

*JOURNAL OF THE FACULTY SENATE*  
The University of Oklahoma (Norman campus)  
Regular session – October 12, 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.*

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The Faculty Senate was called to order by Professor Amy Bradshaw, Chair.

**PRESENT:** Allen, Anderson, Benjamin, Bergey, Bradshaw, Burns, Butler, Cline, Cryer, Cuccia, Dee, Dunn, Fithian, Fuenzalida, Hambright, Hoagland, Hougen, Hsieh, Jervis, Jiran, Kornelson, Lai, Lifset, Lyst, McCarthy, Miller, Moore-Russo, Mortimer, Muller, Natale, Nollert, Olufowote, Randall, Raymond, Riggs, Rubenstein, Schmeltzer, Schwartz, Shehata, Sikavitsas, Steele, Stetson, Stock, Teodoriu, Tepker, Wang, Weaver, Worley, Zhu

Provost's Representative: Jill Irvine, Lori Snyder, Mark Morvant

Staff Senate Representative: Crystal Ary

ISA Representative(s): Christopher Cook

SGA Representative(s): Dalton Gau

Guests: Karen Rupp-Serrano, Crispin South

**ABSENT:** Edwards, Parsons, Remling

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**APPROVAL OF JOURNAL**

The Faculty Senate Journal for the regular session of September 14, 2020 was approved without revisions.

## **ANNOUNCEMENTS**

The compilation of the 2019-20 annual reports of University councils was distributed via email on October 9, 2020 to Faculty Senate members and university administrators to be made available to the general faculty. The reports are available at <http://facultysenate.ou.edu/cnclrep20.pdf>.

On behalf of the Faculty Senate, the Executive Committee approved the nomination of:

Aimee Franklin (Political Science) to replace Lex Holmes (Economics) for a 2020-22 term on the Faculty Senate's Committee on Committees.

The Faculty Senate sent out the call for proposals for the Ed Cline Faculty Development Awards on October 9, 2020. Up to \$2,500 may be awarded per proposal. In order to provide funding earlier to better support summer projects, proposals are due to the Faculty Senate by Monday, December 14, 2020. The submission link is [https://ousurvey.qualtrics.com/jfe/form/SV\\_br9PZau0UqsaAhn](https://ousurvey.qualtrics.com/jfe/form/SV_br9PZau0UqsaAhn) and further information is available at <http://facultysenate.ou.edu/facdev.html>.

The Faculty Senate is sad to report the death of retired faculty members Larry Canter (CEES) on July 9, 2020, William Huseman (MLLL) on September 14, 2020, James Fife (MLLL) on September 20, 2020, and Albert Schwarzkopf (MIS) on October 6, 2020. Both Prof. Canter and Prof. Schwarzkopf were former Chairs of the Faculty Senate, Prof. Canter in 1987-88 and Prof. Schwarzkopf in 2001-02.

### ***SENATE CHAIR'S REPORT, by Prof. Amy Bradshaw***

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. Bradshaw asked if there were questions or comments about any of the items in the report. There were none.

### **REMARKS BY UNIVERSITY LIBRARIES INTERIM DEAN REGARDING JOURNAL SUBSCRIPTIONS**

Prof. Bradshaw introduced University Libraries Interim Dean Karen Rupp-Serrano to talk about journal subscriptions. Prof. Rupp-Serrano began by stating that journal subscription costs are going up in an unsustainable manner, so we must decide which to keep. To determine which journal subscriptions to maintain, Library staff consider the number of downloads of each journal, how journals are being used, which journals are available free, cost of inter-library loan, and faculty input.

