. The afternoon of the February 19, I met with the FS Diversity, Equity, and Inclusion Committee to discuss forthcoming resolutions and statements related to pejorative language use by faculty and the students who were occupying Evans Hall. Senior Vice Provost Jill Irvine and I met later that day and discussed an ad hoc committee in connection with the Vice President for Research and Partnerships (VPRP) office to evaluate retention offers, which the FSEC believes could provide excellent guidance on criteria and best practices, and I suggested the Senate could nominate members to the committee should it continue its work. We also discussed resources that would benefit chairs and senior faculty as they take on mentorship responsibilities within departments. In line with the FSEC's advocacy for increased leadership opportunities, we considered ways of coordinating with HR's leadership workshops.

On the February 20, I teleconferenced into the Faculty Advisory Council of the state regents and got an update on proctored exam services. There was little additional information regarding the governor's California travel ban, but the guidance from the General Counsel's office at the last Faculty Senate meeting helped clarify how faculty's research, teaching, and service are critical to the university mission.

On the February 25, I met with Human Resources Director Angela Church to discuss the gap in pay that many chairs face when stepping down from that role. Many have contracts that end in June and moving

from a 12-month to a 9-month contract leaves them without pay until August. We discussed possible solutions, one of which might involve compensation for accrued Paid Time Off, which is currently moved to Extended Sick Leave. A change to this policy would require revision of the Regents' policy. I suggested that another possible solution would be to begin and end 12-month contracts in August, a move that she saw no immediate problems with, but noted that this was in the Provost's office's purview. In subsequent talks, neither Provost Harper nor AP Berkinshaw saw problems but wanted to check with the college deans. At the Deans' Council, no one identified barriers, but all agreed to run the idea past the Payroll office. Ms. Church and I connected with Learning and Development Assistant Director Jeffrey Cooper to begin conversations on how HR's leadership development workshops could involve more faculty. Of particular note, Ms. Church confirmed that the possible conversion of all faculty to a 12-month pay schedule will not be required. PeopleSoft will be able to accommodate both 9- and 12-month schedules, and the practice is in line with other university procedures, so we'll continue on as we have.

On February 27, the FSEC issued a statement supporting students participating in the Evans Hall sit-in and offering suggestions to faculty on how they, too, might support students and engage with the issues. Although not every FSEC member was immediately available to weigh in, the statement was eventually endorsed unanimously by the committee.

At the FSEC meeting on March 2, we confirmed the Provost's office has no objection to chairs' contracts running from August to August, which could also help avoid interruptions in scheduled withholdings if those stepping down receive no compensation in the summer. We again mentioned our support for clarifying considerations around retention offers and offering input via Senate nominations to any permanent committee(s). We discussed ongoing perspectives that faculty have shared with the FSEC regarding academic freedom and academic responsibility vis-à-vis pejorative language use. SVP Irvine earlier suggested a learning community approach to improve our campus climate and to reflect on best practices and reflexive pedagogical considerations, a suggestion that Provost Harper indicated his office would support through sponsoring external guests with expertise in the area. [The FSEC is keenly interested in fostering engaged and informed conversations on these issues—more on this in coming days.] He also noted that faculty training materials are under development. We returned to the topic of spousal accommodation coordination as a means of improving faculty recruitment, and the Provost indicated that the strategic plan in its current incarnation reflects this initiative. He reminded the FSEC of the outstanding work that PAPBAC has done on the plan.

VP Hyppolite joined us to discuss the university's structural response to the campus climate in relation to diversity, equity, and inclusion. We highlighted several points of the March 2019 Faculty Senate resolution that we saw as priorities, and she noted that the university is making progress on several of them, along with developing the soon-to-be-required diversity course for undergraduates and the trainings for faculty. Lee Camargo-Quinn from HR and Prof. Theresa Cullen from the Employment Benefits Committee (EBC) joined us to offer an update on benefits. RFPs are out for medical, dental, and vision insurance. Our fee structure for voluntary life insurance is under review to look at set increments. The tier structure for health insurance is also being reevaluated, not least to unify our approach with the HSC campus's less differentiated system. Forthcoming claims data for the past year will inform the distribution going forward. One key target area for potential savings is to lower costs for dependent

coverage, where we are less competitive with peer institutions. Faculty Welfare Committee chair Keri Kornelson updated us on the committee's progress on teaching evaluations and also accepted the charge to look into recommendations regarding 360° administrator and office function evaluations. Chair-Elect Amy Bradshaw, who also chairs the Committee on Committees, arranged with the FSEC to elect the full slate of next year's Faculty Senate officers at the regular May meeting, which means that nominations for those positions are still open.

