

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – April 13, 2020 – 3:30 p.m. – via Zoom

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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, Dunn, Ellis, Fuenzalida, Golomb, Hambright, Heyck, Hoagland, Jiran, Kornelson, Lai, Lamothe, Lifset, Lyst, Miller, Moore-Russo, Mortimer, Muller, Natale, Nelson, Parsons, Randall, Raymond, Riggs, Rubenstein, Schmeltzer, Shehata, Shotton, Sikavitsas, Smith, Stetson, Stevenson, Stock, Tabb, Teodoriu, Ward, Weaver, Worley

Provost’s Representative: Kyle Harper, Jill Irvine, Mark Morvant
ISA representative(s): Christopher Cook
SGA Representative(s): ---
Other Guests: Joseph Harroz, Sean Burrage

ABSENT: Nollert, Remling

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of March 9, 2020 was approved without revisions.

ANNOUNCEMENTS

The Tribute to the Faculty will not occur as scheduled. In consultation with Marketing and Communications, the Provost's Office has decided on a virtual announcement of recipients that will go out on April 22 and will feature a video from Interim President Harroz.

The Staff Awards ceremony is indefinitely postponed.

The Faculty Senate is sad to report the death of retired faculty member Harold Grasmick (Sociology) on April 4, 2020.

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.

Senior Vice Provost Jill Irvine provided several documents that were included in the Chair's Report. There were several questions about those. Professor Heyck asked for more details about the proposed diversity course. Prof. Irvine said that they have not made final decisions made about how this course will be offered, but the current thinking is to offer a required course to all incoming students and transfer students. That may mean then that one course will be created, but there is still consideration of several options and how that will fit in with the gen ed curriculum. Currently, the committee is being asked to consider content for a new course that would address diversity, equity, and inclusion broadly. However, the final decision about what this will look like within the confines or opportunities of gen ed has not been determined yet.

Prof. Michael Crespin asked whether the rules in the guide for centers and institutes are finalized and if not, is there an opportunity to offer input? Prof. Irvine said that this has been considered by several constituencies on campus and this is a final form. However, since this is a new document and this is a series of new processes on our campus, of course we will be open to input as we go along.

Prof. Teodoriu asked if there has been consideration of making the diversity course a zero hour, but mandatory course. He added that this would remove the financial burden for the course from the students. Prof. Irvine replied that among the concerns mentioned is the possibility of adding extra credit hours, which then is going to increase their tuition bill. She said that they are working within the assumption that we would not do that. Thus, the question becomes, "How do we introduce a new course without actually increasing the number of hours that we're asking our students to take?"

Prof. Natale commented that he is a member of the committee considering the diversity course and that he would be happy to take any input from senators back to that group.

REMARKS BY INTERIM PRESIDENT JOSEPH HARROZ, Jr.

Prof. Nelson introduced Interim President Harroz and thanked him for speaking to the Senate. Pres. Harroz thanked the Senate for inviting him. Pres. Harroz stated that this is a novel situation we are dealing with and there has not been precedent for this in OU's 130-year history. He said that this is a time when all of us are thinking about our safety and the safety of others. While the coronavirus has a brutal impact on our physical health; our economic health is also challenged. OU's challenge is not to just get through this time, but to emerge better than we otherwise would have been.

Pres. Harroz complimented the Health Sciences Center on the work they are doing both clinically and in research. He stated that HSC will soon be able to do high volume, high throughput testing in a joint enterprise research collaboration between OU and the Oklahoma Medical Research Foundation. Despite this positive news, the volumes on the clinical side are down about 40% from what is typical. On the hospital side, all elective surgeries have been postponed because of the need to conserve personal protective equipment and space to make sure we have capacity in the event of a COVID-19 surge.

For the Norman Campus, the key question is when to resume in-person campus operations and classes. Pres. Harroz meets daily with the teams working on managing various scenarios. There is a crisis management team, a COVID management team, and it is a combination of faculty and staff from all three campuses, talent fortified by our epidemiologists and biostatisticians. He met with Gary Raskob, OU-HSC's Dean of Public Health. Dean Raskob stated that the data right now is still too poor to project accurately. Until we have more testing, the ability to adequately and accurately project the future simply is not there. This is one reason that our high throughput testing is essential, not just for public health, but also for the university itself.

Pres. Harroz said that for the Norman campus, there are some key economic factors where we need to focus. The NC total operating budget is just under \$1 billion a year. Tuition and fees are approximately \$350 million of that. Many national surveys are projecting approximately a 10% reduction in students in the Fall, both incoming freshman and returning students. There is also likely a 10% or greater decrease in net revenue because of the economic impact. A combined 20% a net hit on that \$350 million is a \$70 million decrease in tuition and fees alone. Housing is uncertain for the fall, and OU has a large investment in housing.

Pres. Harroz said that Athletics, primarily driven by football, is a \$167 million operating budget. They are working to manage and mitigate in terms of cost reductions because we know there is going to be an impact. At the state level, Norman campus, state appropriations are \$111 million, thus every 1% decrease is \$1.1 million.

Pres. Harroz said that he has been visiting OU Zoom classes and students are asking about the federal CARES Act funding. He has been working to convince legislators that funding should primarily go to public universities. OU is receiving approximately \$18 million under the CARES Act. Of that \$18 million, \$9 million goes directly to students for those most in need, most impacted by the coronavirus. That leaves \$9 million for the rest of OU and its impact from COVID-19. The pro-rata refunding of housing and food for the Spring semester cost OU \$7 million and canceling the NCORE Conference cost \$2 million.

On the state level, Oklahoma is spending about half of the rainy-day fund to prevent a mid-year cut. That is a positive but depletes that fund for next year. The President said that we have started a fundraising campaign called Sooners Helping Sooners. We will need more tuition waivers in the fall to help students, but many of our donors are affected by the situation with the energy industry. Currently, OU has restricted travel costs and hardened the hiring freeze.

We are looking at the COVID-19 situation impacting OU for at least 12-18 months. It will cost more to get students into OU because of the economic impact. Oklahoma is uniquely hard hit, especially our philanthropic community. The drop in price of oil, which impacts our funding both directly through appropriations and Section 13 dollars, but also through the donor base, will be a factor.

Pres. Harroz said that several new ad hoc committees have been formed to look at how we approach FY21. They are evaluating and managing enrollment and housing and areas such as administration, finance and IT, academics and research, athletics, and government affairs. The FSEC has made

recommendations of faculty members to serve on those committees. Pres. Harroz said that there are three possible scenarios they are planning for:

Scenario 1: Classes start back in Fall 2020 in-person.

Scenario 2: Classes are online in Fall 2020.

Scenario 3: Classes are online in Fall 2020 and Spring 2021.

There are permutations of each of these scenarios and also the idea of doing a hybridized semester. The committees are exploring those options as well, however, that is impaired because the data are so poor. Students have told him that what is most on their mind is “Do I need to be in Norman by the start of the Fall semester?”

The floor was opened to questions. Prof. Burns asked if we could access our endowment funds, since this is an emergency. Pres. Harroz said that we have had conversations with Guy Patton from the OU Foundation, but that many of the funds are restricted and only about \$2.5 million could be used immediately. There is consideration of approaching our donors asking them to untie some of the restrictions on their donations. However, in terms of planning, we do not know what the long-term situation will be, and a major unknown is what will happen with Athletics.

Prof. Teodoriu asked if OU has a task force to look at building energy reduction. Pres. Harroz replied that before this situation, we had an RFP out to evaluate building efficiency issues. With in-person classes canceled through at least the summer, we are looking at additional ways to reduce energy use. Pres. Harroz asked if we don't have students on campus, what would it cost to temporarily mothball our housing towers and that is about \$16 million. Prof. Teodoriu offered to use his experience in this area to assist the university.

Prof. Parsons said that several graduate students, especially foreign students, are asking if there is a time-line for the decision for how we will operate for the fall semester. They need to make plans for going home for the summer and possibly fall. Pres. Harroz said we have trigger dates in mind, but we do not have enough data yet. He said that he would consult the FSEC about those decisions. Pres. Harroz said that we will have a good idea by May 1 about our incoming freshman class and retention numbers. We should know by late June what is happening with football. OU will need to make those announcements in time for students to react.