They do this using an analysis tool called Unsub, which facilitates journal decisions. Unsub is an all-in-one tool. The cost per use are weighted by OU Citations and OU Authorship, % instant access, and ILL cost projections. Unsub creates "scenarios", sorts by various parameters, compares to current subscription commitments and the 5-year cost projections. Unsub makes more apparent high & low-cost journal titles and alternative access outside of subscriptions. Dean Rupp-Serrano said that the Library has identified titles to retain from Wiley and Elsevier; our agreements with both publishers are up for renewal this year

Dean Rupp-Serrano said that if a necessary journal is not retained, OU Libraries will be more prepared to meet faculty needs for journals because of more available funds for ILL. In instances in which an article is needed immediately or faster than ILL can provide, funds will be available to purchase rapid access. After all negotiations and decisions are finalized, journal subscriptions will go into effect January 2021

The floor was opened to questions. Prof. Hambright whether the amount of open-access is hybrid journals is figured into the Unsub program, to which Dean Rupp-Serrano explained that Unsub estimates

the relative amount of a journal that is published as open access and uses this information in the final output. Prof. Schmeltzer asked how large a cut in the journal budget might we anticipate, to which the Dean replied that we would be cutting about a third each of our current commitment with Wiley and Elsevier. Prof. Shehata asked how our journal subscriptions compare to other large public research universities. Dean Rupp-Serrano stated that she would send a link to the FS staff to share with senators that shows a comparison with our peers. Note: That information is available via the ARL Statistics publication. The library catalog link to that online publication is [https://ou-primo.hosted.exlibrisgroup.com/permalink/f/1hp8lf/NORMANLAW\\_ALMA51454435470002042](https://ou-primo.hosted.exlibrisgroup.com/permalink/f/1hp8lf/NORMANLAW_ALMA51454435470002042).

Prof. Zhu asked whether the library would continue its commitment to supporting open access commitment with publishers like MDPI. Dean Rupp-Serrano said that we plan to do that. Several senators asked whether the path (e.g., Google search, archive repository, Research Gate) a faculty member uses to gain access affects the weight in the Unsub tool, to which Dean Rupp-Serrano explained that they try to take into account the manner in which faculty chose to access journal content.

Prof. Burns asked about access to JSTOR, to which Dean Rupp-Serrano explained that we do not have to have a subscription to a journal in order to access older (more than ~2 years) journal content. Prof. Cline asked if journal cuts included reductions in levels of subscription for journal databases like Project Muse and JSTOR, to which the dean replied no, and that databases are funded through different sources than journals.

Prof. Miller asked if reducing our journal subscriptions will free up money for the library to acquire more books for the collection? Prof. Rupp-Serrano noted that we currently spend 95% of our materials budget on journals and databases. She would like to free up part of the budget to purchase books, backfiles on journals, and video content. There were no further questions and Prof. Bradshaw thanked Prof. Rupp-Serrano for sharing information about the journal subscriptions with the Senate.

### ***OU STUDENT RECOMMENDATION FOR PASS/NO-PASS GRADING in 2020-21 ACADEMIC YEAR***

Prof. Bradshaw introduced OU student Crispin South to present a student recommendation for pass/no-pass grading for the 2020-21 academic year. Mr. South said that pass/no-pass grading policy was enacted in the Spring 2020 semester. He said that there has been a student petition to enact pass/no-pass grading this year as in spring 2020, but with the difference of having a Pass equivalent to a letter grade of C or better. One reason he gave for this request is that many students are currently struggling with additional family and caregiver responsibilities. Additionally, students are having to adjust to many of their classes that would typically be in-person now being online. Students are also having mental health issues, especially with anxiety. He gave an example of a student that is a single mother and is having to deal with her young child being out of school while she is trying to participate in classes.

The floor was opened to questions. In the chat, it was asked if there are accreditation or other academic concerns if we have another semester of P/NP? Prof. Trytten replied that she has spoken to our accreditation boards about this (ABET, Inc.) and that they said that things done in an emergency are acceptable. However, if the policies become permanent, that is a different matter. Prof. Teodoriu said that some departments require a grade of B or above for students, and asked how this will be covered? Prof. Trytten said that while ABET is one of the more stringent accreditation agencies, other agencies might have different perspectives.

