

*JOURNAL OF THE FACULTY SENATE*  
The University of Oklahoma (Norman campus)  
Regular session – February 8, 2021 – 3:30 p.m. – via Zoom

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

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

The Faculty Senate was called to order at 3:30 p.m. by Professor Amy Bradshaw, Chair.

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

Provost's Representative: Jill Irvine

Staff Senate Representative:

ISA Representative(s):

SGA Representative(s):

Guests: Shaniqua Crawford

**ABSENT:** Jiran, Mortimer, Remling, Tepker

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#### **APPROVAL OF JOURNAL**

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

## **ANNOUNCEMENTS**

The call for nominations for faculty volunteers for University and Faculty Senate councils, committee, and boards went out by email on February 3, 2021. Nominations are due to the Faculty Senate office by Friday, March 5, 2021, via [https://ousurvey.qualtrics.com/jfe/form/SV\\_1KUOaHHqtCibFLo](https://ousurvey.qualtrics.com/jfe/form/SV_1KUOaHHqtCibFLo).

Former and current Faculty Senate Executive Committee members interested in running for Faculty Senate Chair-elect or Secretary for 2021-22 should contact Chair-elect Keri Kornelson, [kkornelson@ou.edu](mailto:kkornelson@ou.edu), as soon as possible, with brief bios due by February 26. Past Examples of Officer Candidate statements: [http://facultysenate.ou.edu/minutes/2019\\_04jrn.pdf](http://facultysenate.ou.edu/minutes/2019_04jrn.pdf) (pp. 16-18); [https://facultysenate.ou.edu/minutes/2020\\_04jrn.pdf](https://facultysenate.ou.edu/minutes/2020_04jrn.pdf) (pp. 20-21)

Faculty interested in running for an At-Large Member role on the FS Executive Committee should contact Chair-elect Keri Kornelson, [kkornelson@ou.edu](mailto:kkornelson@ou.edu), to indicate interest, with brief bios due by April 2. Past Examples of At-Large Member Statements: [http://facultysenate.ou.edu/minutes/2018\\_04jrn.pdf](http://facultysenate.ou.edu/minutes/2018_04jrn.pdf) (pp. 12-15); [https://facultysenate.ou.edu/minutes/2020\\_04jrn.pdf](https://facultysenate.ou.edu/minutes/2020_04jrn.pdf) (pp. 22-23)

The recipients of the Ed Cline Faculty Development Awards for 2020-21 are: Elizabeth Avery (Music), Stuart Asprey (Visual Arts), Robert Bailey (Visual Arts), Kari Chew (Educational Leadership and Policy Studies), Emma Colven (International and Area Studies), Boyko Dossev (Dance), Tina Dothard Peterson (Social Work), Cathleen Faubert (Visual Arts), Emily Kuntz (Educational Psychology), A. Robert Lauer (Modern Languages, Literatures and Linguistics), Dingjing Shi (Psychology), Leslie Kraus Steffensen (Dance), Julie Ann Ward (Modern Languages, Literatures and Linguistics), and Jon Young (Drama).

As follow up to University Libraries Interim Dean Karen Rupp-Serrano's remarks and conversation with the Faculty Senate in October 2020, the University Libraries Committee's Scholarly Communication Taskforce Report is available, [https://mymedia.ou.edu/media/Finding+The+BalanceA+Creating+an+Open%2C+Sustainable+Future+for+OU/1\\_ajj26t8g](https://mymedia.ou.edu/media/Finding+The+BalanceA+Creating+an+Open%2C+Sustainable+Future+for+OU/1_ajj26t8g), as is a Taskforce website: <https://libraries.ou.edu/content/university-libraries-committee-%E2%80%93-scholarly-communication-taskforce>

The Faculty Senate is sad to report the death of retired faculty member Rennard Strickland (Law) on January 5, 2021.

### ***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. Chair Bradshaw asked if there were questions or comments about any of the items in the report.

Senator Riggs asked about the request from the Provost for feedback on the proposed Academic Analytics Use Policy. He would like clarification of when the FSEC received that information. Chair Bradshaw said that FSEC received it last night, although they were aware of the company and had the opportunity to suggest faculty to be on a task force regarding use guidelines. There were no additional questions.