Prof. Ward noted that the Chair's Report said that the FSEC has looked at potential models for the non-regressive application of furloughs. Pres. Harroz said we must be honest as we look at ways to cut costs and must realize that there is a chance of a very large hit to the university. The best case is a 5% reduction in our budgets, which is \$50 million, but it could end up being 10% or more. There is not enough in cost-cutting or in reserves to cover that. We are continuing to look at ways to reduce IT spending; over the last year, we have gone from \$100 million to \$75 million, but \$50 million is more in line with our peers. We are also looking at increasing revenue by ramping up OU's online programs under Gregg Garn. However, we do have to keep the option of furloughs on the table. Across the board furloughs would save OU \$2 million a day. Among the lowest paid, there is a regressive component; we have noted that and will look at ways to mitigate that. The strategic plan will need to guide us in this cost-cutting and furloughs are just one tool we will consider.

Prof. Muller asked about when administrative and other operations will return to normal. Pres. Harroz replied that our first commitment is to safety. If we can come back in-person, but then things change with coronavirus, we may have to go back online, both in classes and in administrative operations. That is also a part of the conversation about whether we offer a traditional semester or if we package our courses differently. Prof. Ashby asked about the effects of COVID-19 on required laboratory and fieldwork. Prof. Nelson suggested reaching out directly to Graduate College Dean Hewes and Provost Harper about those concerns. There were no further questions and Prof. Nelson thanked Pres. Harroz for speaking with the Senate.

FACULTY DIVERSITY, EQUITY, AND INCLUSION COMMITTEE REPORT

Prof. Nelson reports that the Faculty Diversity, Equity, and Inclusion Committee (FDEIC) has recommended to the Executive Committee that we table the diversity resolution we considered at our last meeting, so that we could have a better conversation once we have an opportunity to either acclimate to the Zoom platform or meet in person and have the conversation there. Until the FDEIC brings that resolution forward again to the Executive Committee and the full Faculty Senate, it will be tabled.

PROPOSED REVISION TO THE BY-LAWS TO ALLOW ELECTRONIC VOTING

Prof. Nelson said that last May a resolution was brought forward to allow electronic meetings and voting. The resolution almost passed but did not reach the 2/3 majority required to make a change to the bylaws. Prof. Nelson would like senators to get feedback from their constituents on the attached resolution. The Senate will not vote on this at today's meeting but will discuss the language of the amendment.

Prof. Teodoriu asked for details on the meaning of the term "electronic discussion". Prof. Nelson said that we can add some specificity, but we do not want to be overly specific in the bylaws. Prof. Nelson welcomes any suggestions for revision on that wording, but we would like to avoid references to specific technology that may become obsolete.

Prof. Heyck said the text we have here is termed for "urgent time-sensitive matters", not the inability to meet in person due to a pandemic. He suggests separating time-sensitive issues from issues that may simply not allow us to meet in person. Prof. Nelson asked Prof. Heyck to draft some language to add to the revisions addressing that.

Prof. Lamothe asked how we can vote electronically at the May meeting on the issue of being allowed to vote electronically. Prof. Nelson said that there is some business such as electing officers for 2020-21 that the Senate must do and so will be able to vote on those issues. Prof. Miller noted that a 2-day voting window may be too long when considering time-sensitive issues. Prof. Nelson suggested that it be left to the FSEC to determine an appropriate voting window. He added that when we drafted this document, we had in mind issues that might arise in the summer when faculty may not be accessing their email as often. Prof. Morvant suggested stating it in such a way that we could vote during a Zoom meeting if necessary. Prof. Shotton questioned whether the wording requires 2 days to vote. Prof. Hambright agreed that it should be worded that 2 days is preferred but leave the option for the FSEC to reduce that time if necessary.

Prof. Burns said that we could get unanimous consent to agree to electronic voting in the current situation. Prof. Nelson said that one option is an electronic roll-call vote to approve that. This is true of the officer, at-large members, and committee nominations, as this is what the Senate must vote on in the immediate future.

Prof. Bradshaw said that since we are meeting synchronously in Zoom, we can still vote with a voice or roll-call vote. Prof. Riggs said that we as a body can agree that a Zoom meeting is equivalent to an in-person meeting. Prof. Nelson said that FSEC member Mary Sue Backus stated that a roll-call vote is the best we could do at this point. Prof. Natale made a motion that we have a roll-call vote to allow the elections of the officers and FSEC members at the May meeting through electronic voting. Prof. Nelson said that only IT and Senate staff would be able to see the votes. Prof. Bradshaw made a friendly amendment that the electronic elections at the May meeting be via Qualtrics and Prof. Heyck seconded

that. Prof. Backus said that we can do things now in good faith and then when we can meet again in-person we can ratify all that we did during the pandemic. The Senate voted unanimously by roll call using Zoom Chat to approve this motion.

Prof. Nelson asks if the Senate would still like to consider electronic, Zoom, or another remote voting method for a bylaws revision. Prof. Burns made the motion to consider this and Prof. Schmeltzer seconded. Upon a question from Prof. Riggs, Prof. Nelson said that we will discuss and vote on this issue in the May meeting.

NOMINATIONS, FACULTY SENATE OFFICERS FOR 2020-21

Prof. Bradshaw said that we have two candidates for Chair-elect and two candidates for Secretary. There are statements from each candidate provided (attached). She added that the Senate would invite all the candidates to the next meeting to answer questions, followed by a vote. Candidates could also be nominated from the floor at the next meeting before the vote.

NOMINATIONS, FACULTY SENATE EXECUTIVE COMMITTEE AT-LARGE MEMBERS

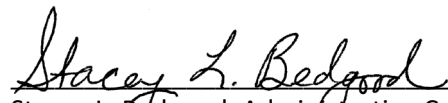
Prof. Bradshaw presented the list of candidates for the at-large members of the Faculty Senate Executive Committee. There are statements from each candidate provided (attached). The Senate will vote on these candidates at the May Faculty Senate meeting.

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

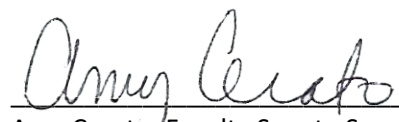
Prof. Bradshaw presented the list of Committee on Committee nominees to fill vacant positions on university and campus councils/committees/boards and Faculty Senate standing committees (attached). The Senate will vote on these nominees at the May Faculty Senate meeting.

ADJOURNMENT

The meeting adjourned at 4:59 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, May 4, 2020, via Zoom.



Stacey L. Bedgood, Administrative Coordinator



Amy Cerato, Faculty Senate Secretary

SENATE CHAIR'S REPORT, by Prof. Joshua Nelson

April 13, 2020

Colleagues, allow me to begin with a word of thanks for the incredible work you've put in over the past several weeks. It is hard to fathom the changes we have seen wrought by the coronavirus outbreak in the past month, but through unprecedented challenges you have demonstrated a collective commitment to the profession and to our students that I have personally found fundamentally inspiring. I recognize that you do not look to the Faculty Senate chair for affirmation of your efforts, but I would like to say that as I learn more every day about faculty members working in adverse conditions to develop vaccines, donating to students in need, helping students get home after being stranded in abandoned airports, collecting emergency gear, teaching from their cars, caring for sick loved ones, recovering from illness themselves, and handling untold hardships, you have affirmed for me the dedication and perseverance at the heart of the University of Oklahoma faculty, a body that I am proud to rank among. My deepest thanks, too, to the staff and leadership of the university. In facing the difficulties of the present moment and those likely ahead, no one with whom I have interacted—no one—has stopped for even a moment working to their limit to make things better for others and for the institution. I look forward to the day in the not too distant future when I can tell you in person how much I appreciate what you have done and what you've sacrificed. With deepest sincerity, thank you all.