Prof. Riggs asked what exactly the student group is asking for the Faculty Senate to do, and what is the deadline for effective action on our part? Vice Provost for Instruction and Student Success Mark Morvant noted that students must have B's in some class for some programs, also C's or better for entry

into some colleges at the undergraduate level. Prof. Teodoriu said that requiring a C instead of D to pass under pass/no-pass grading is definitely a great improvement.

Prof. Benjamin asked if under this proposal, a student needs to decide by a certain date whether they wanted the P/NP grading option or whether they could wait to see their grade and decide? Mr. South said that students would decide once they knew what their letter grade would be. Prof. Bergey noted that some scholarships also have GPA and minimum grade requirements. Interim Senior Vice President and Provost Jill Irvine said that we felt that we had enough time to prepare for a semester with grades and that there are scholarship repercussions for students to not have grades. Vice Provost Morvant said that the decision was made in the spring very quickly with little faculty input, but that this time, he would like faculty to have an opportunity to weigh in.

Prof. Shehata asked what percentage of grades (or students) chose the P/NP option as a result of the pandemic last semester? Vice Provost Morvant said it was about 1/3 of students. Prof. Riggs asked what the deadline was for making a decision that can be implemented in time? Vice Provost Morvant answered that at least two weeks before grades are submitted, but three weeks would be better.

Prof. Jervis asked if there is any sense of how many other universities besides UC-Irvine are going with a P/NP option? Mr. South did not have those statistics on-hand today. Provost Irvine said that the majority of universities are not going to P/NP and none of the other Big 12 schools are doing it.

Prof. Hsieh asked what would happen if the faculty agrees to the change but not the dates (e.g., must be determined prior to final grade submission)? Mr. South said that later dates would do little to alleviate student stress, so Mr. South would like to continue with the spring 2020 option of deciding before letter grades are known. Mr. Dalton Gau, SGA Vice President, said that he would need to discuss this with other members of the Student Government Association. He believed that UC-Irvine is requiring student to decide prior to finals week.

Prof. Cline asked what was the process like in the spring to make sure that students were not adversely affecting their scholarships, etc. when choosing P/NP? Vice Provost Morvant said that for those scholarships that we could control, we ensure that no students' scholarships would be impacted. We also worked on the Dean's list to ensure students were not negatively impacted. Vice Provost Morvant said that students were encouraged to discuss the decisions to take P/NP grades with their advisors.

Prof. Eaton asked if students have the option, they can opt out, just as they can opt in. There is precedent on our campus and off. She added that if the students are fully informed and have the ability to make responsible decisions, she does not understand the risk/concern.

Prof. Kornelson noted that in the spring, there were many universities using P/NP grading of some sort - some were even mandatory, and that faculty seemed to assume that lots of procedures would be in place nationwide for external scholarships and programs, but that perhaps this may not be the case if there aren't so many P/NP grades given out nationwide in the Fall.

In the chat, Prof. Raymond said that looking at the UC Irvine policy- [http://reg.uci.edu/addl/faq\\_covid\\_pnp.html](http://reg.uci.edu/addl/faq_covid_pnp.html), which states "Academic deans and departments are encouraged, but not required, to allow courses taken P/NP to fulfill school and major requirements." She asks if adopting such a revision would ease the challenges presented by prerequisite requirements and accreditation, and if so, would it be possible to implement this policy at OU in the time we have left this semester?

Prof. Schwartz said that it strikes that him that there are students who will need leniency in this very difficult semester/year. He asks whether a petition process has been discussed, rather than casting a

'one size fits all' net to cover everybody? Prof. Schmeltzer said in the chat that it appears UC San Diego has a standing P/NP policy. <https://students.ucsd.edu/academics/exams-grades-transcripts/grades/pass-not-pass-grade.html>. Prof. Hambright suggested that for cases in which letter grades are required and the student would likely receive a failing grade, might we be able to be more flexible with AW grades or the final drop date in order to prevent damage to a student's GPA.

Prof. Kornelson asked how many signatures were on the student petition. Mr. South said that the count is at about 2910 for the petition. Mr. Gau said that the petition is available at <https://www.change.org/p/ou-students-change-ou-grading-policy-to-pass-fail-for-the-fall-2020-semester>.