**REMARKS BY INSTITUTIONAL EQUITY OFFICER SHANIQUA CRAWFORD**

Chair Bradshaw introduced OU's new Institutional Equity Officer, Shaniqua Crawford. Ms. Crawford led Senators through a review of the information on the Equity Office website at <https://www.ou.edu/eoo>. She offered to come speak at department meetings about institutional equity.

The floor was opened to questions. Prof. Fithian noted an issue with the links on the website and Ms. Crawford said that she would make sure that is corrected. There were no questions and Chair Bradshaw thanked Ms. Crawford for speaking with the Senate.

**FIREARMS ON CAMPUS RESOLUTION**

Chair Bradshaw said that the Faculty Senate's Executive Committee drafted an updated resolution regarding firearms on college and university campuses. FSEC brought the resolution and it was seconded and the floor was opened for discussion.

Senator Miller requested adding 'may' to the 5<sup>th</sup> paragraph as a friendly amendment. Senator Muller asked about ROTC having guns on campus. Senator Cryer said that last semester ROTC did bring firearms on campus as part of their coursework, so he would like an exception for that added to the resolution. Chair Bradshaw stated that ROTC firearms would fall under the President's discretion to be allowed on campus.

There was a question about OU Rufnecks shooting guns at football games. Senator Moore-Russo said that they shoot into the air after games although she and Prof. Kornelson said that they do not believe that those are live rounds. Senator Weaver noted that the title referred to firearms, the first paragraph used guns, and the final paragraph refers to weapons. During the discussion, there were concerns expressed about the broad term weapons. A second friendly amendment was offered and accepted, to replace guns and weapons with firearms.

The following resolution was approved:

**RESOLUTION SUPPORTING CURRENT FIREARMS POLICY ON  
PUBLIC UNIVERSITY AND COLLEGE CAMPUSES IN OKLAHOMA**

WHEREAS bills allowing firearms to be brought onto public college and university campuses have been or will be introduced into the Oklahoma State Legislature, and

WHEREAS we, the Faculty Senate of The University of Oklahoma – Norman campus, are concerned for the safety and welfare of all members of the OU community, as well as campus guests, and

WHEREAS we, as faculty members, are sensitive to and aware of the physical, mental, and emotional trauma of campus violence, and

WHEREAS the ongoing COVID-19 Pandemic has intensified physical, mental, and emotional stresses among members of the OU community, and

WHEREAS the presence of firearms on campus may both endanger the safety of students, faculty, and staff, and undermine the teaching and learning environment, and

WHEREAS the presence of non-uniformed individuals with firearms makes the job of law enforcement professionals more difficult when responding to a shooting incident,

THEREFORE BE IT RESOLVED that the Faculty Senate of The University of Oklahoma – Norman campus supports maintaining the current law regarding firearms on campus, in which the President has the discretion to allow individuals to carry firearms on campus when the individual circumstances warrant it. We strongly oppose any changes to state law regarding firearms on college and university campuses.

### ***RECENT EMAIL REGARDING OU PHYSICIANS AND BCBS***

Chair Bradshaw raised the issue of the recent email sent to OU faculty and staff regarding OU Physicians and BCBS (attached). Senator Shehata asked if we have any additional information besides the email sent out to all faculty and staff. Chair-elect Kornelson shared an email from John Zubialde of OU Physicians to former Senator Stephanie Burge.

At-large FSEC member Backus said that she has been told that this is just something that occurs every three to five years and we will ultimately come to a resolution. However, she feels that it was a misrepresentation to faculty and staff at the time they enrolled in healthcare plans for 2021 to not disclose this issue. She objects to the lack of transparency and the anxiety that current patients may experience if they are concerned that they may lose access to their medical specialists or treatment programs.

There was a question from Senator Teodoriu about what would happen if the negotiation doesn't result in OU Physicians being a provider under BCBS. Chair Bradshaw was not sure what transition plan would be put in place for OU employees and their family members currently receiving care from OU Physicians. Several senators suggested drafting a resolution about this issue. Senator Riggs suggested that the resolution should refer to the roles of all parties involved, OU, BCBS, and OU Physicians.

