

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

office: Jacobson Faculty Hall, Room 206 phone: (405) 325-6789
e-mail: 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, Hougen, Hsieh, Jiran, Kornelson, Lai, Lifset, Lyst, McCarthy, Miller, Moore-Russo, Mortimer, Natale, Olufowote, Parsons, Randall, Raymond, Remling, Riggs, Rubenstein, Schmeltzer, Shehata, Sikavitsas, Steele, Stetson, Stock, Teodoriu, Wang, Weaver, Worley, Zhu

Provost's Representative: Jill Irvine, Lori Snyder

Staff Senate Representative: Crystal Ary

ISA Representative(s): Chris Cook

SGA Representative(s):

Guests: Katherine Pandora, JP Masly, Karen Rupp-Serrano

ABSENT: Hoagland, Jervis, Muller, Nollert, Pepper, Schwartz

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of February 8, 2021, was approved without revisions.

ANNOUNCEMENTS

The Office of the Vice President for Research & Partnerships has announced six new Norman Campus-Wide Research and Creative Activity Awards. The deadline for nominations is March 19, 2021 and more information is available at: <https://www.ou.edu/research-norman/awards>.

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

The Faculty Senate is sad to report the death of retired faculty member Louis Ederington (Finance) on February 4, 2021.

The Senate Executive Committee elected Wayne Riggs (Philosophy) to replace Rick Tepker (Law) as Parliamentarian of the Faculty Senate and Regular Faculty for the remainder of the 2020-21 academic year. Prof. Tepker resigned from the Faculty Senate because of a class conflict this semester.

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. There were none.

REMARKS BY THE UNIVERSITY LIBRARIES SCHOLARLY COMMUNICATION TASKFORCE

Chair Bradshaw introduced the University Libraries Scholarly Communication Taskforce. Prof. Katherine Pandora and Prof. JP Masly spoke on behalf of the group. Prof. Pandora said that the Scholarly Communication Taskforce was appointed by the University Libraries Committee in Fall 2019. The Taskforce was charged with identifying actions and best practices from peer institutions that OU community members can take to have the most positive impact upon the creation of an open, sustainable scholarly communication system at OU. Taskforce members were selected from a broad range of academic disciplines represented on the OU-Norman campus and included:

- Michael Bembem, Health & Exercise Science
- Lee Fithian, Architecture
- Raphael Folsom, History
- J.P. Masly, Biology
- Claude Miller, Communication
- Katherine Pandora, History of Science
- Darren Purcell, Geography & Environmental Sustainability
- Caroline T. Schroeder, Classics & Letters
- Karen Rupp-Serrano, University Libraries (ex officio)
- Jen Waller, University Libraries (ex officio)

The taskforce spent a full year learning about and discussing scholarly communication issues, considering their impact across the disciplines, and drafting their report, "Finding the Balance: Creating an Open, Sustainable Future for OU" and an accompanying website. Throughout the process, similar

undertakings at peer institutions were closely studied to identify actions and best practices that might be adopted or modified to meet the needs of OU scholars.

The taskforce identified several scholarly communication challenges facing peer institutions are also prevalent at OU, including:

- Institutional commitment to making scholarly outputs publicly available
- Costs of academic journals subscriptions for university libraries
- Author copyright and ownership of content published in journals
- Concerns surrounding publication venue as a proxy for quality
- Tenure and promotion evaluation processes

The taskforce report outlines ten recommendations in its report to the OU community to address these challenges, including:

- Providing tools and resources to assist scholars in determining quality outlets for their work
- Advancing openness in University Libraries' journal negotiations
- Disseminating research and scholarly activity outputs as widely as possible
- Applying consistent criteria for assessing the quality of published work, both traditional (fee-based) and open access
- Undertaking preparatory steps to develop an open access policy based on the Harvard model policy for Faculty Senate approval

In the fall of 2020, the taskforce presented its report to the University Libraries Committee, which approved the report and submitted it to Faculty Senate in January 2021, requesting that taskforce members move forward with the communication plan outlined in the report. To this end, the taskforce has created a website (<https://libraries.ou.edu/content/university-libraries-committee-%E2%80%93-scholarly-communication-taskforce>), hosted by the University Libraries, to facilitate communication of, and discussion on, their report, "Finding the Balance: Creating an Open, Sustainable Future for OU". The website provides the report for download, as well as a brief recorded presentation highlighting select findings from the report, work products of the taskforce, and links to resources created in response to several of the taskforce recommendations.