The work of the Faculty Senate, too, continues. I attended the Board of Regents Meeting on March 10. At the Norman Campus Committee meeting, Provost Kyle Harper offered a review of ongoing and upcoming searches for college deans. At the Finance and Audit Committee meeting, we learned from CFO Ken Rowe that accounts receivable are up, but we still require savings from an annual budget-to-actual predicting a \$35 million deficit. We have \$25 million covered due to staffing benefits costs on which we have been more rigorous. An anticipated economic downturn from energy markets will certainly affect OU Foundation revenue and contributions, which have been used to replace cuts in state appropriations. Our cash on hand is not in too bad shape, and we are seeing improvements; \$10 million of formerly restricted cash was recategorized as unrestricted. Reports show a 1.7% decline in Norman campus enrollment that may be part of larger trends. Offices are watching tuition waivers and the costs of recruiting new students. Graduate college enrollment is also down. [These figures are all pre-campus closure.] At the regular meeting of the Board, IP Joe Harroz addressed recent racialized incidents on campus in a larger national context but specified that institutional responses have become too formulaic and not systemic enough. For this, he looks to the strategic plan with concrete and measurable approaches. On the coronavirus plans, he emphasized that the university's ongoing work is responding with campus expertise to a developing situation. Research expenditures and giving to the institution are both up over last year.

At the Provost's Chairs' meeting on March 11, we learned more on virus response plans. In terms of expenditures, ordinary conference travel is out, but critical travel for research trajectories could be worked out with chairs and the Provost's office. Junior Faculty Fellowship-funded travel will be considered case by case. [I have omitted a great deal of information that has since been nullified by changed circumstances.] The initial expectation that asynchronous, recorded instruction would be jointly owned by OU and faculty has been modified to allow for faculty to delete recordings at a later

date. In-person requirements for graduate defenses and exams will be suspended by the graduate college. If graduate students need more hours to complete their programs, they will get a tuition waiver/extension. Subscribe to alerts.ou.edu for notifications of when systems go down (Canvas, Zoom, etc.). Faculty are encouraged to think about how to modify test and quiz questions to open-book style, putting time limits on exams, and including an academic integrity statement at the beginning of exercises.

On March 12, I met with SVP Jill Irvine, at which we discussed her creation of a committee to look into implementing diversity training for faculty development and for creating the structure and content of the diversity class for freshmen. Another committee to be headed up by Vice Provost Mark Morvant will look at how the class might factor into general education requirements. SVP Irvine reported that another task force she put together to look into Renewable Term Faculty (RTF) caps and faculty status categories is hard at work.

During spring break, I consulted with several colleagues and members of the Faculty Senate Executive Committee (FSEC), and provided feedback to the Provost's office on the Pass/No Pass option for students; the need for adjustments to the tenure clock, research expectations, student teaching evaluations; flexibility for research funding structures; and additional resources and guidance in the event fall courses need to be moved online.

I learned from Associate Provost Stewart Berkinshaw that "As nearly the entire campus is working from home, there may be necessary purchases needed that, for obvious reasons, should not be shipped to campus. However, traditional policy requires an OU address when things are shipped. On a temporary basis, during the Covid-19 crisis, Purchasing and Financial Services can help make changes to delivery addresses to allow for home delivery." Chairs and directors can facilitate delivery of such purchases, which are still subject to review.

Provost Harper and I have discussed potential strategies for mitigating financial impacts, including drawing on cash on hand, OU Foundation funds, possible federal funds, and scrutinizing and limiting expenses for all but necessary, mission-critical needs (which includes hard hiring freezes for faculty and staff positions, and travel restrictions). The FSEC has met with Interim President Harroz twice, on March 24 and April 8. He, too, discussed these resources along with the OU Development office's current emphasis on need-based aid for students. The priorities guiding the university's actions have been to protect students' physical safety, patients' safety, and educational delivery. In the face of the uncertainty around when in-person instruction can resume, the administration is preparing strategies to respond to scenarios that would see students back on campus in the fall of 2020, the spring of 2021, or the fall of 2021. The financial impact in these scenarios worsens over time and will be likely be seen in progressively lower revenue in each of the following areas: tuition and fees, housing and food, state appropriations (especially if the energy sector does not improve), state appropriations, athletics, charitable giving, and grants and contracts. IP Harroz indicates his mindfulness of not getting too far in front of problems before they have come to pass, but deans and unit heads have been asked to prepare plans for these scenarios, which in the worst cases might take place under an official declaration of financial emergency to respond to budget reductions on the order of nine figures. Reductions in force and/or furloughs might be required at this point. IP Harroz emphasized that the university will look to

develop revenue sources, such as online masters' programs, as swiftly and effectively as possible. The FSEC has offered to consult with college and area heads in developing strategies to offer faculty perspectives and perhaps collate and communicate best strategies. Should the need arise, we would also reconstitute the President's Academic Program and Budget Advisory Committee (PAPBAC) for more comprehensive reviews.

Several points raised at the Deans' Council on April 1 have been announced, so I'll mention only a few that might not have made the rounds. The Pass/No Pass expansion is not expected to apply to summer courses. Restrictions requiring regular faculty to teach general education courses will likely be relaxed and may extend to advanced graduate students. The deans were asked to begin thinking through contingency plans for in-person/virtual course delivery combinations and scheduling options if regular operations cannot resume. Administrative staff are investigating options for the Tribute to the Faculty and award announcements. AP Berkinshaw reports that the university does not have a policy on purchasing flight insurance and encourages faculty to use their best judgement on ticketing options. Departments planning virtual graduation events should be in touch with OU's Marketing and Communications office to avoid conflicts with college- or university-level events.

At the FSEC meeting on April 6, we discussed procedures for moving forward with FSEC elections and revisiting electronic voting options in the Faculty Senate bylaws. We will participate in the virtual interview process for the dean of the Honors College. We provided feedback to SVP Irvine on recommendations from a task force charged with looking at faculty status and Ranked Renewable Term (RRT) caps, which will remain under consideration into the fall. We discussed a proposal from Athletics to save costs and to replace potentially disruptive in-person attendance checks for at-risk student athletes with a technology called Spotter (<https://spotteredu.com/>), which communicates with electronic beacons in classrooms. Although it is not GPS-based and only checks for proximity during scheduled class times, several FSEC members still have concerns about privacy and the technology's equitable use. The FSEC will follow up with our representative on the Athletics Council, with whom we will be in touch at the April 20 Large FSEC meeting. Concerning online delivery of courses, faculty have raised concerns with us that departmental supervisors might be monitoring virtual classrooms without notifying the lead instructors. The General Counsel's office and the FSEC are in agreement that virtual classrooms should be treated like in-person classrooms, wherein faculty would be aware that, when, and how they were being evaluated.

At our April 8 meeting with IP Harroz, the FSEC learned of committees that his office is forming to look at budget strategies in several key areas, for which he solicited nominations from the FSEC. To help guide decision-making, he pointed to the principles laid out in the strategic plan that should abide the obstacles of our current circumstances. He stressed the ongoing search for both additional sources of revenue and savings. Should furloughs become necessary, he agreed with the FSEC that non-regressive means of applying them needed to be formulated.

SVP Irvine and I talked on April 9 and discussed the Diversity, Equity, and Inclusion (DEI) student course and faculty training committees. Members of these include Mark Morvant, Aiyana Henry, Karl Rambo, Al Schwarzkopf, Bruce Mason, Jenel Cavazos, Jennifer Davis Cline, Alisa Fryar, Karlos Hill, Peter Froslie, Michael Markham, Lillian Miller, and Joshua Nelson on the general education structure; and Jill Irvine,

Kalenda Eaton, Heather Shotton, Anthony Natale, Elyssa Faison, Mellie Velazquez, Mashhad Fahs, Rilla Askew, Karlos Hill, Amanda Cobb-Greetham, Jane Irungu, Kelvin White, R.C. Davis, and Sherri Irvin on the educational content side. SVP Irvine forwarded a draft description of this latter content-committee's work on its deliverables, which is still in very early stages and under discussion, as well as a new policy on Centers and Institutes (on which the FSEC has provided feedback). She welcomes faculty comments on these appended documents.