Senator Fithian said that there are specialists at OUHSC that are not available elsewhere and continuing without being covered by insurance will make access untenable. Prof. Pepper who serves on the Employee Benefits Committee (EBC), said that each year, this is something that OU looks at when reviewing healthcare options. She noted that OU Physicians is a private entity that is separate from the University and the Health Sciences Center. There seem to be questions about how OU Physicians fit into healthcare provided at the Health Sciences Center.

There was consensus that the frustration is with OU misrepresenting the BCBS insurance plans for 2021. Chair Bradshaw proposed that this issue be discussed with President Harroz at the next FSEC meeting with him. Prof. Hougen said that the message to the administration needs to demand transparency for the future, but also convey the message that leaving faculty high and dry for ten months if the negotiations fail is unconscionable and that the administration needs to find some way to make that right with those faculty affected.

### ***ELIMINATION OF THE SRI PROGRAM AND REPLACEMENT WITH THE FAR PROGRAM***

Chair Bradshaw opened discussion at the request of Senator Jervis, on the replacement of the current Sponsored Research Incentive (SRI) Program with the Facilities and Administrative Return (FAR) program (attached), in which "Deans will have discretion to distribute FAR funds in a way that best serves the

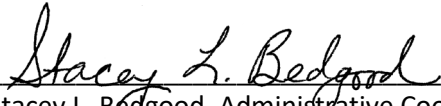
research mission of their college, in alignment with the “Lead On, University” Strategic Plan.” There was voluminous concern expressed regarding the apparent lack of transparency, open communication, and faculty involvement in this decision by the VPRP’s office, with general agreement that a great deal more discussion should be had regarding the impact that this program change would have on different colleges and on different programs and faculty. Chair Bradshaw suggested that the FSEC would look into the matter more deeply, perhaps in discussion with the Research Council, as concerns regarding transparency and potential negative impacts were legitimate, even if the program change was based on good intentions.

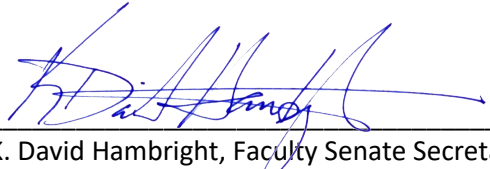
**NEW BUSINESS**

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

**ADJOURNMENT**

The meeting adjourned at 5:05 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, March 8, 2021, 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

December 15, 2020 – February 8, 2021

Although most formal FS activity slowed or paused in the second half of December, retiree health benefits, and employee benefits generally, continued to be topics of concern, as did other issues related to equity among and for members of the OU community.

On **January 6**, I met with Compensation and Benefits Committee chair Anthony Natale and Budget Council representative Mashhad Fahs to discuss our shared concerns related to health benefits costs among retirees and current employees at various salary tiers, as well as salary equity issues. We met again on January 13 and continued the discussion. Also on **January 13**, Chair-elect Keri Kornelson, Stacey Bedgood, and I met with Aaron Biggs and Grey Allman from the Provost's Office to discuss developing a shared webspace to serve as an information access hub for Faculty committees (FS or otherwise), so that initiatives and membership of the various committees will be more easily accessible for faculty and others throughout the university.

On **January 14**, FSEC met with President Harroz, and we discussed salary equity issues and the many related factors, including compression and inversion and compounding effects of other systemic and individual inequities. Following that meeting, I joined the January meeting of the Oklahoma State Regents Faculty Advisory Council (OKR-FAC).

On **January 28**, I attended the public portion of the OU Regents meeting, the agenda for which is available: [https://www.ou.edu/regents/official\\_agenda/JanuaryFinalAgenda.pdf](https://www.ou.edu/regents/official_agenda/JanuaryFinalAgenda.pdf)

On **January 29**, I met with Interim Provost Jill Irvine. We discussed salary equity issues, some relationships and distinctions between salary equity and retention increases, and related factors and practices. We briefly discussed perverse incentives, and opportunities, and responsibilities to transform harmful practices that seem enmeshed in our institutional culture and practices, that don't have to be.