Prof. Benjamin asked if we have data on the grades to P/NP? That is, was the change made from D to P/NP? Or was it from students that were disappointed they didn't earn an A? Vice Provost Morvant said that the Registrar can pull this data and provided to the Faculty Senate, and Prof. Bradshaw said that would be helpful. Note: the following data was provided to the Faculty Senate office after the meeting and sent to the senators:

*Students that requested P/NP grading for Spring 2020: 9,883 (9354 approved, 529 appealed)*

*Courses impacted: 17,898*

*Letter grade that was changed to P grade:*

*A – 86 courses*

*B – 5,175 courses*

*C – 7,274 courses*

*D – 3,218 courses*

*NP grades assigned to failed courses: F – 2,145 courses*

*Number of opted P/NP courses per student:*

*4,183 one course*

*2,480 two courses*

*1,552 three courses*

*712 four courses*

*219 five courses*

*20 six courses*

*3 seven courses*

*Student level breakdown for Spring 2020 approved P/NP:*

*8930 undergraduate*

*370 graduate*

*54 non-degree*

*Number of Appeals received by Academic Records (Students were given the P/NP option through ONE but may not have had a grade yet to decide or missed the deadline.): 529 appeal forms submitted to Academic Records (39 denied, 5 still pending)*

*10 denied because they appealed a 1st 8-week course grade*

*5 are pending (3 due to Incompletes & 2 due to N-grades) – will be updated and processed once grade changes are submitted.*

*24 denied because they appealed a Spring Session course grade*

*1 denied for requesting Spring Session and a 1st 8-week course grade*

*4 denied for requesting a Summer 2020 course grade*

Prof. Trytten said that she thinks that giving deans and departments the option of using P/NP or not may not fair to students. Prof. Riggs said that he thinks it would be chaotic for both students and units to allow each unit to make its own judgment about each of their classes—especially with the lead time that would be required to decide to implement a P/NP regime for the Fall, making the necessary unit-level decisions, and getting the word out to the students by finals week.

There were no further questions and Prof. Bradshaw thanked Mr. South for sharing student concerns about grading with the Senate. Mr. South thanked the Senate for allowing him to share the student perspective with our senators. Prof. Bradshaw asks how the faculty would like to proceed. Prof. Fithian made a motion to continue discussion of this issue and bring it back to our colleagues. The motion was approved.

### **CHANGES TO BYLAWS RELATED TO COMPENSATION COMMITTEE NAME AND FACULTY SENATE OFFICERS ELECTION TIMELINE**

Prof. Bradshaw said there are two changes to the bylaws up for discussion. They are to add the word benefits to the FCC committee name. The other is to alter the FS office election timeline.

Page 9 of Charter & Bylaws  
(charbylw.pdf)

Consider inserting the words " and Benefits"

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(d) Committee on Faculty Compensation.

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

In carrying out this responsibility, the Committee shall:

(1) Monitor, each year, the entire process by which salary increases are requested and

Page 5 of Charter & Bylaws  
(charbylw.pdf)

BY-LAWS OF THE FACULTY SENATE, Norman Campus

#### **A. OFFICERS:**

1. The officers of the Senate shall consist of a Chair, a Chair-Elect, and a Secretary.

Consider  
changing  
to April

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

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

3. The Chair-Elect will succeed to the office of Chair whenever it is vacated or when his or her own successor is elected. Normally, the Chair's tenure of office will be from May to the following May.

Consider changing to April 1

4. For officers elected between **May 1** and January 31, the term of office will be until the following May. For officers elected between February 1 and **April 30**, the term of office will be until the second May following.

Consider changing to March 31

5. Both the Secretary and Chair-Elect shall be *ex officio* members of the Senate unless they are also serving as an elected senator.

Prof. Natale made a motion to change the name of the committee to the Faculty Senate Committee on Compensation and Benefits. Prof. Hougen made a motion to make the suggested changes and the Senate voted to consider this at our next meeting.


