

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

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

The Faculty Senate was called to order at 3:31 p.m. by Professor Amy Bradshaw, Chair.

**PRESENT:** Allen, Benjamin, Bradshaw, Burns, Butler, Cline, Cuccia, Dee, Fithian, Fuenzalida, Hambright, Hoagland, Hougen, Hsieh, Jervis, Jiran, Kornelson, Lai, Lifset, Lyst, McCarthy, Moore-Russo, Mortimer, Muller, Natale, Nollert, Olufowote, Parsons, Pepper, Randall, Raymond, Remling, Rubenstein, Schmeltzer, Shehata, Sikavitsas, Steele, Stetson, Stock, Teodoriu, Wang, Weaver, Zhu

Provost's Representative: Jill Irvine, Lori Snyder

Staff Senate Representative: Crystal Ary

ISA Representative(s):

SGA Representative(s):

Guests: Belinda Hyppolite, Steve Livesey, Fran Ayres, Janis Paul, Connie Dillon

**ABSENT:** Anderson, Cryer, Dunn, Edwards, Miller, Riggs, Schwartz, Worley

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**APPROVAL OF JOURNAL**

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

**ANNOUNCEMENTS**

The Faculty Senate is sad to report the death of retired faculty member Robert Jay Block (Chemical and Materials Engineering) on February 15, 2021.

The Faculty Senate Executive Committee appointed Jonathan Lee (Mathematics), Christina Giacona (Music), Karen Feiner (First Year Comp/English), Roksana Alavi (PACS), Mike Weiser (Biology), Eric Bosse (Expository Writing), and Andreea Marculescu (MLLL) to serve on the Non-Regular Faculty Advisory (ad hoc) Committee. The committee is charged to explore, consider, and make recommendations regarding shared governance representation for faculty not included in OU's definition of Regular Faculty. The committee's creation was recommended by the Faculty Welfare Committee and FSEC and affirmed by the Faculty Senate during the March meeting.

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

The Senate Chair's Report was distributed to senators before 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 Butler asked for additional information about Academic Analytics. Chair Bradshaw said that the FSEC had given extensive feedback related to our concerns for how the data could be unintentionally misused to the harm of individual faculty members. She said the Provost's office was able to resolve or mitigate most of those concerns. She added that there is a link in the Chair's Report for additional information and we expect faculty members to receive more information and training on this application later. There were no other questions.

**REMARKS BY THE VICE PRESIDENT FOR DIVERSITY AND EQUITY**

Chair Bradshaw introduced Vice President for Diversity and Inclusion Belinda Hyppolite. VP Hyppolite stated that she has teams on the Norman Campus, Tulsa, and HSC campuses. She touched on her exploration of campus climate issues since she joined OU a year ago. When she first joined OU, she went on a listening tour of the campuses. Based on the feedback she received, her team identified the pillars for their work of awareness, education, and advocacy. As COVID-19 transitioned faculty, staff, and students online, they moved their training programs online as well. They have also been active partners in the development of the Gateway to Belonging course. They also seek to engage with our local communities as well as alumni and volunteers.

VP Hyppolite said that over 41,000 people have already participated in the required diversity training for the campus community and the feedback has been overwhelmingly positive. She stated that OU has won several diversity awards over the last year. The best way to keep up with her office is to register to receive their newsletter at <https://www.ou.edu/diversity>. She said that there are still a few programs coming up at the end of the semester.

Senator Nollert asked how they plan to capture feedback on the Gateway course and use that to adjust the content of the course. VP Hyppolite said that they know the course will not be perfect, but they hope to have the right facilitators to engage the students and then gather their feedback to improve the course in subsequent semesters. There were no additional questions and Chair Bradshaw thanked VP Bradshaw for speaking to the senate.

### ***PROPOSED EXPANSION OF THE FACULTY COMPENSATION AND BENEFITS COMMITTEE (FCBC)***

Faculty Compensation and Benefits committee Chair Natale said that the FCBC has been very active the last few years and thus requests that the membership be increased from five to seven members. This issue was discussed at length during the March Faculty Senate meeting. There were no additional questions or discussion. The proposed change to the committee is attached. The Faculty Senate voted to approve this change to the FCBC.

### ***ELECTIONS, FACULTY SENATE OFFICERS FOR 2021-22***

A slate of candidates for Secretary and Chair-Elect was presented at our last regular Faculty Senate meeting in March. The candidates all prepared statements which were sent to all faculty with the March and April meeting agenda (attached). The Committee on Committees and the Faculty Senate Executive Committee nominate two candidates for Chair-elect and three candidates for Secretary:

#### **Candidates for Chair-elect of the Faculty Senate**

Dave Hambright  
Professor, Biology  
Ph.D. Cornell University, at OU since 2000

Heather Shotton  
Associate Professor, Educational Leadership and Policy Studies  
Ph.D. The University of Oklahoma, at OU since 2008

#### **Candidates for Secretary of the Faculty Senate**

Kalenda Eaton  
Associate Professor, African & African American Studies  
Ph.D. The Ohio State University, at OU since 2019

Susan Hahn  
Associate Professor, University Libraries  
MLS Indiana University Bloomington, at OU since 1995

Matthias 'Ulli' Nollert  
Associate Professor, Chemical, Biological, & Materials Engineering  
Ph.D. Cornell University, at OU since 1991

There were no additional nominations from the floor. Using an electronic ballot in Zoom™ polls during the meeting, Prof. Dave Hambright was elected as Faculty Senate Chair-elect for 2021-22 and Prof. Kalenda Eaton was elected as Faculty Senate Secretary for 2021-22. They will both assume office during the May meeting.