On **February 1**, FSEC held our monthly meeting. We discussed development and bringing forward to the full Senate an updated Guns on Campus Resolution. We also discussed the elimination of SRI and its replacement with FAR (which are an item on the February Faculty Senate agenda), support for and faculty communication with the Accessibility and Disability Resource Center (ADRC), and upcoming FS elections and Executive Committee candidate slates. Institutional Equity Officer Shaniqua Crawford joined the meeting and we discussed her vision for her role and the offices she oversees and ensuring the OU community understands and avails themselves of the supports she and her offices provide for students, staff, and faculty. Later, Interim Provost Jill Irvine joined the meeting, and we discussed summer and fall 2021 plans, vaccination rollout and availability, and updates on open Dean and Provost searches. At the end of the meeting, FSEC members saw the email from OU Physicians. We subsequently heard from many faculty members requesting discussion of the letter and the circumstances behind it during the February Faculty Senate meeting.

On **February 4**, I met with Keri Kornelson and Dave Hambright for the FS Officers Meeting.

On the evening of Sunday, **February 7**, FSEC received a request from the Provost's office for feedback on a draft of a use policy regarding Academic Analytics data.

On **February 8**, I met briefly with Compensation and Benefits Committee Chair Anthony Natale and Budget Council Representative Mashhad Fahes to continue our discussion of salary equity issues.



Physicians  

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EXECUTIVE OFFICE

February 1, 2021

Dear University of Oklahoma Employee,

As an employee at the University of Oklahoma, you may be participating in our Blue Cross Blue Shield of Oklahoma (BCBSOK) medical insurance plan and using OU Physicians providers and services. If you are, I want to share information that may affect the physicians and services available to you in-network from BCBSOK.

OU Physicians has been attempting to negotiate a new contract with BCBSOK for over a year. The deadline for reaching an agreement is quickly approaching. If an agreement is not reached by February 28, 2021, you or members of your family's in-network access to care from your OU Physicians provider could potentially be affected upon expiration of a 120-day transition period described below.

This is a very stressful time with the COVID-19 pandemic still impacting our lives, our health, and the precautions we must all take to stay safe and healthy. OU Physicians is concerned about this more than ever and has been very intent on reaching an agreement with BCBSOK before an out-of-network status is reached. We remain hopeful that negotiations will result in a renewal without any interruption but also are concerned about the impending deadline on the existing contract.

What OU Physicians is asking of BCBSOK is simple – that the best interest of Oklahomans is kept in mind and that BCBSOK agrees to compensate OU Physicians at rates comparable to the value our providers bring to the state and region. Those rates of payment need to be commensurate with the market.

If OU Physicians is unable to reach an agreement with BCBSOK, your continued access to care by your OU Physicians provider will be considered out-of-network. This will likely mean increased out-of-pocket costs for you and your family in order to receive care from OU Physicians.

This may also affect *where* you receive care, because the OU Physicians providers who serve at the following entities would be considered out-of-network by BCBSOK:

- OU Health University of Oklahoma Medical Center – Oklahoma's only Level I trauma center
- Oklahoma Children's Hospital OU Health – the highest-level pediatric care provider in our state
- OU Health Stephenson Cancer Center – the state's only National Cancer Institute-designated cancer center
- OU Health Edmond Medical Center

The above OU Health *hospital* facilities and services remain in network. However, care from an OU Physicians *provider* will be out-of-network whether or not you receive the care in one of these hospital facilities or in a clinic.

**The Faculty Practice of the University of Oklahoma College of Medicine**  
1200 Children's Ave, Suite 3200 • Oklahoma City, Oklahoma 73104

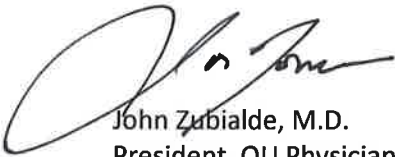
**It is important to know that for now, nothing changes for patients with Blue Cross Blue Shield insurance.** You can still access OU Physicians as you always have. Your in-network access will only change if an agreement is not reached by February 28, 2021. If so, then beginning March 1, 2021, we will enter a 120-day transition period, wherein you would be able to complete care with your OU Physicians providers while still receiving in-network benefits. However, unless an agreement is reached, your access to OU Physicians on an in-network basis would end when the transition period expires on June 28, 2021.

