

**RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 2019-August 2020)**


	Meeting Date	Item*	Origin	Disposition by administration
1	10-14-2019 & 8-26-2019 FSEC	Faculty appointment to the Faculty Senate's Committee on Committees	Faculty Senate Committee on Committees	Informational Only
2	10-14-2019	Faculty appointments to vacancies on university councils, committees, and boards	Faculty Senate Executive Committee	Approved
3	10-14-2019	Faculty appointments to the Faculty Senate's Faculty Compensation Committee	Faculty Senate Committee on Committees	Informational Only
4	10-14-2019	Election, Faculty Senate Executive Committee at large-member mid-year vacancy	Faculty Senate Executive Committee	Informational Only
5	10-14-2019	Changes to OU's Conflict of Interest Policy	OU Legal Counsel	Acknowledged
6	3-09-2020	Pathways to Leadership Resolution	Faculty Senate Faculty Welfare Committee	Acknowledged
7	4-13-2020	Electronic Voting for Faculty Senate Executive Committee members in May 2020	Faculty Senate Executive Committee	Informational Only
8	5-04-2020	Election, Faculty Senate Executive Officers	Faculty Senate Executive Committee	Informational Only
9	5-04-2020	Election, Faculty Senate Executive Committee at large-members	Faculty Senate Committee on Committees	Informational Only
10	5-04-2020	Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards	Faculty Senate Committee on Committees	Approved
11	5-04-2020	Faculty appointments for end-of-the-year vacancies on Faculty Senate standing committees	Faculty Senate Committee on Committees	Informational Only
12	5-04-2020	Changes to the Faculty Senate Charter & Bylaws	Faculty Senate Executive Committee	Informational Only

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

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#1)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: October 20, 2019

SUBJECT: Faculty appointment to the Faculty Senate's Committee on Committee

At its August 26, 2019 meeting, the Faculty Senate Executive Committee approved on behalf of the Norman Campus Faculty Senate the following nomination to fill a faculty vacancy on a Faculty Senate committee:

Alison Palmer (Visual Arts) to complete Prof. Greene's 2016-19 term on the Faculty Senate's Committee on Committee.

This appointment was announced at the October 14, 2019 regular Faculty Senate meeting. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.

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

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#2)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair
Norman Campus Faculty Senate



DATE: October 20, 2019

SUBJECT: Faculty appointments to vacancies on university councils, committees, and boards

At its October 14, 2019 meeting, the Norman Campus Faculty Senate approved the attached nominations to fill faculty vacancies on university and campus councils, committees, and boards.

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

INTERIM PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____

ACTION TAKEN:

FACULTY SENATE NOMINATIONS FOR VACANCIES ON
UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS
OCTOBER 2019

Academic Programs Council:

- complete 2018-21 term of Deborah Trytten: Vassilios Sikavitsas (Chemical, Biological, & Materials Engineering)
- complete 2019-22 term of Andrew Elwood Madden: Ralph Beliveau (Journalism)

Continuing Education Council:

- complete 2019-22 term of Katheleen Guzman: Bonnie Pitblado (Anthropology)

Faculty Appeals Board:

- complete 2016-20 term of Sally Beach **as of Jan. 2020**: Keri Kornelson (Mathematics)
- complete 2017-21 term of Timothy Laubach: Laurie Scrivener (University Libraries)
- complete 2018-22 term of Holly Mackey: Ellen Rubenstein (Library & Information Studies)

Goddard Health Center Advisory Board:

- complete 2018-21 term of Christina Miller **as of Jan. 2020**: Eugenia Fuenzalida (Psychology)

Information Technology Council:

- complete 2019-22 term of Alexandra Durcikova: Jenel Cavazos (Psychology)
- complete 2017-20 term of Patrick Livingood **as of Jan. 2020**: Samuel Huskey (Classics & Letters)

Research Council:

- complete 2019-22 term of Firat Demir: Cynthia Rogers (Economics)
- complete 2017-20 term of Dan Schwartz: David Howard (Music)
- complete 2019-22 term of Man Fung Yip **as of Jan. 2020**: Marcia Haag (Modern Language, Literatures, & Linguistics)

Student Conduct Hearing Panel:

- complete 2019-21 term of Jeremy Lindberg: Sarah Robbins (University Libraries)


University Libraries Committee:

- appointed to 2019-20 term from Business: Aaron Burt (Finance)
- appointed to 2019-20 term from Architecture: Khosrow Bozorgi (Architecture)
- appointed to 2019-21 term from AGS or Earth & Energy: Barry Weaver (Geosciences)
- appointed to 2019-21 term from Education: Crag Hill (Instr. Lead. & Acad. Curr.)
- appointed to 2019-21 term from Arts & Sciences (Nat. & Life Sciences): Heather Ketchum (Biology)
- appointed to 2019-22 term from PACS or Honors College: Ben Alpers (Honors College)
- appointed to 2019-22 term from Arts & Sciences (Professional): Tim Davidson (Human Relations)
- appointed to 2019-22 term from University Libraries: Lina Ortega (University Libraries)

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#3)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: October 20, 2019

SUBJECT: Faculty appointment to the Faculty Senate's Faculty Compensation Committee

At its October 14, 2019 meeting, the Norman Campus Faculty Senate the following nomination to fill a faculty vacancy on a Faculty Senate committee:

Greg Burge (Economics) to complete Prof. Wang's 2017-20 term on the Faculty Senate's Faculty Compensation Committee.

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


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

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#4)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: October 20, 2019

SUBJECT: Election, Faculty Senate Executive Committee at large-member mid-year vacancy

At its October 14, 2019 meeting, the Norman Campus Faculty Senate elected the following faculty member to serve as an At-large Member of the Faculty Senate Executive Committee for 2019-21:

Kalenda Eaton (African & African American Studies), replacing Prof. Debra Bembem

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


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

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#5)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: October 20, 2019

SUBJECT: Changes to OU's Conflict of Interest Policy

At its October 14, 2019 meeting, the Norman Campus Faculty Senate approved the attached changes to OU's Conflict of Interest Policy. The changes are those recommended by the OU Legal Counsel.

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

INTERIM PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____

ACTION TAKEN:

INDIVIDUAL CONFLICTS OF INTEREST POLICY

1. GENERAL POLICY

- A. **GENERAL OBLIGATION.** Conflicts of interest can result in serious harms such as improper personal benefits, loss of University resources, misuse of confidential information, and exploitation of employees, students, and others. Even without such consequences, conflicts of interest endanger the University's mission and betray the public's trust if left unreviewed. Therefore, all persons covered by this policy must promptly disclose any conflicts of interest, including any personal interest, activity, or relationship that may affect or detract from the proper exercise of University responsibilities, and must adhere to the University's judgment on permissibility and management.
- B. **SCOPE.** This policy applies to all University Employees¹. It establishes minimum standards and procedures for addressing personal conflicts of interest and outside professional employment. Nothing in this policy prohibits any academic or administrative unit from establishing supplementary Conflicts of Interest policies and/or procedures that are more restrictive than these. This policy overlaps with but does not replace Employee responsibilities under state and federal law or other University policies, e.g., the IRB conflicts of interest policy; and, compliance with those laws/policies does not eliminate the requirement to comply with this policy, and vice versa. Institutional conflicts of interest and certain other specific personal conflicts are addressed by other University policies referenced in Appendix 3.
2. **CONFLICTS OF INTEREST.** A Conflict of Interest arises when a financial or other personal interest, activity, or relationship may reasonably be expected to compromise an Employee's judgment in carrying out his/her University responsibilities. When used in this policy, the term Conflict of Interest also includes potential conflicts (i.e., interests, activities and relationships that do not currently constitute a conflict but will foreseeably do so if not subject to limitation) and the appearance of a conflict (i.e., interests, activities, and relationships that in the University's judgment would impair public trust if not managed appropriately). Conflicts of interest include but are not limited to the following:
- A. **SELF-DEALING:** Transacting any University business with oneself or one's Family or having a Significant Financial Interest in any Company that could foreseeably benefit from the Employee's decisions in discharging University responsibilities.
- B. **USE OF UNIVERSITY RESOURCES:** Taking, allocating, or using any University Resources for a non-University purpose except as otherwise allowed by University policy.

¹ Definitions of capitalized terms are included in Section 2 and in Appendix 1.