The taskforce members plan to take the remainder of 2021 to engage the campus community on the topics addressed in the report. Members will request to present to a wide variety of stakeholders, including: tenured and tenure-track faculty members via college or departmental faculty meetings, department chairs and directors, the Graduate Student Senate, the Provost's Office, the Office of the Vice President for Research and Partnerships, the Research Council, and the Dean's Council.

In the spring of 2022, the Scholarly Communication Taskforce plans to return to Faculty Senate to share the campus feedback they have received and to seek consideration of an open access resolution if the campus appears to be ready to take this step. In the meantime, taskforce members call upon Faculty Senators to facilitate communication and discussion on the report by inviting taskforce members to make presentations to their departments and colleges. For any questions or comments, faculty should email scholarlycommunication@ou.edu or reach out to any taskforce member individually. The floor was opened for questions.

Senator Natale asked how to request a presentation the task force to our departments. Prof. Pandora said to contact Jen Waller or Karen Rupp-Serrano from University Libraries. Senator Riggs made the comment that it is up to the individual departments to change their tenure/promotion guidelines, and asks that the taskforce address the month Chairs & Directors meeting about this. Senator Miller asked for feedback from senators about the results of the taskforce. Several senators expressed their support

for this work. There was a request to send the speakers' slides to the senators after the meeting. There were no additional questions.

NOMINATIONS FOR FACULTY SENATE EXECUTIVE OFFICERS FOR 2021-22

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

PROPOSED CHANGE TO THE FACULTY COMPENSATION AND BENEFITS COMMITTEE (FCBC)

Faculty Compensation and Benefits committee Chair Natale said that the FCBC has been very active and requests that the membership be increased from five to seven members. There were no questions. Since this is a change to the bylaws, Parliamentarian Riggs recommended that the proposed change (attached) will be voted on at the April Faculty Senate meeting to give senators time to consult with their constituents..

AD HOC NON-REGULAR FACULTY ADVISORY COMMITTEE

Chair Bradshaw said that the Faculty Welfare Committee (FWC) and the FSEC have been discussing for several months to situation of non-regular faculty and their participation in shared governance as they are not represented by the Faculty Senate. The FWC and the FSEC recommend the formation of Non-Regular Faculty Advisory (ad hoc) Committee (see attached) to explore, consider, and make recommendations to the Faculty Senate regarding shared governance representation for faculty not included in OU's definition of Regular Faculty. The Faculty Senate voted to affirm the creation of this ad hoc committee by the FSEC.

RETIREE HEALTH BENEFITS CONCERNS

Chair Bradshaw said that the FSEC was contacted by several OU retired faculty members regarding the changes to the retiree medical insurance coverage. Senator Stock said that he has also heard from several retired colleagues about their concern about the lack of retiree involvement and communication about this change and their assessment that this is a reduction in benefits. FCBC Chair Natale said that there has been difficulty getting faculty involvement in the committees that make these benefits recommendations to the administration. Chair Bradshaw said that when she discussed this with Interim Provost Irvine, she recommended bringing Lee Camargo-Quinn from Human Resources to speak to the Senate about this change.

Senator Sikavitsas suggested the some of the expanded membership of the FWBC be faculty members that are close to retirement and can advocate on behalf of retirees. Senator Sikavitsas expressed that the changes that were made to everyone (both retirees and current employees) was communicated poorly and too late in the decision-making process. Chair Bradshaw recognized retired Prof. Steve Livesey said that the concern from many is the shift from a traditional Medicare supplement to a Medicare advantage plan and that this was communicated too late for retirees to look for alternatives. He said that there are also restrictions on the ability of retirees to shift between plans under Medicare.

Chair Bradshaw asked Prof. Livesey to put together a few slides that describe retiree concerns to share with Human Resources, the Senate, and other retirees.