We understand that this situation can be stressful, and we share your concern. There are some things you can do to maintain your in-network access to OU Physicians providers:

- **Call OU Physicians.** Contact your OU Physicians at (405) 271-5258 if you have questions or concerns, need a referral, prescription refill, or to reschedule your appointment or procedure to a date before March 1, 2021, or during the 120-day transition period, to receive in-network care.
- **Call BCBSOK.** Contact the Tulsa headquarters at (918) 551-3500 or the BCBSOK toll-free phone number at (866) 520-2507 and urge them to reach a contract resolution with OU Health Physicians that will protect in-network access to your provider(s).
- **Ask for Continuity of Care Benefits from BCBSOK.** For specific patient treatments and conditions, you may qualify for continuity of care benefits. As determined by BCBSOK, patients may be able to receive in-network coverage for treatment of specific conditions. We encourage you to call BCBSOK at (918) 551-3500 or (866) 520-2507 to see if you qualify.

OU Physicians is committed to working with BCBSOK toward an agreement that benefits our patients, including our OU family. We will keep you notified as this situation continues to evolve.

Sincerely,



John Zubialde, M.D.  
President, OU Physicians  
Executive Dean, OU College of Medicine  
Family Medicine Provider, OU Physicians Family Medicine

JPZ/gpr



# FAR Guidelines

*Office of the Vice President for Research & Partnerships*

Deans will have discretion to distribute FAR funds in a way that best serves the research mission of their college, in alignment with the “[Lead On, University](#)” Strategic Plan (explicitly Pillar 1: “Become a Top-Tier Public Research University” and Pillar 5: “Enrich and Positively Impact Oklahoma, the Nation, and the World through Research and Creative Activity”), and with the Vice President for Research and Partnerships’ [Research Strategic Framework](#).

The objective is to balance the grant revenue generation of each individual department and / or research group within a department with furthering the research goals and aspirations of the colleges and the University. Deans may wish to consider utilizing some portion of the FAR funds to promote transdisciplinary research initiatives and convergence among and across disciplines, and across colleges. Deans may wish to return a portion of the FAR funds directly to each department proportional to its grant revenue generation, but they should only do so with guidance to department chairs regarding appropriate uses of FAR funds.

FAR funds need to be used directly to facilitate and augment research productivity. Among examples of logical uses of these funds are the following scenarios:

- an exceptionally productive research team has an opportunity to compete for even larger external grants but needs to demonstrate the availability of cost-sharing funds;
- an emerging research team has the opportunity to compete for the first time for funding on a very large scale, but requires an additional investment of funds for PIs to buy out teaching time, to enable fuller focus on the grant application, and to purchase necessary equipment to be competitive in seeking this award;
- two or more departments in the college or across colleges include a group of faculty whose research interests intersect and have the potential for the kind of convergence that will make them competitive for a major funding award, but need time to work with program officers to develop a competitive grant narrative.

Further applications of FAR funds may include the following:

- in order to encourage faculty to seek external funding and opt for a full year rather than a half-year sabbatical, as at peer aspirational institutions, a portion of FAR could be applied to top up salaries to the full amount;
- faculty may benefit from augmented summer faculty development awards in colleges without this tradition;
- competitively awarded course releases may assist faculty toward the completion of major book and article projects.

FAR funds may not be used for academic-program-oriented Maintenance and Operations (M&O) costs\*, either at the college or department level. However, it is important to note that FAR funds should continue to be used for the following applications, as examples, since they directly impact individual faculty research and creative endeavors and are often excluded as allowable expenditures directly on grant funds (e.g., State of Oklahoma research grant policy stipulations):

- travel to conferences;
- foreign travel outside the U.S.;
- purchase of computer or electronic equipment of any kind;
- purchase of data storage, software, or software licenses;
- purchase of maintenance-type supplies, replacement parts, or equipment repairs;
- publication costs;
- research associate, technician, faculty summer, sabbatical or course release and/or graduate student salary;
- any other research needs faculty identify.

\*While we request these funds not be used for M&O purposes, we understand that FY21 spending in this way may have already occurred (or must continue throughout the year to pay on already committed costs). Leniency will be granted for this year’s spending; however, each college will be required to submit an annual report and provide justification for their spending. A team will review these reports in detail, and the findings could have the potential to affect future funding.