I noted in an earlier chair's report that people who are stepping down from administrative positions (chairs, directors, deans, e.g.) often face a six-week period in the summer when they are without pay as a result of transitioning from a twelve- to a nine-month contract. To rectify this problem, AP Berkinshaw reported the following good news, which the provost's office has recommended to the deans: "An August 1 transition date provides seamless payroll for faculty transitioning into 9 paid in 12 contract status, which begins August 1 each year. Utilizing this option should not result in an overlap of pay to a chair/director but should just shift the start date for the incoming Chair and the end date for the outgoing Chair to August 1. As an important reminder, faculty stepping down from 12 month positions will need to submit the [9 paid in 12 Faculty Payment Option form](#) to Payroll by August 5 to have their paycheck spread over 12 months." This move will alleviate considerable anxiety for many, thanks to the flexibility on the part of Human Resources, the deans, and the Provost's office.

In additional uplifting news, Staff Senate Chair Sarah Connelly reports: "Right now, we are asking staff to make and donate face masks for custodial and other staff still working on campus. Hopefully, this will help keep our essential staff safe as well. Justin Daniels, our past Chair, works in emergency management, so he will collect and distribute any donations. If any faculty or Faculty Senate are interested in donating items, I am sure he would be happy to work with them, too."

SPRNS, hSL, Dd VOLA&T.

Task Force on Developing Educational Content on Diversity, Equity, & Inclusion

Mandate: This task force will assist in the development of educational content on diversity, equity and inclusion and cultural competency for the undergraduate course that will be piloted in the fall and for the mandatory faculty training that the President announced. The task force members were because of their deep engagement in issues related to creating an inclusive campus climate and the institutional changes necessary to bring this about. The task force will be speaking to and consulting with various students, faculty, and staff across campus about the best way in which to accomplish this goal.

This task force is co-chaired by Vice President Belinda Hyppolite and Senior Vice Provost Jill Irvine and will make recommendations to the Provost about curriculum, learning outcomes, method of delivery and other issues.

Members: Kalenda Eaton, Heather Shotton, Anthony Natale, Elyssa Faison, Mellie Velazquez, Mashhad Fahs, Rilla Askew, Amanda Cobb-Greetham, Karlos Hill, Jane Irungu, Kelvin White, R.C. Davis; Sherri Irvin

Student course group

Deliverables:

Content:

- Identifying other trainings students take and how this course content interfaces with them
- Defining learning objectives
- Producing a draft syllabus of the course including readings and class discussions/exercises
- Define required discipline-related expertise
- Define required pedagogical expertise
- Embrace breaking new ground in integrative, creative and innovative approaches to learning
- Explore if the curriculum can be peer reviewed
- Identify the significance and impact

Implementation: Working with Jill Irvine, Mark Morvant, Belinda Hyppolite, University College to determine how best to deliver a pilot course in the fall: sections, staffing; responsibilities, etc.

Faculty development group

Deliverables:

Content:

- Identifying other trainings faculty may take
- Identify what is missing, what new content needs to be revised, expanded, etc.
- Defining learning objectives and how to meet them (eg) inclusive pedagogies; implicit bias (eg) it would be good to make this relevant to faculty meetings; search committees; departmental committees; interactions with students
- Relationship to institutional mission and values
- Potential program/development description and structure
- Assessment mechanisms
- Resource requirements
- Revenue potential and projection

Implementation: Working with Jill Irvine, Belinda Hyppolite, Center for Faculty Excellence, Graduate College to figure out how to deliver the material: modules, staffing; responsibilities, etc.

OU-Norman Policy and Procedure Guide for Centers and Institutes

1. Scope and Purpose of Policy

The purpose of this policy is to establish uniform guidelines that will apply to all centers, institutes, and other related entities for the OU-Norman campus regarding approval, creation, governance, operation, review, and discontinuation. This policy applies to all centers and institutes based in OU-Norman, and to other similar, named academic organizations with titles such as laboratory, unit, consortium, program, etc.

2. Definitions

- a. **Organized Research Units (ORUs)** – are centers, institutes and other related non-degree-granting entities established to provide support and infrastructure for interdisciplinary research. Because their role is to complement the academic goals of departments, schools, and colleges, they do not act as academic home units for faculty, and they do not offer degree programs or formal coursework. However, ORUs can and often do informally support the educational activities of their faculty, which helps to link these two important missions of the university. ORUs are established to serve compelling university research priorities, and they are subject to review every five years to ensure a continuing and dynamic commitment to relevant interdisciplinary research.

Directors of Norman campus-wide ORUs report to the Vice President for Research and Partnerships (VPRP), and their formation requires approval of both the VPRP and the provost. Directors of centers contained within a single college report to the dean, and their formation requires approval of both the dean and VPRP. Directors of centers housed within institutes report to the institute director, and their formation requires approval of both the institute director and VPRP.

Laboratories or other organizations in which all participating faculty members are within the same academic department or school are *department-level organizations*, not ORUs.

- b. **Organized Academic Units (OAUs)** – are centers, institutes and other related non-degree-granting entities engaged in some combination of educational activities, service, outreach, and scholarship. Because their role is to complement the academic goals of departments, they do not act as academic home units for faculty. They do not offer degree programs, although some coursework may be associated with them. Their primary focus is not research, but they can and do often support the educational and research activities of their associated faculty.

OAUs are generally housed within individual colleges, and their directors report to the college dean. The formation of an OAU requires approval of both the college dean and the provost.

3. Designations of ORUs and OAUs

- a. **Institutes** - are the largest form of ORU/OAU, and they are organized to support research (ORU) and educational programming (OAU) that generally spans disciplinary boundaries. They may also be actively involved in community engagement and in undergraduate and graduate education, usually in association with interdisciplinary graduate/undergraduate programs. Institutes are characterized by long-term sustainability, with their own budget and multiple sources of funding rather than a single source (such as a grant). ORU institutes typically receive external funding exceeding \$1 million per year

in expenditures, and they have dedicated administrative and technical staff and commitments of faculty FTEs, programs of research training, and substantial infrastructure.

- b. **Centers** - are organized to conduct research (ORUs) or to provide educational programming and support (OAUs) around a specific theme or topic that is often interdisciplinary and spans several fields. They are more limited in scope than institutes, although centers also have a separate budget, a director, and faculty and professional staff representing more than one academic department or discipline. Centers can be housed within individual colleges or may be campus-wide. The lifetimes of such ORUs are often limited by the time and financial commitments for completing a specific project.
- c. **Other Terms:** During formation of a new ORU/OAU, the use of a name other than center or institute (such as laboratory, unit, program, field station, etc.) must be justified and approved as part of the regular ORU/OAU approval process. Currently existing organizations may retain their designations/names after justification and approval as part of the process of review of ORU/OAUs existing before implementation of this policy (see section 7.c).

Names for department-level organizations must be approved by the chair or director of the unit and the college dean. To avoid confusion or conflict with other existing or planned entities, additional approval is required from the VPRP (for research-focused organizations) or provost (for all other organizations).

Recognizing the variety of names currently in existence for OAUs, OAUs founded before the adoption of this policy will be permitted to retain their current designations.

4. Leadership and Personnel

- a. **Supervising Administrator.** For campus-wide ORUs, the supervising administrator is the VPRP or the VPRP's delegate. For centers contained within institutes, the supervising administrator is the institute director. For OAUs and all other centers contained within colleges, the supervising administrator is the college dean.
- b. **ORU/OAU Directors** – Depending on the focus of the organization, ORU/OAU directors are valued members of the university leadership who are expected to build strong collaborations among faculty, build cohesive teams of researchers, promote world-class excellence in scholarship, and create outstanding educational opportunities for students. Each ORU/OAU should be headed by a director who is a tenured and distinguished member of the faculty. The director may receive an administrative stipend in addition to their faculty salary as determined by the supervising administrator. Unless an exception is granted by the provost, an ORU/OAU director cannot simultaneously serve in a second administrative capacity (such as associate dean or as chair or director of department or school), and such dual responsibilities should be avoided where possible.