- C. USE OF EMPLOYEES OR STUDENTS. Hiring or supervising University Employees or students whom one supervises, instructs, or mentors, in a personal interest, activity, or relationship, or receiving a profit from sales or services to them.
- D. CONFLICTS OF COMMITMENT. Engaging in any full or part-time activity that demands a level of time or energy that can reasonably be expected to impair the performance of one's University responsibilities. Outside activities ordinarily understood as full-time are presumed to be inconsistent with full-time University employment.
- E. ENDORSEMENT. Presenting one's University affiliation, position, or credentials in a way that gives the appearance of University endorsement of any business, charity, or other outside entity or activity, or creating confusion as to University involvement in the activity.
- F. GIFTS. Accepting a Gift that may reasonably appear to influence the exercise of one's University responsibilities, or that may appear to be compensation for such exercise, or that otherwise may be prohibited by law.²
- G. IMPARTIALITY. Participating in a University matter involving specific parties that is likely to have a direct and predictable effect on the Employee's financial interests (or those of a member of his/her Family); or, where the Employee or Family member has a personal or business relationship with a directly affected party; or where the circumstances would cause a reasonable observer with knowledge of the relevant facts to question the Employee's impartiality. Examples of such parties include members of one's Family, persons with whom one lives or shares a bank account, and persons with whom one has or has recently had significant financial transactions such as employment, contracting, or indebtedness.³
- H. CONFIDENTIALITY. Disclosing confidential information, including proprietary information, acquired through one's University employment to anyone not entitled to receive it.
- I. INTERESTS AND ACTIVITIES PRESUMPTIVELY PERMITTED. The following interests and activities are presumptively permitted and need not be disclosed so long as they do not constitute a Conflict of Commitment and so long as they are not required to be disclosed by a unit's supplementary policy:
 - 1. interests below the threshold of Significant Financial Interests in a Company that may do business with the University;

² Employees receiving Gifts, gratuities, or other third-party benefits are advised to review Appendix 4 for additional legal restrictions. See Rules 4.8, 4.9, and 4.17.

³ Employees engaged in a matter likely to have a direct effect on their financial interests are advised to review Appendix 4 for additional legal restrictions that may affect participation in the matter. See Rule 4.7.

2. financial interests in a Company that does no business with the University, or does business with the University outside the course and scope of one's University responsibilities;
3. unpaid service on nonprofit or scholarly boards;
4. service as an editor of a professional publication;
5. services of a scholarly or professional nature for which tokens of appreciation (honoraria) are traditionally conferred and are not undertaken for personal financial gain, for example a scholarly presentation or program evaluation;
6. modest personal Gifts of a customary nature, ordinarily with a value less than \$20, where knowledge of the relevant facts would likely not cause a reasonable observer to question the Employee's impartiality;
7. inclusion of University affiliation in publications or communications where not reasonably likely to be taken as endorsement;
8. modest personal use, excluding personal business use, of University Resources such as telephone and email as permitted by other University policies.

3. OUTSIDE PROFESSIONAL EMPLOYMENT, EXCLUDING ACTIVITIES COVERED BY A UNIVERSITY PROFESSIONAL PRACTICE PLAN⁴

- A. GENERAL PROVISIONS. All Employees shall discharge their responsibilities to the University unhindered by outside employment or other commitments. Full-time Employees owe their primary professional duty to the University; any other employment or activity must be secondary. However, in light of their potential to create Conflicts of Interest, outside employment in the area of one's University duties ("outside professional employment") must be disclosed and approved and may be limited as provided in this section. All Employees who are permitted to engage in outside professional employment that reasonably appears to create an actual, potential, or apparent Conflict of Interest shall provide their services in strict accordance with an approved management plan.

All Employees having decisional responsibilities, in the application for, design of, or conduct of sponsored research, e.g., investigators, key personnel, or as may otherwise be required by a sponsor, must disclose all outside professional employment.

⁴ While excluded from this Section 3, Employees who are in HSC or other Professional Practice Plans are expected to comply with the terms of their respective Plans and all other applicable University policies and procedures.