At the Deans' Council on March 4, SVP Irvine discussed a review of centers and institutes, which have proliferated on the Norman campus, with an eye towards developing guidelines for governance, establishment, review/evaluation, and disestablishment when warranted. Associate Provost for Faculty and Student Affairs Chris Walker described plans underway to respond to potentially worsening situations with the coronavirus outbreak. Two working groups have been meeting regularly: the larger draws from the Legal Counsel's office, Health Science Center, Public Health, Student Affairs, Goddard Health Center, International Studies, Human Resources, and Public Relations; 2) the smaller involves Student Affairs and Housing, with particular focus on students now abroad. In the near future, the committees will invite IT and Athletics representatives and will look deeper into suggestions for travel during spring break and public messaging concerns, and the possibility of moving to online class settings, where the university will especially want faculty input. AP Walker emphasized that meetings are ongoing, and the committees are very active. He urged the deans to filter questions and pass them on to him. He would like to identify and prepare for major obstacles should moving classes to an online environment be required. The link.ou.edu/coronavirus-faq page will be updated regularly with new information and guidelines.

During his update, Provost Harper discussed the unrest of the prior weeks and asserted the need to show tangible, visible progress on diversity, equity, and inclusion. He affirmed the administration's commitment to cultural competence in the classroom, as we teach sensitive topics with protections of academic freedom, which goes together with academic responsibility. VP Hyppolite and SVP Irvine are at work on faculty development plans, and they look forward to thoughtful input from faculty in recognition of campus expertise and effective existing programs (Gender and Equality Center (GEC), the Unlearning series; e.g.). SVP Irvine believes that we will need to go beyond online trainings, as face-to-face interactions will be key to the success of faculty development on this front, and teams are also looking at resources available externally. They are solicitous of productive ways of gaining faculty input. Provost Harper offered another update on the strategic plan and echoed his thanks for the contributions of PAPBAC members, particularly co-chair Prof. Sarah Ellis. He looks forward to substantive feedback from the Board of Regents around budgeting and operationalizing. He does not anticipate that the plan will be made public in the short term.

PATHWAYS TO LEADERSHIP RESOLUTION

WHEREAS, the Faculty Senate acknowledges and appreciates that recent vacant upper administration positions at OU have been filled via transparent and open processes; and

WHEREAS, the Faculty Senate further acknowledges and appreciates that these recent searches have set a new bar for transparency and inclusion for upper administration hiring at OU; and

WHEREAS, in contrast, positions at the intermediate administrative level are still often filled in a non-transparent way, without an open announcement of the vacancy, without a published set of criteria for the position, and without a clear hiring process; and

WHEREAS, faculty at OU who may wish to be considered for such early or intermediate administrative positions are generally unaware of how to make themselves known as candidates for said positions; and

WHEREAS, there is a deep and diverse pool of potential administrative leaders at OU with leadership skills but that have had few opportunities to advance; and

WHEREAS, the Faculty Senate acknowledges that upper administrators have a vested interest in building their leadership teams; and

WHEREAS, a transparent hiring process allows supervisors to make the best choice from a diverse and talented applicant pool, thus instilling trust in new leaders;

THEREFORE, BE IT RESOLVED, that the Faculty Senate of the OU - Norman Campus requests that the University of Oklahoma adopt the following practices:

- Make public (to the university community) a set of procedures for hiring at early or intermediate level administrative positions. (These procedures may include publishing a call for applications with an appropriate deadline, a clear and well-defined job description, a list of required qualifications, etc.)
- Require use of a transparent application process that follows these procedures when hiring for early or intermediate-level administrative positions.
- Limit the practice of assigning current administrators to more than one leadership role, as our university has many talented faculty members who seek opportunities for advancement.
- Develop a variety of mechanisms for faculty to learn about existing campus-wide committees and multiple opportunities for faculty to volunteer for said committees, as committee membership and leadership can be a pathway to administrative leadership.
- Offer systems that inventory the skills of interested faculty and provide mentoring and training for leadership positions.

Presented to the OU-NC Faculty Senate by the Faculty Welfare Committee on February 10, 2020.