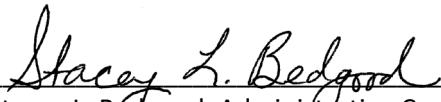
FCBC Chair Natale stated in the chat that the next meeting of the FCBC is April 13, 2021 from 10:00 - 11:30 am. He asked concerned faculty and retirees to contact him at anatale@ou.edu if they would like a Zoom invite to the meeting. Chair Bradshaw said that we would have an opportunity to revisit this issue at the April FS meeting.

NEW BUSINESS


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

ADJOURNMENT

The meeting adjourned at 4:45 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, April 12, 2021, via Zoom.



Stacey L. Bedgood, Administrative Coordinator



K. David Hambright, Faculty Senate Secretary

Faculty Senate Chair's Report

Amy C. Bradshaw

February 9, 2021 – March 8, 2021

On **February 9**, I met briefly with Chair-elect Keri Kornelson and FS DEI Committee Chair Heather Shotton to review the tentative agenda for our scheduled meeting with President Harroz the following day.

On **February 10**, the Faculty Senate Executive Committee (FSEC) met with President Harroz. Topics discussed included salary equity in budgets and strategic plans; optics of administrative raises while some faculty are far below respective compa ratios; disentangling equity and retention; and priorities for future faculty raise programs. We also discussed shared governance processes, policies, and practices, specifically as they relate to the elimination of SRI and replacement with FAR, and uses of Academic Analytics data; the OU Tribal Liaison role; and serious concerns among faculty regarding the letter received from OU Physicians and the lack of agreement between OU Physicians and BCBS. President Harroz suggested a webinar on the latter topic and we agreed it was a good idea. We also followed up on our previous conversations related to cooperation among upper administration, Faculty Senate standing committees, and the OU Budget Council. President Harroz updated FSEC on issues related to measurement of strategic plan goals; the Provost search; a new VP of Advancement; searches for a new Chief Financial Officer and Chief Human Resources Officer, and recruiting and enrollments.

On **February 11**, I attended the Oklahoma State Regents Faculty Advisory Committee meeting. Later that day I met with Keri Kornelson and Dave Hambright for the weekly FS Officers meeting.

On **February 12**, I sent Interim Vice Provost for Faculty feedback from the FSEC regarding the Benchmarking Task Force's draft of an Academic Analytics Use Policy. The same day, FSEC met with a candidate for the position of Dean of the Jeannine Rainbolt College of Education (JRCoE). On **February 18**, FSEC met with a second candidate for the JRCoE Dean position. Later that day, Keri Kornelson, Dave Hambright and I met for our weekly officers meeting.

On **February 15**, I attended the webinar about OU Health Physicians' ongoing negotiations with Blue Cross Blue Shield.

On **February 22**, FSEC met with a third candidate for the JRCoE Dean position. On **February 25**, Keri Kornelson, Dave Hambright, and I met for our weekly officers meeting. During that week and through the weekend, FSEC members provided extensive feedback on the three candidates and, early on Monday, **March 1**, a letter summarizing FSEC feedback was sent to the JRCoE Dean Search Committee Chair.

On **February 26**, I met with Interim Provost Jill Irvine. We briefly discussed appropriate uses of academic analytics data; DEI course updates, the concept of a partner accommodation information (not funding) concierge; the need for more clarity related to COVID-19 vaccine scheduling and availability; and FSEC's interests and requests related to salary equity data.

On **March 1**, FSEC met for our monthly meeting. FSEC unanimously approved a proposal from the FS Faculty Welfare committee to form an ad hoc committee reporting to FSEC, to explore and make recommendations regarding the issue of lack of representation in shared governance structures for faculty who do not fit the narrow definition of “regular faculty,” which is specified on page 1 of the Faculty Senate charter as

“... faculty members with tenure track, tenured, and renewable term appointments at the rank of assistant professor, associate professor, and professor. The Regular Faculty does not include faculty members with temporary appointments.”