- B. STAFF. Staff Employees are expected to conduct University business during the University's regular business hours, or as otherwise assigned. Staff Employees may not conduct outside professional employment during their assigned University business hours except when leave is authorized. Salaried staff with appointments from 0.8 to 1.0 full-time equivalent (FTE) shall disclose and receive prior approval for all outside professional employment to assess possible conflicts of commitment. All staff employees must disclose and receive prior approval for outside professional employment that reasonably appears to create an actual, potential, or apparent Conflict of Interest.
- C. FACULTY. During the terms of their academic appointment, faculty members must attend to all duties and responsibilities including classes, office hours, and service commitments. Faculty participating in a Professional Practice Plan should adhere to these principles in addition to those obligations arising under the Plan.
1. Faculty during academic year. Faculty members are individually and primarily responsible for arranging their University time. Full-time faculty may, with chair or director approval, commit up to 10 hours in any week for outside professional employment during University business hours so long as the activity does not reasonably appear to create a Conflict of Interest, does not interfere with the faculty member's University duties and responsibilities, and provides important elements of faculty professional development related to University duties and responsibilities. For faculty who accrue leave, the University shall determine the extent to which leave should be taken for outside professional activities.
 2. Summer outside professional employment for 9-month faculty. During any portion of the summer in which 9-month faculty are not on contract with the University, they may engage in outside professional employment without regard to the 10-hour-per-week limitation. Such outside professional employment is presumptively permitted; however, such employment must be disclosed for prior review for actual, potential, or apparent Conflicts of Interest and may not involve use of University Resources, including staff, except as otherwise provided by University policy.
 3. **Part-time faculty. Faculty with less than full-time appointments may engage in outside professional employment during any time not required by their University responsibilities, unless limited by the terms of their respective professional practice plans.**
 4. Regular and renewable-term faculty . Regular and renewable-term faculty with appointments from 0.8 to 1.0 FTE must disclose all outside professional employment.

4. DISCLOSURE AND REVIEW

A. CONFLICT OF INTEREST OFFICE. The University President shall designate a Conflict of Interest office or offices on the Norman and Health Sciences Center campuses which shall be responsible for the following:

1. EDUCATION. Providing to Employees on all campuses adequate information at least annually regarding this policy and their obligations hereunder and ensuring that Employees responsible for implementation and administration of this policy receive appropriate training to effectuate the aims of this policy.
2. PROCEDURES AND IMPLEMENTATION. Managing the activities of the Conflict of Interest Committees, providing oversight, and promoting uniform standards for conflict of interest disclosure, review, approval, and management across all campuses.
3. RECORDKEEPING. Maintaining an inventory of all conflict of interest disclosures, management plans, and related pertinent materials across all campuses. The office shall also devise standards for internal disclosure and for public disclosure of conflicts under management sufficient to assure ethical transparency while maintaining an appropriate level of privacy for personal financial interests and personnel records.

B. CONFLICT OF INTEREST COMMITTEES. The University President shall appoint two Conflict of Interest Committees: one on the Norman Campus and one on the Health Sciences Center Campus. Conflicts arising on the Tulsa Campus shall be decided by the Committee for the campus where the Employee's unit is based.

1. Composition. Committees shall be composed of four faculty recommended by Faculty Senate; three staff members recommended by Staff Senate from the salaried professional academic and administrative staff; the Vice President for Research or designee; the Senior Vice President and Provost or designee; and additional voting members with specialized competencies and expertise as may be appropriate for deliberations of each Campus's respective Committee. The Committees shall have a nonvoting member designated by the Office of Legal Counsel to provide advice and legal support.
2. Powers and Responsibilities. Committees shall determine the appropriate disposition of covered conflicts arising on their respective campuses.
3. Delegation and Support. Consistent with the aims of this policy, the Conflict of Interest Offices shall be responsible for the day-to-day operation of their respective Committees and shall establish procedures to obtain recommendations from appropriate individuals and units, to decide cases, to delegate routine matters to the Conflict of Interest Office,

and to delegate decision-making for conflicts of a specialized nature where the decision-making expertise is localized.