An ORU/OAU directorship is an at-will position with a term of no longer than five years, although each director can be reappointed for additional terms. For an initial appointment, the supervising administrator will issue a campus-wide call for nominations and appoint a search advisory committee that will review all nominations, screen candidates, and make an appointment recommendation, with the final selection made by the supervising administrator. With approval of the provost (OAUs) or VPRP (ORUs), director searches may be conducted either internally and/or externally.

Annual reviews of each director will be conducted by the supervising administrator. Prior to renewal of a director for an additional five-year term, the supervising administrator should also solicit input from the five-year ORU/OAU review committee (see 7.b.).

- c. **Managing Director.** To provide the administrative bandwidth needed in larger ORUs to effectively support ambitious research goals, these entities should generally have a managing director. The managing director is a staff member who reports to the ORU director and serves full-time as the manager of operations.
- d. **Associate Directors.** Larger ORUs may need associate directors to provide leadership for distinct functions within the organization (e.g., corporate interactions, research development). In exceptional circumstances, larger OAU may also need associate directors to provide leadership for distinct functions within the OAU (e.g., student programming, undergraduate research, and internships).

These positions must be recommended by the director and be approved by the supervising administrator. In general, these individuals will serve in a supplemental administrative capacity, rather than as a full-time administrator.

- e. **Advisory Committees.** Each OAU shall have an Internal Advisory Committee (IAC), and each ORU shall have an IAC or External Advisory Committee (EAC) to be determined by the supervising administrator.
 - i. Each IAC shall meet at least twice per year and submit an annual evaluative report to the director, supervising administrator, and VPRP (for ORUs) at the end of each academic year. The IAC members should serve five-year terms that coincide with the director's term and should be appointed based on recommendations made by the director and with approval by the supervising administrator. Members of the internal advisory committee may be drawn from individuals internal or external to the university, but they should not be otherwise affiliated with the ORU/OAU.

The IAC evaluates the annual progress of the ORU/OAU and also offers advice on important matters such as membership, policies, operations, and management. The IAC also offers an outside perspective on the effectiveness of the ORU/OAU in serving its mission, with the intention that this advice will help guide the director and its members as the ORU/OAU develops and matures.

- ii. Each EAC shall meet at least once a year at OU and submit an annual evaluative report to the ORU director, supervising administrator, and VPRP issued at the end of each academic year. The EAC shall be comprised of 3-5 nationally-recognized experts in the relevant research theme of the ORU. Each EAC member will be appointed by the director in consultation with the VPRP and invited to serve a five-year renewable term. The EAC evaluates the annual progress of the ORU and also offers advice on important matters such as center membership, policies, operations, and management. The EAC provides an external, national perspective on the relevancy of the research activities and effectiveness of the center, including outreach and educational activities, with the intention that this advice will help guide the director and its members as the ORU develops and matures.
- f. **Affiliated Faculty, Researchers, and Students.** The goal of each ORU/OAU is to promote vibrant, multidisciplinary, innovative research or multidisciplinary activity and programming through an actively

engaged and diverse community. Therefore, all individuals with scholarly interests that align with the ORU/OAU should be invited to join, but the organization should also have by-laws, subject to approval by the supervising administrator, that articulate membership policies and requirements for entry.

For example, an ORU/OAU's by-laws could define eligibility for membership to include (1) faculty members, who have their appointments in traditional academic departments, (2) research scientists appointed either in the ORU or other OU research centers, but who are also adjunct faculty in an academic department, and (3) graduate students, undergraduate students, or professional staff. The by-laws may also define procedures for membership nominations (e.g., submission of nomination letter and curriculum vitae), vetting (e.g., a presentation and meetings with affiliates), and voting (e.g., approval by two-thirds of current ORU/OAU members voting). Affiliate membership may be defined more broadly to include, for example, non-voting members of the ORU/OAU and members without appointments at OU.

The ORU/OAU's by-laws should include policies on voting on regular or affiliate member addition and removal and the rights and responsibilities of members and affiliates, including their access to ORU facilities, staff, and resources. ORU/OAU members should be expected to uphold the basic tenets of the center, including collegiality and respect for everyone's role in the ORU/OAU. By-laws might also specify a mechanism for providing feedback about a faculty member's participation to their Committee A for the purposes of annual evaluation.

5. Budgets and Personnel

ORU/OAU budgets will typically be based on funding from a variety of sources, which may include private giving, grants and contracts, and recharge center revenue, as well as additional funding from academic colleges, the VPRP, and/or the provost. The budgets will cover administrative support for the ORU/OAU, needed infrastructure (such as equipment and core expertise), and other activities in direct support of the organization's mission. For ORUs, although ongoing OU financial and other support may be required, it is expected that some aspects of the ORU's operations will become largely or completely self-sustaining within five years. These budgets may be reviewed and adjusted annually at the discretion of the supervising administrator and VPRP (ORUs) or provost (OAUs).

Appointments of ORU personnel funded entirely by ORU resources shall be limited to the life of the project or ORU, after which neither the ORU, VPRP, college, or provost will be responsible for salary commitments. These positions must be created and filled in accordance with University policies and procedures.

6. Criteria and Process for Establishing an ORU/OAU

a. Proposal

Proposed ORU/OAUs should be organized around inter- or multidisciplinary scholarly themes that have high intellectual merit and timeliness, with great potential benefit to augment research, creative work, and/or education and scholarship at OU.

Faculty seeking to establish an ORU/OAU should consult early with their college dean(s) and the VPRP (for ORUs) and should then develop a proposal with the following recommended elements:

- i. Proposed ORU/OAU name. The name should indicate the primary function of the ORU/OAU (e.g., Advanced Radar Research Center; the Institute for the American Constitutional Heritage).
- ii. Executive summary of the scope and purpose of the proposed ORU/OAU.
- iii. Mission statement.
- iv. Proposed scholarly program, including research and creative activity, education, and service goals for ORUs and educational and scholarly activities and service goals for OAU.
- v. Discussion of ORU/OAU alignment with college, campus, or university mission and strategic plans, and of added value/capabilities that cannot be achieved with existing ORU/OAUs and academic units.
- vi. National/international benchmarking/comparator analysis.
- vii. Proposed membership eligibility. For ORUs, this should include any record of proposed members working together as a collegial team (e.g., joint paper/proposals/grants, sharing equipment, etc.).
- viii. Proposed leadership and organizational structure.
- ix. Proposed advisory committee membership and terms.
 - x. For ORUs, experience and records (e.g., research expenditures, publications, patents, graduate student mentorship, etc.) of core participating faculty in interdisciplinary research--include short (max 4 page) CV for each in appendix.
- xi. Potential for revenue generation (such as through external grants, contract income, corporate partnerships, private donations, etc.).
- xii. Budget and resource justification. For ORUs, this should include anticipated sources of funds for first two years, plus projection for years 3-5. The proposal should include a plan for obtaining substantial extramural funding to support ORU research goals. No one-size fits all funding model exists, but the proposal should specify plans for the ORU to become as self-sustaining as possible and reasonable given opportunities available in the thematic focus area.
- xiii. Immediate space (and any renovation) needs and how these will be met for the initial 2 years, plus projected needs for years 3-5.
- xiv. Performance targets and timeline for determining success (extramural funding amounts and sources; scholarly contributions; public service products; educational impacts; research partnerships with corporations, foundations, and government entities; community partnerships; collaborations; participating ORU/OAU personnel, etc.) as well as specific measures of quality to be used to assess organizational effectiveness, increased success of ORU/OAU members, and impact on broader institutional research, academic and other goals.
- xv. Letters of support from core participating faculty and their college deans as well as other informed internal or external individuals.
- xvi. Proposed ORU/OAU by-laws.
- xvii. For ORUs, the expected lifecycle of the organization. If the funding is time-limited, the proposal should include an explicit plan for closure of the unit at the end of the funding period.