We received updates from the standing committees, as well as a proposed slate of officer candidates from Chair-Elect Keri Kornelson, which was approved by FSEC. (I note here for clarity that nominations for these roles may also be made from the floor, assuming such nominees meet the qualification of having served on the FSEC.) Interim Provost Jill Irvine and Interim Vice Provost for Faculty Lori Snyder joined the meeting so Lori could share with FSEC the slides and discussion previously shared in the Chairs and Directors meeting. FSEC and Provost Irvine discussed DEI course updates; the concept of a partner accommodation information (not funding) concierge; the need for more clarity related to COVID-19 vaccine scheduling and availability. Vice President for Research and Partnerships Tomás Díaz de la Rubia joined the meeting and we discussed matters related to SRI and FAR, and ensuring clear communication with the broader faculty. We also discussed upcoming awards nomination deadlines (announced in the March Faculty Senate agenda) and availability and communication of funding opportunities related to Arts and Humanities.

On **March 4**, I met with Keri Kornelson and Dave Hambright for the weekly FS Officers meeting

On **March 5**, Chair-elect Keri Kornelson and I attended the public portion of the OU Regents meeting.

FACULTY SENATE OFFICER CANDIDATE STATEMENTS

March 8, 2021

The candidates below have all have agreed to serve on the Faculty Senate Executive Committee (FSEC) if elected. Each candidate has provided a brief statement explaining why they are running for Chair-elect or Secretary. We will elect the Faculty Senate Officers during the Faculty Senate meeting on April 12, 2021.

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

Dave Hambright

Professor, Biology

Ph.D. Cornell University, at OU since 2000

dhambright@ou.edu

Thank you for considering me for Chair-Elect of the Faculty Senate. During my service on the Faculty Senate (2017-2020), and its Executive Committee (At-large member, 2018-2020; Secretary, 2020-2021), I have been energetic in supporting faculty campus-wide. Most of my tenure in these positions has coincided with a period in which we have been vigorously engaged with the upper administration, notably throughout the chaos of the coronavirus pandemic, presidential turnover, budgetary uncertainty, and social unrest. I am proud to have been part of many initiatives and resolutions targeting these and other faculty challenges.

These last few years are reflective of my strong history of working effectively to champion numerous faculty endeavors through my service on the Senate's Faculty Development Awards Committee (2011-2012), the Research Council (2009-2012), and other VPR committees focused on faculty funding and recognition (2007-2015). I served in the College of Arts and Sciences on the Faculty Awards Committee (2018-2020), as Faculty Fellow for Water and the Environment (2014-2015), and in the Dean's Signature Initiative Leadership, in which I chaired the committee on Advancing the Study of Water, Natural Resources, and the Environment. I was inaugural Director of Environmental Studies (2015-2018), a position through which I successfully brought together 70+ affiliate faculty across nine colleges.

A common thread in my university service is a desire to bridge disciplinary silos and other ideological barriers to faculty collaboration, support, and recognition. Alongside my interest in disciplinary diversity, I am fully committed to the advancement of diversity in terms of self-identity. In my service on the Faculty Senate and its Executive Committee, I strive to continue this commitment to equity and inclusiveness as I represent OU's faculty.

Heather Shotton

Associate Professor, Educational Leadership and Policy Studies

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

hshotton@ou.edu

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

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

Candidates for Secretary of the Faculty Senate (3)

Kalenda Eaton

Associate Professor, African & African American Studies

Ph.D. The Ohio State University, at OU since 2019

k.eaton1@ou.edu

Kindly accept my self-nomination for the position of Secretary of the Faculty Senate. I have served as an at-large member of Faculty Senate Executive Committee (FSEC) for two years. During this time, I have been a part of important conversations and decisions around shared governance; the COVID-19 pandemic; Diversity, Equity, and Inclusion; and key initiatives involving faculty benefits, pay equity, and instructional support. Over the past year FSEC has successfully worked with a new president. With several new administrative positions recently filled and current searches underway, I am running for Secretary because this is a crucial time for FSEC to have consistency and familiarity in leadership and experience. The committee is in a position to help impact and shape the future of the university in important ways.

Prior to joining the faculty at OU, I served in faculty governance for five years as a senator representing the College of Arts and Sciences and the College of Liberal Arts at both public and private universities. As part of my past Senate terms, I was a member of the University Academics Committee; the Committee on Committees; the By-Laws Committee; a Board of Trustees subcommittee on International Studies, and the President's Senior Advisory Council. I also represented the faculty during two presidential transitions, a university strategic plan, and several months of policy negotiations.