- C. OBLIGATION TO DISCLOSE. Employees shall disclose and seek prior approval for an interest, activity or relationship covered under this policy, or within 30 days of hire, if the activity or relationship predates the Employee's University employment. Disclosures shall be to the appropriate Conflict of Interest Office, in writing, and shall include a clear, detailed explanation of the Conflict. The Conflict of Interest Office may forward the disclosure to other offices for preliminary information, review, or advice as the Office deems necessary.
 - D. REVIEW. Disclosures shall be reviewed in accordance with procedures established by the Conflict of Interest Office. In light of the unique institutional responsibilities of executive officers, conflicts arising for Executive Officers shall be disclosed according to the Institutional Conflicts of Interest policy.
 - E. POSSIBLE ACTIONS. The Conflict of Interest Committee or its designee may determine that the activity, interest, or relationship constitutes (a) no conflict, (b) a potential conflict that will be permissible as long as certain limits are not exceeded, (c) a manageable conflict requiring a management plan; or (d) an unmanageable conflict requiring action to terminate either the interest or the University duty involved.
 - F. MANAGEMENT PLANS. When a Conflict of Interest, whether actual, potential, or apparent, requires management, the Conflict of Interest Committee or its designee shall, with information and input from the Employee and others as it deems appropriate, develop a management plan. Management plans must include a description of the conflict, a summary of the steps required for management, specific individual(s) responsible for the required steps, the records to be maintained under the plan, and a schedule for review, which must occur at least annually.
5. REMEDIATION, RESCISSION, AND ENFORCEMENT. Reports or evidence of policy violations received by the Conflict of Interest Office shall be reviewed, investigated, and referred to the appropriate office for action. Employees who fail to disclose a conflict of interest or to comply with a decision or approved management plan may be subject to discipline up to and including severe sanctions and termination. Employees are reminded that they also are subject to civil and criminal penalties for violations of state or federal laws relating to conflicts of interest. An approving authority may rescind an approved outside professional employment activity upon receipt of information indicating the activity is not consistent with this policy, applicable law, or other University policy. If approval is rescinded, the Employee shall be given written notice and an opportunity to respond to his or her campus Conflict of Interest Committee.

APPENDIX 1: DEFINITIONS

- A. COMPANY. Any entity, other than the Board of Regents of the University of Oklahoma, through which business is conducted (profit or non-profit), including such organizations as a sole proprietorship, partnership, company, corporation, civic or social organization.
- B. EMPLOYEE. All individuals employed by the University, whether full or part-time. For purposes of this policy, the term “Employee” shall also include postdoctoral fellows, visiting scholars, residents, graduate research and teaching assistants, volunteers, and all key personnel working on grants and contracts whether paid or unpaid.
- C. FAMILY. Includes any individual who is a spouse/domestic partner, parent, child, stepchild, or sibling of an Employee or a member of the Employee's household.⁵
- D. GIFT. Anything of value to the extent that consideration of equal or greater value is not received in exchange.
- E. INTELLECTUAL PROPERTY. Any ideas, discoveries, inventions, technology, creative expressions and embodiments thereof in which a proprietary interest may be claimed such as patents, copyrights, trademarks, know-how, biological materials, and other forms of intellectual property legally recognized as set forth in the University's Intellectual Property Policy.
- F. SIGNIFICANT FINANCIAL INTEREST.⁶
 - 1. For a non-publicly traded company.
 - A. Any ownership interest, by the Employee or his or her Family, in a private business, including but not limited to, a closely held corporation; limited liability company; Subchapter S corporation or partnership for which the Employee or his or her Family member is a director, officer, owner, manager, employee, or agent; or any private business, closely held corporation or limited liability company in which the Employee or his or her Family member owns or has owned stock, another form of equity interest, stock options, or debt instruments.
 - B. Any Intellectual Property right or interest for which the Employee or his or her Family has received income.

⁵ For the definition of “family” in the State Ethics Rules see Rule 4.2. Due to a university's unique ethical responsibilities in teaching and research, OU's definition is somewhat broader in scope.

⁶ For the definition of “material financial interest” in the State Ethics Rules see Rule 4.7. Under federal law, the University's disclosure requirements are more restrictive, e.g., NSF sponsored research contracts, and rather than confuse the issue by applying different standards, the university elected to abide by the more restrictive rules.

- C. Receipt of income of Five Thousand Dollars (\$5,000) or more by the Employee or his or her Family during the twelve months prior to the date of disclosure; or
- 2. For a publicly-traded company. Any interest for which remuneration during the twelve months prior to disclosure, plus the value of equity interest in the entity at date of disclosure, exceeds \$5,000, when aggregated for the Employee and his or her Family.
- 3. Significant Financial Interests do not include:
 - A. salary, royalties, or other remuneration paid by the University to employees (including Intellectual Property rights assigned to the University and agreements to share in royalties related to such rights); or
 - B. investment vehicles, such as mutual funds and retirement accounts, where the Member does not directly control the investment decisions made by such vehicles.
- G. UNIVERSITY RESOURCES. All University services, real and personal property including facilities, equipment, Intellectual Property, and workforce.