For ORUs, if the proposed organization is advanced for further consideration as a result of the administrative review process, it may be subject to external review by a team of distinguished scholars in the proposed ORU's primary areas of scholarship to assess the strategic importance of the proposed ORU to the University, the breadth and complexity of the ORU, the need for University resources, and the prospect for leveraging University resources to secure extramural funding.

b. Proposal Review and Approval

- i. OAU: The initial review will focus on intellectual and educational merit, such as the interdisciplinary nature of the OAU and alignment with college and OU strategic goals and mission, as well as the quality of proposed educational mission. Later stages of the review will focus on assessment of resources and commitments to ensure success, plus agreement on metrics for future evaluation. OAUs must be approved by the college dean and the provost.
- ii. ORU: The initial review will focus on intellectual merit, such as the interdisciplinary nature of the ORU and alignment with college and OU strategic goals and mission, as well as the quality of proposed research. Later stages of the review will focus on assessment of resources and commitments to ensure success, plus agreement on metrics for future evaluation.

The necessary approvers for an ORU depend on its proposed scope:

- a. College-level ORUs must be approved by the college dean and VPRP.
- b. ORU to be housed within other ORUs (typically institutes) must be approved by the Institute Director and VPRP.
- c. Campus-wide ORUs must be approved by the VPRP and provost.

7. ORU/OAU Review Schedule and Process

a. Annual Reports

Each ORU/OAU must submit an annual report prior to the end of each fiscal year to the supervising administrator and VPRP (for ORUs) and Provost (for OAUs) that discusses progress, future plans, and significant changes. The Office of the VPRP (OVPRP) will provide an annual ORU report template, and the Office of the Senior Vice President and Provost (OSVPP) will provide an annual OAU report template.

For ORUs, an annual progress report required by an extramural sponsor may serve as an acceptable substitute for the annual report, although addenda may be needed to supply required components. The VPRP's or Provost's acceptance of the annual report and its findings will be required before the next year of University-level funding can be released. The ORU director must also submit updates annually for the web site directory of ORUs maintained by the OVPRP.

b. Five-Year Performance Review

Each ORU/OAU will be subject to a five-year performance review to be conducted within the last semester of each five-year term. The purpose of the performance review will be to provide an in-depth, peer review of the ORU/OAU's management, its programs and goals and their alignment with OU's goals and mission, the quality and impact of the research or educational and scholarly activities, the added value of the ORU/OAU, opportunities for future growth and development, and a justification of ongoing space, budget, and other support commitments. ORU/OAUs undergoing a five-year performance review will not be required to also do a concurrent annual report or EAC review.

To begin the five-year performance review, the supervising administrator will appoint a review committee (distinct from advisory committee), subject to approval by the OVPRP or OSVPP as appropriate, and will meet with the review committee to provide instructions for how to conduct and

report on the review. The review process will include the preparation of a self-study by the ORU/OAU director according to OVPRP/OSVPP office guidelines. The committee's evaluation will include meetings with the ORU/OAU director and other leadership, advisory committee members, associated faculty and deans, and other pertinent individuals.

For university-level ORUs, the five-year performance review committee should include external reviewers who are distinguished experts in the ORU's primary areas of scholarship.

The final report must include recommendations about the future of the ORU/OAU – for continuation, termination, or transition to a different designation and level of organization. It must follow a template provided by the OVPRP/OSVPP (that may include sections for an executive summary, ORU/OAU organizational structure and space, facilities and equipment, research accomplishments over 5-year period, teaching and education, benchmarking; financial data, partnerships, five-year goals, director effectiveness). The review should be focused on what has been achieved because of the ORU/OAU, not just the aggregated accomplishments of the affiliated faculty, researchers/staff, and students. For ORUs, grants and scholarly achievements involving multi-departmental teams of researchers that were made possible by the ORU will be of particular relevance.

c. Review for ORU/OAUs Existing Before Implementation of this Policy

ORU/OAUs founded before the adoption of this policy will be subject to a performance review within 18 months of implementation of the policy and should work with the supervising administrator to develop a plan for review within one year.

8. Process for ORU/OAU Closure

The provost, VPRP, supervising administrator, or five-year performance review committee may recommend closure of an ORU/OAU, and the supervising administrator makes the final decision. Upon receiving a closure recommendation, the supervising administrator will obtain input from the provost, VPRP, advisory committees, deans and chairs/directors of participating departments, and directors of other ORU/OAUs that would be impacted.

If the determination is made to close an ORU/OAU, the supervising administrator – in consultation with the provost, VPRP, and dean(s) involved – may provide a phase-out period of up to two years for orderly transfer/termination of personnel, grants, financial accounts, space, and programs. Reappointment or terminations, budget adjustments, and space reassignments must be made in accordance with University policies and procedures.

9. Exceptions

Exceptions to this policy, including the exceptional use of named OU-Norman campus entities that do not conform to the definitions set forth within this policy, must be approved by the VPRP (for research organizations) or provost (for all other organizations). OAUs currently in existence may retain their current names but must undergo review within 18 months as specified in 7.c above.

**Proposed Addition to the Faculty Senate Bylaws
under Section D. Procedures
April 13, 2020**

D. PROCEDURES:

1. Voting shall be *viva voce* or by show of hands, but five members may require a roll call vote upon any proposition.
2. The presiding officer shall have a vote only in case of a tie.
3. The agenda of each meeting shall be prepared and distributed in advance by the Agenda Committee, which shall consist of the Chair, the Chair-Elect, and the Secretary. Any matter submitted by a member to the Secretary shall be placed upon the agenda of the next regular meeting.

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

FACULTY SENATE OFFICER & AT-LARGE CANDIDATE STATEMENTS

April 13, 2020 (updated)

The candidates below have all have agreed to serve on the Faculty Senate Executive Committee (FSEC) if elected. Each candidate has provided a brief statement explaining why they are running for Chair-elect, Secretary, or At-large Member. We will elect the Faculty Senate Officers and FSEC At-large Members during the Faculty Senate meeting on May 4, 2020.

Candidates for Chair-elect of the Faculty Senate (2)

Keri Kornelson

Professor, Mathematics

Ph.D. University of Colorado at Boulder, at OU since 2008

kkornelson@ou.edu

Thank you for considering me for the Chair-Elect position on the Faculty Senate Executive Committee. I am a Professor in the Department of Mathematics, researching in harmonic analysis and sampling theory. I am currently a Faculty Senate member and have served for two and a half years on the Executive Committee in my role as Chair of the Faculty Welfare Committee. In addition, I recently served on PAC-WI (Chair in 2018-19), the VPR's Postdoc Advisory Committee, and the Provost's Institutional Mentoring Program. In 2017-18, I spent a year as an Interim Associate Dean for Research in the College of Arts and Sciences. Before that, I was a Faculty Fellow for STEM Initiatives in CAS. The role of the Faculty Senate in bringing the voice of faculty to the decision-making process at OU is particularly crucial right now. Time and again, our wide-ranging expertise and diverse ideas have effected change at OU. I would be proud to continue the work of serving and advocating for faculty members.

Heather Shotton

Associate Professor, Educational Leadership and Policy Studies

Ph.D. University of Oklahoma, at OU since 2008

hshotton@ou.edu

It would be my honor to serve as the Faculty Senate Chair-Elect. As a member of the Faculty Senate Executive Committee during this time of university-wide transition and unprecedented uncertainty, it has been my honor to work alongside colleagues to engage in critical work to continue efforts to strengthen shared governance, advocate for faculty needs, and enact change that solidifies our commitment to diversity, equity, and inclusion. I am committed to working with our faculty and university leadership to continue these efforts and the pursuit of our collective goals.

My previous experience and service at the university and national level have allowed me to acquire skills and knowledge that have prepared me take on this role. I have served one term as a Senator for the College of Arts & Sciences, one year as member of the Faculty Senate Executive Committee, two years as a member (one as chair) of the Faculty Senate Committee on Diversity, Equity, & Inclusion, a member of the Provost's Advisory Committee on Women's Issues, and a member of the Ed Cline Faculty Development Awards Committee. At the national level I have served as the President of the National Indian Education Association, on the editorial boards for the Review of Higher Education and the Journal of American Indian Education, and in various leadership roles for the Association for the Study of Higher Education, American Educational Research Association, and the National Association for Student Personnel Administrators.