Outside of my Senate experience, I have years of administrative experience running a Humanities Research Lab, directing a Graduate Program in English, chairing the university-wide Graduate Curriculum Committee, directing an interdisciplinary academic program, and serving as Director of Global Learning. I have been a Secretary, Parliamentarian, and Sergeant-At-Arms in civic organizations, and chair/co-chair of three university committees. And, I can take notes.

Susan Hahn

Associate Professor, University Libraries

MLS Indiana University Bloomington, at OU since 1995

shahn@ou.edu

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

Matthias 'Ulli' Nollert

Associate Professor, Chemical, Biological, & Materials Engineering

Ph.D. Cornell University, at OU since 1991

nollert@ou.edu

I have been a faculty member in the School of Chemical, Biological, and Materials Engineering since 1991. During that time, I have collaborated with faculty from across campus on several multidisciplinary proposals, as well as with faculty from the Health Science Center campus. I have had proposals funded by NSF, NIH, OCAST, and the American Heart Association. I led a book group focusing on learning and how the brain works. I have been the Graduate Program Liaison for Chemical Engineering since 2002 and I am a member of the College of Engineering Faculty Council of Excellence for Diversity, Equity, and Inclusion.

I spent three years as an ad hoc member of the Faculty Senate Executive Committee during a time of enormous change, including seeing the University transition through three presidents. The Faculty Senate is uniquely positioned to represent the interests of faculty from across campus as we rebuild relationships with administration and other constituents. I have heard and considered viewpoints from across campus and have argued forcefully for those that I think are in the best interest of the University as a whole. I will be a thoughtful and balanced representative of faculty interests as we navigate this challenging environment.

Proposed Faculty Compensation and Benefits Committee (FCBC) Expansion

Background: The FCBC historically only focused on compensation, but benefits was added to the scope of the committee in the past year. The scope of committee work has grown, while the size of the committee has remained the same.

Current Policy: Compensation and Benefits is populated with 5 members.

Proposed Policy: Compensation and Benefits is populated with 7 members.

Rational for Policy Change: The current committee would benefit from additional perspectives as the time to represent the issues, as well as additional committee member to advance forward the taskwork of the committee.

(d) Committee on Faculty Compensation and Benefits.

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 fixed by the University administration, the University Regents, the State Board of Regents, and the State Legislature.
- (2) Gather information on salaries and fringe benefits from within the University and from other universities, put such information into proper form, and make it available to the Senate for the purpose of accurately presenting the economic position of the faculty and the faculty's economic needs to the administration, the boards of regents, the Legislature, and the general public.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the economic position and needs of the faculty, both inside and outside the University community.
- (4) Recommend to the Committee on Committees the faculty nominees for the University Employment Benefits Committee.
- (5) Report at least yearly to the Senate and, upon approval, to the President, the Provost, and the Budget Council.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.
- (3) Provision for liaison with all appropriate councils and committees.

**Change
number of
members to 7**

Membership

5 faculty members

How Nominated

To be elected by the
Faculty Senate

Term

3 years (staggered
terms)

Non-Regular Faculty Advisory Committee (Faculty Senate Ad Hoc Committee proposed by the Faculty Welfare Committee)

Charge: This committee is responsible to the Faculty Senate Executive Committee (FSEC) for recommending a system of representation for non-regular faculty within the system of shared governance.

In carrying out this responsibility, the Committee shall:

- Determine the population in need of representation by the committee.
- Investigate, discover, and promote best practices for representation of non-regular faculty in shared governance.
- Suggest to the FSEC appropriate proposals, strategies, and forums for advancing the goals of the committee.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

- The election of a chair from among the members of the Committee.
- The chair or their designee will be invited to attend Faculty Senate meetings and has a standing invitation to speak. They will not have voting privileges.
- Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the FSEC, if the FSEC deems such additions appropriate.
- Provision for liaison with all appropriate councils and committees.

Membership: 7 non-regular faculty members (including representation from OU-Tulsa), 1 ex officio member from the Faculty Welfare Committee.

How Nominated: Appointed by the Faculty Senate's Committee on Committees

Term: 1 year with possibility of renewal