APPENDIX 2: CONFLICTS OF INTEREST IN BUSINESS AND RESEARCH RELATIONSHIPS

- A. **Company Board Membership/Officership.** Service as a director or officer (President, VP, CEO, COO, CFO, Scientific Officer) of a Company is normally acceptable; however, when the Company proposes to do or is doing business with the University, has licensed University technology, or there is, an actual, potential or apparent Conflict of Interest with one's University responsibilities (such as financial conflicts, conflicts of commitment, use of University Resources, potential or actual overlap between University research and Company research, and use or ownership of Intellectual Property), one shall disclose the relationship and seek written approval from the Conflict of Interest Committee pursuant to a management plan.
- B. **Support of Students and Trainees by Companies.** The progress and academic standing of students and trainees must never be compromised. Accordingly, a Company may not be permitted to (i) support a student's academic program if the supervising Employee has Equity or serves as a director or officer (President, VP, CEO, COO, CFO, Scientific Officer) or (ii) employ a student or trainee to conduct research that overlaps with his or her University training or academic program, absent written approval by the Conflict of Interest Committee pursuant to a management plan. The Conflict of Interest Committee shall establish University policies and rules to regulate the circumstances under which the referenced employment relationships may be permitted.
- C. **Funding for Sponsored Research and Service Activities.** There is a presumption against accepting funding from a Company in which the University or the Employee has a financial interest, or the Employee serves as a director or officer (President, VP, CEO, COO, CFO, Scientific Officer). Presumptively, Employees may not act as a principal investigator on extramural sponsored projects in the area of the Employee's professional expertise. The Conflict of Interest Committee shall establish University policies and rules to regulate the circumstances under which these relationships may be permitted.
- D. **SBIR / STTR Programs.** Under Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) programs, small businesses are encouraged to partner with a research university to perform innovative research and/or to assist in technology transfer from the university. A University Employee may participate in the SBIR/STTR project only through a written contract between the University and the Company approved in accordance with University policy that outlines the Employee's responsibilities and/or University benefits. The Conflict of Interest Committee shall establish University policies and rules to regulate the circumstances under which the referenced employment relationships may be permitted.

APPENDIX 3: OTHER UNIVERSITY POLICIES RELATED TO CONFLICTS OF INTEREST

Conflicts of Interest may take various forms but exist when there is contradiction between the private interests and professional obligations of a University employee. In addition to being addressed directly in this policy, such Conflicts are addressed in other University policies which govern conduct of employees' professional activities. A non-exhaustive listing of such policies follows. A University employee should consult specific University policies presented in the faculty and staff handbooks of their respective campuses for guidance and information regarding specific situations which may relate to Conflicts of Interest.

- Academic Freedom and Responsibility
- Acceptable Use of Information Resources
- Candidacy for Public Office
- Compliance Policies
- Conducting Private Business from University Facilities
- Consensual Sexual Relationship Policy
- Ethics in Research Policy
- Fraud Prevention, Reporting, and Whistleblower Protection Policy
- Fundraising or Solicitation
- General Purchasing Policies
- Intellectual Property Policy
- IRB Conflict of Interest Policy (researchers)
- Nepotism Policy
- Off-campus Use of University Property
- Participating in Political Campaigns
- Professional Practice Plans – HSC
- Sabbatical Leave
- Sale of Required Instructional Material
- Service as Promotional Speaker for Private Industry – HSC
- Use of State Vehicles for Private Purposes

APPENDIX 4: OKLAHOMA STATE ETHICS RULES, RULE 4: CONFLICTS OF INTEREST (EXCERPTS)

Rules regarding conflicts of interests have been promulgated by the Oklahoma Ethics Commission, not the legislature, but they have the force and effect of law and there are civil penalties available for violating them. In that the Commission may modify the rules, a non-exhaustive COI list, as of 8/14/2019, is set forth below by subject. As applicable to an employee's circumstances, go to the Commission's web site <<https://www.ok.gov/ethics/>> click on "Ethics Laws, Guides & Forms" and review the latest version (annotated) of the applicable rule.

Rule 4.1. Purpose of Rule 4.

Rule 4.2. Definitions.

Rule 4.4. Misuse of Office.

Rule 4.5. Misuse of Authority.

Rule 4.7. State Officer Impartiality.

Rule 4.8. Gifts from Vendors to Persons Engaged in Purchasing Decisions.