### ***RETIREE HEALTH BENEFITS CONCERNS***

Retired Prof. Steven Livesey presented on behalf of a group of OU retirees regarding their concerns about OU's transition of retiree health insurance coverage from BCBS/Medicare to a Medicare advantage policy under United Health Care. He stated that this reduced OU's contributions for retiree health coverage, but also reduced the benefits that retirees receive.

Prof. Livesey said that before January 1, 2021, the OU Retiree Health Insurance Benefit provided Medicare as primary coverage, with a supplemental Blue Cross/Blue Shield traditional indemnity policy.

No networks were required, retirees had a choice of providers nationwide, so long as they accept Medicare, and BCBS paid approved costs not covered by Medicare, including Medicare excess charges.

Under OU's new retiree coverage, Medicare is no longer the primary coverage, as parts A (Hospital Insurance), B (Medical Insurance), and D (Prescription Drug Coverage) are covered by United Healthcare Group Advantage. There has been a reduction in OU's contribution to retiree policy from \$352/month in 2020 to \$199/month in 2021 (before OTRS subsidy). Prof. Livesey said that UHC Advantage is a managed care plan:

- Additional approvals and alternative treatments may be required.
- UHC Advantage limits patients to in-network providers bound by UHC contracts.
- Out-of-Network providers must agree to bill UHC, negotiated on a case-by-case basis. This is a significant issue, because many OU faculty and staff retire out of state, resulting in limited choices.
- UHC Advantage does not protect retirees from excess charges up to 15% beyond what Medicare allows and may not cover the cost of services not allowed by contract: those charges become retiree obligations and do not count toward maximum out-of-pocket limits.
- Drug and equipment formularies are more restrictive.
- Once enrolled in a Medicare Advantage plan, restrictions may make a return to original Medicare impossible or more costly.

The retiree group expressed disappointment with the roll-out of the new plan. They said that at retirement, University employees were informed that, "After retirees and/or dependents become eligible for Medicare coverage, Medicare will serve as the primary coverage and the University continues in a secondary role, and you will be enrolled in the Blue Cross and Blue Shield Traditional Indemnity Plan." In this case, changes to the retiree health insurance program were negotiated by OU and reviewed by the Employee Benefits Committee (EBC) but were not to be shared with retirees until approved by the Regents. Current retirees were informed of changes only on October 12, 2020. Medicare open enrollment for 2021 extended from October 15 to December 7, 2020, providing retirees little time to research and select options beyond the UHC Advantage plan. Consequently, retirees had no opportunity to comment or provide feedback on a change to a fundamental commitment by OU. They noted that Medicare rules allow retirees to enroll in Medicare Advantage plans for one year, with the right to return to Original Medicare without restriction ('Guaranteed Issue Rights'). However, outside this window, insurance companies are not required to issue policies or cover pre-existing conditions, and they may increase premiums to reflect past and present health conditions.

The recommendations from the retiree group include:

- Permitting retirees the option to use their University benefit to select plans that best meet their needs. For example, the University could provide the funds paid to UHC Advantage (including the OTRS subsidy for health insurance) to retirees to purchase a traditional Medicare supplement and Plan D.
- The option to choose an OU Traditional Medicare plus Supplement/Part D Program for our OU retirement insurance coverage, as retirees have always had before, even if we must pay something more toward the cost.
- Full, timely, and honest information about each OU retiree health insurance plan available to retirees, far in advance of the annual OU Benefits and Medicare enrollment periods.
- Improved communication with all retirees regarding topics relevant to them.

Retired faculty Fran Ayres and Connie Dillon present at the meeting agreed with much of what Prof. Livesey stated. Retired staff Janis Paul expressed additional concerns about the lack of communication to retirees and restrictions on the UHC policy which the traditional Medicare does not.

FCBC Chair Natale said that his committee has arranged a meeting tomorrow (9 Apr 2021) at 10:00 a.m. of the retirees with the FCBC to discuss these concerns in more depth. The link to the meeting is: <https://oklahoma.zoom.us/j/8257656388?pwd=ZkN2c1J3TVF0aEN4ZE14ZGhLUGZwZz09>

In the chat, Sen. Shehata stated that the retiree group seems to be making exceedingly reasonable requests. Sen. Jervis said that she is concerned that retirees were not given any opportunity to provide input until too late in the process. Sen. Burns thanked the retirees for providing this information to the Senate and agreed that these are reasonable recommendations.