RESOLUTION TO HOLD FACULTY ACCOUNTABLE FOR ANTI-BLACK AND RACIST LANGUAGE IN THE CLASSROOM

WHEREAS, the Faculty Senate finds the recent evidence of faculty members using a racial slur in the classroom abhorrent and incongruent with our values and commitment to diversity, equity, inclusion, and social justice; and

WHEREAS, the Faculty Senate recognizes that such language is rooted in and perpetuates anti-Blackness and elicits the deep wounds and repercussions of slavery, genocide, Jim Crow, and continued systemic racism throughout U.S. history; and

WHEREAS, the Faculty Senate recognizes that the use of racist language in the classroom creates a harmful learning environment for our students; and

WHEREAS, we recognize that as educators we have a responsibility to be mindful of the power of language and use it in ways that are appropriate in an educational context, are relevant to teaching and learning, and do not recreate or perpetuate harm; 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; and

WHEREAS, the Faculty Senate acknowledges the broad protections afforded to faculty members by the First Amendment and academic freedom, we also acknowledge that academic freedom does not protect faculty members from colleague or student challenges to or disagreement with their educational philosophy and practices; and

WHEREAS, the Faculty Senate values the safeguards aimed to protect academic freedom through systems of tenure for faculty, we acknowledge and assert that tenure does not extend to additional administrative titles and leadership roles for faculty; and

WHEREAS, we recognize that we as Faculty have a responsibility to hold our colleagues accountable when they are impeding student learning and engagement through their language and/or actions; and

WHEREAS, we recognize that this is a faculty issue that falls squarely within the purview and responsibility of the Office of the Provost and College administrative offices;

THEREFORE, BE IT RESOLVED, that the Faculty Senate of the OU - Norman Campus calls upon the academic leaders of the University of Oklahoma to demonstrate their commitment to enacting meaningful, long-term, and systemic change by considering and acting upon the requests made by the OU student chapter of the National Association of Black Journalists (NABJ). These requests include:

- An enhanced curriculum dedicated to the education of social and cultural competency for all students.
- An increase in diverse faculty, staff, and especially higher administration.
- A staff position, “Chief Officer of Diversity and Inclusion”, created and filled within the Gaylord College of Journalism.
- More efforts for diversity and inclusion in Gaylord College of Journalism & Mass Communication.

- A tangible repercussion for the professor's actions.

Additionally, the Faculty Senate calls upon the academic leaders of the University of Oklahoma to consider and act upon the requests made by the Black Emergency Response Team (BERT), which include:

- Mandatory equity training for all faculty.
- Shifting the one-time diversity experience training to a semester-long class taken by all incoming and transfer students.
- Creating a multicultural center for all marginalized groups on campus.
- Creation of a student advisory council to the Provost's Office, similar to the current Vice President of Student Affairs Student Advisory Committee (VPAC), to provide insights and advice to the Office of the Senior Vice President and Provost.
- Regularizing a 360° review process for senior executive leadership reporting to the Office of the President.

In support of these NABJ and BERT student requests, we once again call upon the University of Oklahoma to:

1. **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:
 - 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 and marginalized groups, broadening participation, inclusive practices, etc.
 - 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 system.
 - d. Hold search committees accountable for following best practices for supporting diversity, equity, and inclusion in the recruitment, hiring, and retention process.
 - e. Commit to competitively recruiting and retaining diverse faculty members. Establish resources for opportunity hires and prioritize support for recruiting and retaining faculty who support and enhance our diversity, equity, and inclusion goals.
 - f. Establish and publicly communicate explicit goals for further diversifying students, staff, faculty, and administrators.
 - g. 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.
 - h. 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.

- i. 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.
2. **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, and commit to anti-racist and transformative institutional policy, space, and curriculum.** Examples include:
 - a. Review and revise the University's code of conduct for faculty and staff as it relates to assaultive speech.
 - b. 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.
 - c. Facilitate community teach-ins or workshops where we come together to listen, learn, consider, and discuss, for example, "justice," "institutional & systemic racism", "being anti-racist", and "community".
 - d. Review and revise how we evaluate faculty and staff, including teaching, research, service, and community outreach efforts.
 - e. Amplify and enhance Diversity Ally trainings for faculty, staff, and administrators ("Unlearning" racism, sexism, ableism, classism, in addition to the ongoing LGBTQ Ally trainings).
 - f. Reinstate the Diversity Fellowship through Center for Faculty Excellence (CFE).
 - g. Reevaluate and assess the effectiveness and impact of the required diversity training for first-year and transfer students.

In addition, we also call upon the University of Oklahoma leadership, the Office of the President, and the Office of the Senior Vice President and Provost to:

3. **Proactively develop and promote a culture where faculty are provided the tools and support they need to be actively anti-racist as they support student engagement and learning.**
4. **Develop action plans for facilitating learning, dialogue, and healing processes that are guided by restorative aims for OU community members to participate in after racist incidents.**

Finally, we recognize that this is a shared responsibility and as a University community we must remain vigilant in our commitment to fostering a learning environment that is equitable, socially just, culturally responsible, and respects and honors all of our students.

Presented to the OU-NC Faculty Senate by the Faculty Diversity, Equity, and Inclusion Committee on March 9, 2020.