Rule 4.9. Gifts from Successful Vendors.

Rule 4.11. Gratuities Offered at Seminars, Conferences or Similar Events.

Rule 4.12. Modest Items of Food and Refreshments

Rule 4.13. Acceptance of Meals, Lodging, Transportation and Other Benefits as a Result of Spouse's Business Activities.

Rule 4.14. Acceptance of Meals, Lodging, Transportation and Other Benefits as a Result of Private Business Activities.

Rule 4.15. Acceptance of Meals and Other Benefits for Conference Presentations.

Rule 4.16. Acceptance of Meals for Professional, Civic or Community Events; Acceptance of Meals at Political Events.

Rule 4.17. Gifts to Superiors by State Officers or Employees.

Rule 4.18. State Officer or Employee Representation of Others in Transactions Involving the State.


Rule 4.19. State Officer or Employee Representation of Others Before Employing Agency.

Rule 4.23. State Officer or Employee Violation of Rules through Indirect Action.

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#6)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: March 23, 2020

SUBJECT: Pathways to Leadership Resolution

At its March 9, 2020 meeting, the Norman Campus Faculty Senate approved the attached resolution regarding Pathways to Leadership. We submit this to the administration for their consideration and potential action.

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

INTERIM PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____

ACTION TAKEN:

PATHWAYS TO LEADERSHIP RESOLUTION

Approved by the OU-NC Faculty Senate on March 9, 2020.

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.

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#7)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: April 17, 2020

SUBJECT: Electronic Voting for Faculty Senate Executive Committee members in May 2020

At its April 13, 2020 meeting, the Norman Campus Faculty Senate approved the use of electronic voting for the May 2020 election of Faculty Senate officers and at-large members.

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


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

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#8)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: May 8, 2020

SUBJECT: Election, Faculty Senate Executive Officers

After its May 4, 2020 meeting, the Norman Campus Faculty Senate used electronic voting to elect Prof. Keri Kornelson from Mathematics as Faculty Senate Chair-Elect for 2020-21 and Prof. Dave Hambright from Biology as Faculty Senate Secretary for 2020-21.

They assumed office immediately after the election was concluded. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.


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

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#9)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: May 8, 2020

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

After its May 4, 2020 meeting, the Norman Campus Faculty Senate used electronic voting to elect the following faculty to serve as At-large Members of the Faculty Senate Executive Committee for 2020-22:

Deborah Trytten, Department of Computer Science, replacing Prof. Hambright
Ralph Beliveau, College of Journalism & Mass Communication, replacing Prof. Natale

They assumed office immediately after the election was concluded. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.


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

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#10)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: May 8, 2020

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

After its May 4, 2020 meeting, the Norman Campus Faculty Senate approved the attached nominations for end-of-the-year faculty vacancies on university and campus councils, committees, and boards.

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

INTERIM PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____

ACTION TAKEN:


NOMINATIONS FOR VACANCIES ON UNIVERSITY COMMITTEES (May 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	Pailles	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

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#11)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: May 8, 2020

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

After its May 4, 2020 meeting, the Norman Campus Faculty Senate approved the attached nominations for end-of-the-year vacancies on Faculty Senate standing committees. Because these are internal Faculty Senate committees, this action does not require Presidential approval.

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

ACTION TAKEN: **FOR INFORMATION ONLY.**


NOMINATIONS FOR VACANCIES ON FACULTY SENATE COMMITTEES (May 2020)