### **NEW BUSINESS**

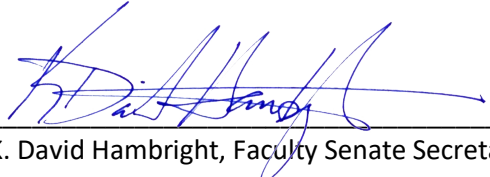
Prof. Bradshaw said she would entertain any new business. There was no new business.

Prof. Cuccia made a point of clarification that earlier in the meeting we voted to delay voting on the P/NP grading requested by the students until our November meeting. Prof. Bradshaw said the main concern was to get additional faculty input. She added that the Provost's office could take action once they receive faculty input without the need for a formal FS resolution. Prof. Bradshaw said that since the resolution from the students has not been formalized, we don't have anything to vote on. There was a request to send the draft resolution out to senators and the FS staff will do that. Prof. Riggs made a motion that the FS authorize the FSEC to contact senators to potentially vote on an endorsement of the SGA resolution about P/NP grades before our next meeting, assuming it passes SGA. The Senate approved this motion.

### **ADJOURNMENT**

The meeting adjourned at 5:11 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, November 9, 2020, via Zoom.

  
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Stacey L. Bedgood, Administrative Coordinator

  
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K. David Hambright, Faculty Senate Secretary

## **Faculty Senate Chair's Report**

Amy C. Bradshaw

September 12 – October 9, 2020

During the **September 14 meeting of the Faculty Senate**, following the HR proposed changes to benefits presentation and discussion, the Senate unanimously passed a [Healthcare Benefits Equity Resolution](#) objecting to the proposed change from 6 tiers to 1 by 2021, and empowering the Executive Committee to make minor word changes for clarity. FSEC and Parliamentarian Rick Tepker subsequently met to discuss how best to move the resolution forward, and it was **posted to the Faculty Senate website on September 15**.

Our request for distribution of a PDF of the slides from the HR Benefits Presentation to the broader faculty was declined, so on **September 16** I began working on **closed captioning of the HR Presentation and Discussion** portion of the Faculty Senate meeting so the presentation and discussion could be made available to the OU community to be impacted by the proposed changes. (*That recording available [here](#)*).

On **September 14**, the Provosts office requested **4 names for consideration for appointment to the Search Committee for the next Provost**. The FSEC felt the importance of the Provost position warranted a broad call for nominees to this search committee so we solicited nominations from the full faculty. FSEC received nominations for 37 individuals and, after careful consideration, advanced 4 names on September 23. Of those, Kalenda Eaton and Doug Gaffin were selected by the President for appointment to the search committee.

**September 14-16, Interim Provost Jill Irvine and I** (and by extension, members of the FSEC) **discussed ideas for obtaining faculty input** regarding possibly starting spring '21 semester a week late and skipping spring break. FSEC also worked toward planning and facilitation of the upcoming State of the University Event.

On **September 16**, I **connected with the FS Chair of the Health Sciences Center** to discuss proposed changes to health care benefits. In the following days our communication expanded to include leaderships of other OU staff and faculty senates. Also, on **September 16**, FSEC hosted the **State of the University Address by President Harroz followed by Questions and Answers** that FSEC had solicited from the OU community. After obtaining access to the video recording on September 17, FS At-large member Ralph Beliveau worked the many hours necessary to get the closed captioning of the State of the University Event into shape so that we could make the video recording available to the public.

On **September 18**, I **directed that we modify the Faculty Senate website** to include a space for "Latest News" and in that space we subsequently provided links to the unofficial recap of the 9-14-20 FS meeting, the closed-captioned video recording of the state of the university event, the closed-captioned video recording of the HR proposed changes to benefits presentation and discussion, and the Summer Chair's Report. The same day, I **forwarded 4 names from FSEC for consideration for appointment to the Search Committee for the next Law Dean**. Of these, Mary Sue Backus and Christina Miller were selected by President Harroz as FS appointments to the Law Dean search committee.