Candidates for Secretary of the Faculty Senate (2)

Susan Hahn

Associate Professor, University Libraries

MLS Indiana University Bloomington, at OU since 1995

shahn@ou.edu

It would be my pleasure to serve as the Secretary of Faculty Senate Executive Committee if elected. I am the Business and Economics Research Librarian with University Libraries. Over the years I have served on Research Council, Athletics Council - chairing the gender equity subcommittee, Parking Violations Committee, chaired Budget Council, and I currently chair the Faculty Compensation Committee. Throughout my service I have come to the realization faculty need to have a strong voice and advocate for themselves. More importantly, faculty need to engage with University administration in open, clear, and transparent conversations especially in this time of uncertainty. If elected I would be an advocate for the faculty and university.

Dave Hambricht

Professor, Biology

Ph.D. Cornell University, at OU since 2000

dhambricht@ou.edu

Thank you for considering me for the position of Secretary on the Faculty Senate. During my current term on the Faculty Senate (2017-2020), and as the elected At-large member of the Executive Committee (2018-2020), I have been energetically active in supporting faculty campus-wide. Most of my tenure in these positions has coincided with a period in which the Senate and Executive Committee have been vigorously engaged with the upper administration, notably throughout the chaos of presidential turnover and budgetary uncertainty. I have a strong history of working effectively to champion numerous faculty and their endeavors at OU through my service on the Faculty Development Awards Committee (2011-2012), the Research Council (2009-2012), and various VPR committees and task forces focused on faculty funding and recognition (2007-2015), as well as the Faculty Awards Committee for the College of Arts and Sciences (CAS; 2018-present). I also served as Faculty Fellow for Water and the Environment (2014-2015), and as a member of the Signature Initiative Leadership, for which I chaired the committee on Advancing the Study of Water, Natural Resources, and the Environment in the CAS Dean's office. I held the position of the inaugural Director of Environmental Studies during 2015-2018. One common thread in my university service that I would like to highlight is my desire to bridge disciplinary silos and other ideological barriers to faculty collaboration, support, and recognition in the broadest of senses. That I successfully brought together 70+ affiliate faculty across nine colleges to form the core of Environmental Studies exemplifies my commitment to placing all faculty on equal footing, regardless of discipline. Alongside my interest in disciplinary diversity, I am also fully committed to the advancement of diversity in terms of self-identity. In my service on the Faculty Senate and Faculty Senate Executive Committee, I strive to continue this commitment to equity and inclusiveness in shaping my voice of support as I represent the faculty of OU.

Candidates for At-Large Member of the FSEC to replace Dave Hambright (2)

John Harris

Associate Professor, Regional and City Planning

Ph.D. Florida State University, at OU since 2013

johncharris@ou.edu

I am an Associate Professor of Regional and City Planning and Co-Director of the OU Center for Peace and Development. My work focuses on community engaged scholarship, working with and learning from grassroots community groups in the US and Sub Saharan Africa who do the hard work of local transformative change in difficult circumstances. This work requires interdisciplinary social justice outlook and a commitment to consistent critical reflection on my own positionality and its impact on power dynamics and decision making. Additionally, I have had to learn how to translate this kind of community engaged scholarship into an OU administrative unit that straddles multiple colleges and disciplinary points of view, as well as individual faculty experiences towards meaningful and coherent group action. I've learned that effective governance, at any level of University or community, requires not just commitments to the pillars of transparency and shared governance, but sustained deliberate engagement with the wide range of voices within our campus community. It requires that we center every decision, even those that require expediency, on the values we claim for ourselves. I ask for your vote so that I may continue to serve our community during these difficult and uncertain times.

Deborah Trytten

Associate Professor, Computer Science

Ph.D. Michigan State University, at OU since 1992

dtrytten@ou.edu

My scholarship is in diversity and inclusion in engineering education, specifically addressing structural issues that lead to inequities in opportunity for members of social identity groups that are marginalized. Skills that I would bring to the Faculty Senate Executive Committee include a deep understanding of technology and its social consequences, a systematic and methodical approach to problem solving, both quantitative and qualitative research skills, and lived experience (from being a woman in computing) and a research-based perspective on diversity and inclusion. These skills support three areas that the Faculty Senate will certainly have to touch on next year: the continuing integration of technology into the teaching and research lives of faculty—especially if physical distancing is still necessary, the longstanding problem of the exclusion of members of many social identity groups among the faculty, staff and students of OU, and the need to continue to strengthen multidisciplinary research. As a faculty member with 28 years of experience at OU and a long-standing commitment to service work, I have served on many—if not most—of the committees with faculty representation. This breadth of experience will make it possible for me to help the Faculty Senate effectively utilize these committees to perform the most important work of the Senate, and help these committees use the Faculty Senate to perform their most important work. I have also served as the Interim and Acting Director of the School of Computer Science, providing me with experience in administrative leadership roles. I have served on the Executive Committee previously as the Chair of the Information Technology Council and have served as a Faculty Senate member.

Candidates for At-Large Member of the FSEC to replace Anthony Natale (2)

Ralph Beliveau

Associate Professor, Journalism & Mass Communication

Ph.D. University of Iowa, at OU since 2004

beliveau@ou.edu

Universities are facing unprecedented challenges, so the role of the faculty governance is critical in developing sustainable practices. I am interested in being a Faculty Senate At-Large member to maintain the safest, most successful learning environment for our students, while at the same time creating conditions that support faculty teaching and research efforts under extraordinary circumstances. I was a member of faculty senate at my previous institution and saw how clear communication and working together can address complex problems, which certainly describes where we are at the moment. My experience researching media literacy will also inform how to keep teaching and learning experiences out from under concerns solely driven by technological efficiency. As a member I would seek to help our faculty find a balance between research efforts, teaching ambitions, and the need to balance those with a successful personal life. My experience includes terms on Committee A in two areas as a core affiliate faculty member, several years' experience as an area head in my college, service on APC, assessment liaison, and study abroad liaison. I also work with Ph.D. students in a class that discusses with them the theoretical and practical fundamentals of teaching, learning, and successfully surviving as a future faculty member. In all these areas, I include the necessity to advocate for advancing issues of diversity, representation, and cultural competence.

Brian Burkhart

Associate Professor, Philosophy

Ph.D. University of Indiana, at OU since 2018

brian.burkhart-1@ou.edu

I have been at OU since 2018 and do research in philosophy of race and racism as well as Native American philosophy. Before coming to OU, I was chair of American Indian Studies at California State University, Northridge from 2010 to 2018, served on Faculty Senate, on Chairs Council, on Deans Council, and chaired the President's Tasks Force on Diversity and Inclusion in General Education in 2017. I am actively engaged in service and politics for the Cherokee Nation of Oklahoma, of which I am a citizen. I now serve on Committee A and as Director of Undergraduate Studies in the OU philosophy department. I wish to bring my experience at OU and beyond to the Faculty Senate Executive Committee. Our university is going through a time of difficult transitions and confronting difficult local and global issues. I believe that I can bring an important and experienced voice to the work of the Faculty Senate Executive Committee in addressing these challenges. I believe that my notable experience in diversity and inclusion work and projects is particularly valuable. If elected, I will do my best to provide a strong voice to represent the faculty, students, and community.