Committee	Term	First Name	Last Name	Department
Faculty Senate – Comm. on Committees	(2020-23), replace Prof. Natale	Yang	Hong	Civil Eng.& Env. Science
Faculty Senate – Comm. on Faculty Compensation	(2020-23), replace Prof. Hahn	Honoree	Jeffers	English
Faculty Senate – Comm. on Faculty Welfare	(2020-23), replace Prof. Bemben	Boyko	Dossev	Dance
Faculty Senate – Comm. on Faculty Welfare	(2020-23), replace Prof. Jervis	Phil	Gibson	Biology/Micro. & Plant Biology
Faculty Senate – Comm. on Faculty Div., Equity, & Incl.	(2020-23), replace Prof. Shotton	Heather	Shotton	Educ. Lead. & Policy Studies
Faculty Senate – Comm. on Faculty Div., Equity, & Incl.	(2020-23), replace Prof. Keppel	Paul	Ketchum	Criminal Justice
Faculty Senate – Comm. on Faculty Div., Equity, & Incl.	(2020-23), replace Prof. Shehab	Jacquelyn	Slater Reese	University Libraries
Faculty Senate – Ed Cline Faculty Dev. Awards Comm.	(2020-22), replace Prof. Larson	Zachary	Schmook	Law
Faculty Senate – Ed Cline Faculty Dev. Awards Comm.	(2020-22), replace Prof. Lyst	Kate	Raymond	Instruc. Lead. & Acad. Curr.
Faculty Senate – Ed Cline Faculty Dev. Awards Comm.	(2020-22), replace Prof. Shotton	Mukremin	Kilic	Physics & Astronomy
Arts & Humanities Faculty Fellowship Comm. (A&S)	(2020-23), replace Prof. Folsom	Lisa	Funnell	Women’s & Gender Studies
Arts & Humanities Faculty Fellowship Comm. (Fine Arts)	(2020-23), replace Prof. Cracknell	Gregory	Lee	Music
Teaching Scholar’s Initiative (TSI) Steering Comm.	(2020-23), replace Prof. Hill	Sally	Beach	Instruc. Lead. & Acad. Curr.
Teaching Scholar’s Initiative (TSI) Steering Comm.	(2020-23), replace Prof. Marshall	Rebecca	Huskey	Classics & Letters

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2019-20 (#12)

TO: Interim President Joseph Harroz, Jr.

FROM: Joshua B. Nelson, Chair 
Norman Campus Faculty Senate

DATE: May 8, 2020

SUBJECT: Changes to the Faculty Senate Charter & Bylaws

After its May 4, 2020 meeting, the Norman Campus Faculty Senate approved the attached changes and additions to the Faculty Senate's Charter and Bylaws.

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

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

ACTION TAKEN: **FOR INFORMATION ONLY.**

Addition to the Faculty Senate Bylaws under Section D. Procedures

Approved by the Faculty Senate at the May 4, 2020 meeting

*In light of the inability of the Faculty Senate to meet in person due to a pandemic that has occasioned the legal preclusion of in-person gatherings of more than ten people, the Faculty Senate Executive Committee offers the following language (**additions in red and bold**) to the bylaws of the Faculty Senate, in accordance with the motion passed at the April 2020 meeting. Current Faculty Senate bylaws do not allow for electronic voting, yet we nevertheless propose to vote electronically on this motion given our current circumstances, our desire to carry on the work of the body, and our uncertainty over when in-person meetings will be allowed to continue. Should this motion carry, once the Faculty Senate can gather in-person, we encourage the body to revisit the actions taken, perhaps with a motion to ratify or revise.*

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 the absence from campus of a significant number of members of the Senate makes holding an in-person meeting impracticable, the Faculty Senate may meet via an electronic system enabling synchronous voice and/or video communication with supplementary recording capabilities. Reasons for holding synchronous, remote meeting might include, but are not limited to, the closure of campus due to a health emergency. Such synchronous, remote meeting may conduct all the normal business of an in-person meeting and is subject to the same procedural rules, including establishing a quorum, with such minor technical adaptations as are necessary to conduct business electronically. Votes on routine motions may be held during synchronous, remote meetings. Special care should be taken to ensure votes are accurately registered, such as through using recorded “chat” or other text-based features, or a motion for a roll-call vote. For votes normally done anonymously by paper ballot, such as elections of officers, an online voting or survey service such as Qualtrics may replace paper ballots, subject to the condition that all voting members of the Faculty Senate have access to the appropriate platform(s), that vote outcomes are recorded, and that adequate time for voting is allowed. For votes conducted with such a service, the Faculty Senate Executive Committee will determine and announce a voting period, which should generally allow two business days for responses. Votes may be reviewed and verified by the Faculty Senate administrative coordinator. 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. Electronic discussion contributions are subject to open records requests.**
5. **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 two-thirds majority of the Faculty Senate Executive Committee, the Faculty Senate Executive Committee may offer a motion to the Faculty Senate to be discussed electronically, such as in a virtual, synchronous meeting that should be announced in accordance with open meetings laws. The motion may be voted on during such a meeting in accordance with the bylaws and established procedures. For motions to be adopted before the customary month separating discussion and voting, they must be passed by a two-thirds majority of the Faculty Senate.**