On **September 21**, the **FS Large Executive Committee met**. We received updates from various committees and, most notably, discussed efforts underway to revitalize the University Budget Council.

On the evening of **September 22**, I **spoke with Interim Provost Irvine** regarding a shift in the proposed benefits changes that would pause the reduction in tiers until staff salaries in the lowest two current tiers were brought to market levels. I **convened an impromptu meeting of FSEC later that night**.

The morning of September 23, I **spoke with Staff Senate Chair**, Crystal Ary. Later that morning, I **provided FSEC feedback to Interim Provost Jill Irvine** on the shift in the proposed changes to healthcare benefits. I indicated



we were pleased that the administration was hearing and responding to the widespread concerns across all OU campuses and was committing to addressing the salary inequities of those who would be most harmed by the proposed changes. I also noted that other serious equity concerns remain, including (but not limited to) salary inversion and compression. I also requested that the administration encourage current administrative team members to align with the existing structures of shared governance in the forms of FS committees and other university-wide committees, councils, and boards, noting that doing so could reduce the need for formal statements in response to administrative decisions. The same day, **I forwarded FSEC nominees for appointment to the DEI Course Director Search Committee.** Of these, Catherine John was selected as the FS representatives.

On **September 24**, I met with Keri Kornelson and Dave Hambright for the **weekly FS Officers meeting**. Later that night I informed Lori Granec that **FS DEI Committee Chair Heather Shotton would represent the Faculty Senate on the Zoom interviews of the Institutional Equity and Title IX Officer search.**

On **October 1**, I met with Keri Kornelson and Dave Hambright for the **weekly FS Officers meeting**.

On **October 2**, I **attended** in person the public session of the **OU Board of Regents meeting**.

On **October 5**, I **met with Interim Provost Jill Irvine**. We discussed issues related to academic integrity and Provost Irvine indicated that, following the much higher than normal amount of academic integrity cases filed after the campus closure in spring related to COVID-19, support for that office has been increased to ensure they are not similarly overwhelmed with cases in fall. Later the same day, **FSEC held our monthly meeting**, where we discussed issues related to the office of academic integrity, APR committee nominations, and developing a written transition plan for all FS committees, including timelines and onboarding needs. **We were joined by Interim Dean of Libraries, Karen Rupp Serrano to discuss journal subscriptions.** Following that discussion, **Crispin South and his SGA associates joined the meeting to discuss their request that OU allow Pass/Fail grading options** this semester. Later, **Interim Provost Jill Irvine joined the meeting** and we discussed several issues, including faculty hiring and possible changes to proportions of RRT faculty, an issue initially explored in previous years.

On **October 7**, I **attended the Deans Council meeting**. Later the same day, **FSEC met with President Harroz**. We discussed shifts in Fall '20 and Spring '21 semesters related to COVID-19, and also discussed COVID testing of students and of wastewater, and potential responses to the results. We then discussed retention of marginalized and faculty of color, including appropriate measures, data collection, and analysis. We also discussed ways to facilitate and improve cooperation between administration team members and the many FS and university-wide committees comprised mostly of faculty. President Harroz was very supportive and suggested ways to help move these efforts forward. We briefly discussed *market standards*, with all present acknowledging the need to more deeply explore and discuss this construct. The same day, **FSEC confirmed the Committee on Committee's selection of Professor Aimee Franklin** to membership on that committee.

On **October 8**, I met with Keri Kornelson and Dave Hambright for the **weekly FS Officers meeting**. Later, I **spoke with Chief of Staff Sean Burrage** about the Faculty Senate's roles and responsibilities as the official representative of faculty on the Norman campus.

On Friday, **October 9**, I **spoke with Interim Provost Jill Irvine** to discuss benchmarking support for units to assist them in unit-level strategic planning. Later the same day I **provided FSEC feedback to Interim Vice Provost for Faculty Lori Snyder** related to Academic Program Review Committee.