Committee on Committee Nominations – Spring 2020

Committee	Term	First Name	Last Name	Department
Academic Programs Council	(2020-23), replace Prof. Schwarzkopf	Kieran	Mullen	Physics & Astronomy
Academic Programs Council	(2020-23), replace Prof. Williams-Diehm	Jody	Worley	Human Relations - Tulsa
Academic Programs Council	(2020-22), replace Prof. Odinet	Deborah	Trytten	Computer Science
Academic Regulations Committee	(2020-23), replace Prof. Hayes-Thumann	David	Howard	Music
Athletics Council	(2020-24), replace Prof. Haslerig	Emily	Johnson	Modern Lang., Lit., & Ling.
Budget Council	(2020-23), replace Prof. Pepper	Jill	Edy	Communication
Budget Council	(2020-23), replace Prof. de Beurs	Lubomir	Litov	Finance
Campus Tenure Committee	(2020-23), replace Prof. Edy	Konstantinos	Karathanasis	Music
Campus Tenure Committee	(2020-23), replace Prof. Sadler	Lee	Fithian	Architecture
Commencement Committee	(2020-22), replace Prof. Bergersen	Tom	Steele	University Libraries
Continuing Education Council	(2020-23), replace Prof. Evans	Christina	Miller	Social Work
Continuing Education Council	(2020-21), replace Prof. Maiden	Shannon	Dulin	Geosciences
Environmental Concerns Committee	(2020-23), replace Prof. Widener	Jon Scott	Greene	Geography & Environ. Sust.
Employee Benefits Committee	(2020-24), replace Prof. Pepper	Susan	Hahn	University Libraries
Faculty Appeals Board	(2020-24), replace Prof. Kornelson	Keri	Kornelson	Mathematics
Faculty Appeals Board	(2020-24), replace Prof. Robertson	Elizabeth	Butler	Civil Eng. & Environ. Science
Faculty Appeals Board	(2020-24), replace Prof. Glatzhofer	Daniel	Glatzhofer	Chemistry & Biochemistry
Faculty Appeals Board	(2020-24), replace Prof. Golomb	Liorah	Golomb	University Libraries
Faculty Appeals Board	(2020-24), replace Prof. Hirschfeld	Vince	Leseney	Musical Theatre
Faculty Appeals Board	(2020-24), replace Prof. Lauer	Robert	Lauer	Modern Lang., Lit., & Ling.
Faculty Appeals Board	(2020-24), replace Prof. Liu	Patrick	Livingood	Anthropology
Faculty Appeals Board	(2020-24), replace Prof. Magnusson	Jill	Edy	Communication
Faculty Appeals Board	(2020-24), replace Prof. Schroeder	Garret	Olberding	History
Faculty Appeals Board	(2020-24), replace Prof. Matlick	Kieran	Mullen	Physics & Astronomy
Faculty Appeals Board	(2020-24), replace Prof. Murphy	Molly	Murphy	University Libraries
Faculty Appeals Board	(2020-24), replace Prof. Robbins	Julie	Miller-Cribbs	Social Work
Faculty Appeals Board	(2020-24), replace Prof. Szymanski	Trina	Hope	Sociology
Faculty Appeals Board	(2020-21), replace Prof. Yang	Ying	Wang	Mathematics
Faculty Appeals Board	(2020-22), replace Prof. Reeder	Lyn	Soreghan	Geosciences
Faculty Awards & Honors Council	(2020-23), replace Prof. Yang	Raymond	Orr	Native American Studies
Faculty Awards & Honors Council	(2020-22), replace Prof. Rubenstein	Ioana	Cionea	Communication
Honorary Degrees Screening Committee	(2020-23), replace Prof. Schmook	Lisa	Funnell	Women's & Gender Studies
Information Technology Council	(2020-23), replace Prof. Huskey	Konstantinos	Karathanasis	Music
Legal Panel	(2020-23), replace Prof. Palk	Zachary	Schmook	Law
Research Council (Educ./Prof./Other)	(2020-23), replace Prof. Fithian	Sarah	Robbins	University Libraries
Research Council (Humanities)	(2020-23), replace Prof. Huskey	Russell	Jones	Philosophy
Research Council (Fine Arts)	(2020-23), replace Prof. Howard	Elizabeth	Avery	Music
Research Council (Soc. & Behav. Science)	(2020-21), replace Prof. Dothard Peterson	David	Vishanoff	Religious Studies
Rita Lottinville Prize for Freshmen Comm.	(2020-23), replace Prof. Ashby	Thomas	Fenn	Anthropology
ROTC Advisory Committee	(2020-23), replace Prof. Swan	Matthew	Pailes	Anthropology
Shared Leave Committee	(2020-23), replace Prof. Cracknell	Rebecca	Huskey	Classics & Letters
Speakers Bureau	(2020-23), replace Prof. Kendall	Honoree	Jeffers	English
Student Conduct Hearing Panel Pool	(2020-22), replace Prof. Taylor	Chris	Dalton	Aerospace & Mechanical Eng.
Student Conduct Hearing Panel Pool	(2020-22), replace Prof. Sikavitsas	Robert	Lauer	Modern Lang., Lit., & Ling.
Student Conduct Hearing Panel Pool	(2020-22), replace Prof. Wells	Sam	Huskey	Classics & Letters
Student Conduct Hearing Panel Pool	(2020-22), replace Prof. Mullins	Gail	Mullins	Law
Student Conduct Hearing Panel Pool	(2020-22), replace Prof. Elwood Madden	Trina	Hope	Sociology
Student Conduct Hearing Panel Pool	(2020-22), replace Prof. Ross	Vince	Leseney	Musical Theatre
Student Conduct Hearing Panel Pool	(2020-21), replace Prof. Ketchum	Paul	Ketchum	Criminal Justice
Tobacco & Parking Viol. Appeals Comm.	(2020-23), replace Prof. Hahn	Chris	Sadler	Drama
University Libraries Comm. (Business)	(2020-23), replace Prof. Burt	Alexandra	Durcikova	Management Info. Systems
University Libraries Comm. (Arch.)	(2020-23), replace Prof. Bozorgi	Stephanie	Pilat	Architecture
University Libraries Comm. (JMC)	(2020-23), replace Prof. Barnes Burgett	Robert	Kerr	Journalism & Mass Comm.
University Libraries Comm. (A&S - Life Sci.)	(2020-21), replace Prof. Ketchum	Krithi	Sankaranarayanan	Microbiology & Plant Biology
FS – Comm. on Committees	(2020-23), replace Prof. Natale	Yang	Hong	Civil Eng. & Env. Science
FS – Comm. on Faculty Compensation	(2020-23), replace Prof. Hahn	Honoree	Jeffers	English
FS – Comm. on Faculty Welfare	(2020-23), replace Prof. Bemben	Boyko	Dossev	Dance
FS – Comm. on Faculty Welfare	(2020-23), replace Prof. Jervis	Phil	Gibson	Biology/Micro. & Plant Biology
FS – Comm. on Faculty Div., Equity, & Incl.	(2020-23), replace Prof. Shotton	Heather	Shotton	Educ. Lead. & Policy Studies
FS – Comm. on Faculty Div., Equity, & Incl.	(2020-23), replace Prof. Keppel	Paul	Ketchum	Criminal Justice
FS – Comm. on Faculty Div., Equity, & Incl.	(2020-23), replace Prof. Shehab	Jacquelyn	Slater Reese	University Libraries
FS - Ed Cline Faculty Dev. Awards Comm.	(2020-22), replace Prof. Larson	Zachary	Schmook	Law
FS - Ed Cline Faculty Dev. Awards Comm.	(2020-22), replace Prof. Lyst	Kate	Raymond	Instruc. Lead. & Acad. Curr.
FS - Ed Cline Faculty Dev. Awards Comm.	(2020-22), replace Prof. Shotton	Mukremin	Kilic	Physics & Astronomy
Arts & Hum. Fac. Fellow. Comm. (A&S)	(2020-23), replace Prof. Folsom	Lisa	Funnell	Women's & Gender Studies
Arts & Hum. Fac. Fellow. Comm (Fine Arts)	(2020-23), replace Prof. Cracknell	Gregory	Lee	Music
Teaching Scholar's Init. Steering Comm.	(2020-23), replace Prof. Hill	Sally	Beach	Instruc. Lead. & Acad. Curr.
Teaching Scholar's Init. Steering Comm.	(2020-23), replace Prof. Marshall	Rebecca	Huskey	Classics & Letters