#### **UPDATE ON THE PROVOST SEARCH**

Chair Bradshaw invited VP for Student Affairs David Surratt to provide the Faculty Senate with an update on the ongoing Provost search. VP Surratt said that more information on the process can be found at <https://ou.edu/facultyrecruitment/provost>. He stated that there has been good participation in the candidate forums with about 150 attendees for each and they have received feedback from stakeholders. VP Surratt asked if there were any questions and there were none.

#### **NOMINATIONS, FACULTY SENATE EXECUTIVE COMMITTEE AT-LARGE MEMBERS FOR 2021-22**

Chair-elect Kornelson said that the Committee on Committees has nominated two candidates for each of the Faculty Senate Executive Committee at-large member vacancies. There are statements from each candidate provided with the agenda (attached). The Senate will 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.

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

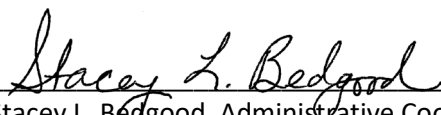
Chair-elect Kornelson presented the list of Committee on Committee nominees to fill vacant positions on university and campus councils/committees/boards and Faculty Senate standing committees (attached). The Senate will vote on these nominees at the May Faculty Senate meeting.


#### **NEW BUSINESS**

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

#### **ADJOURNMENT**

The meeting adjourned at 4:59 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, May 10, 2021, via Zoom.

  
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 Stacey L. Bedgood, Administrative Coordinator

  
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 K. David Hambricht, Faculty Senate Secretary

## Faculty Senate Chair's Report

Amy C. Bradshaw

March 9, 2021 – April 12, 2021

On **March 9**, FSEC met with President Harroz. Topics discussed included the OU Health Physicians merger, and how it relates to ongoing negotiations between OU Physicians and Blue Cross Blue Shield. We noted an online petition signed by many OU community members requesting that if an agreement with BCBS could not be reached, that OU cut ties with BCBS and find an alternative insurance provider. President Harroz said they were working on a way to ensure OU employees continue to be able to access OU Physicians in-network, regardless of the outcome of the negotiations with BCBS, and we discussed ways to ensure that news is clearly communicated to the OU community. We also discussed retiree health insurance concerns, and we requested President Harroz or other appropriate administrators meet directly with the retiree group, to ensure their concerns are heard and understood. He agreed and said they would follow up with us about who that would be. (I note here that a meeting was subsequently scheduled between HR, the Retirees, and the Compensation and Benefits Committee for Tuesday, April 13.) President Harroz discussed replacing the Towers (student housing) as part of the strategic plan, and indicated that although Cross housing is a separate matter, the two might become interrelated. President Harroz said work on a Tulsa campus strategic plan has started in earnest, and that OU has moved forward on the 360-evaluation process for senior administrators. He updated FSEC on the progress of high-level searches, the Gateway course, and vaccine availability. At the end of our scheduled time together, I mentioned faculty concern about the move of all Advancement activities to the OU Foundation. President Harroz suggested this be on the agenda for our next meeting, but noted that part of the agreement is that OU has the right to reject any gifts if we do not like the conditions.

On **March 11**, I met with Interim Vice Provost Lori Snyder for an update on the Academic Analytics Appropriate Use policy, following the extensive feedback FSEC had earlier provided ([that now-published policy is available here](#)). Later that day I met with Keri Kornelson and Dave Hambricht for our weekly FS Officers meeting.

On **March 25**, I attended the March meeting off the Oklahoma State Regents for Higher Education Faculty Advisory Committee meeting, and later that day I met with FS Chair-Elect Keri Kornelson and FS Secretary Dave Hambricht for our weekly FS Officers meeting.

On **April 1**, I met with FS Chair-Elect Keri Kornelson and FS Secretary Dave Hambricht for our weekly FS Officers meeting.

On **April 5**, available FSEC members and I met with Provost Candidate 1. Later that day, FSEC met for our monthly meeting. Vice President of DEI & Chief Diversity Officer Belinda Hyppolite joined the group and provided updates on several issues and activities her office has been working on, including Spring DEI Week, and the Pathways to Belonging Report, and other topics she will share with the Faculty Senate on April 12. She noted concerns related to diversity and retention of faculty, staff, and students, over the past five years, and that they are working to address them. Compensation and Benefits Committee Chair, Anthony Natale, updated the group on continuing efforts of that committee collaboration with the Budget Council around issues of current employee benefits, retiree insurance concerns, and salary equity issues. They have been working with upper administration to obtain de-identified data related to these issues, which is needed for the committees to do their work. Faculty Welfare Committee Chair Sarah Robbins updated the group on that committee's activities, including working with the Provosts office to update the faculty handbook, getting the (ad hoc) Non-Regular

Faculty Committee populated and active, and developments related to the Student Experience Survey. DEI Committee Chair Heather Shotton said that committee is putting together a list of recommendations (both prior and new) including where OU stands in terms of acting on those recommendations. She said her committee is getting many inquiries about the Tribal Liaison position, which been vacant for six months. Committee on Committees Chair and FS Chair-Elect Keri Kornelson updated the group regarding FS election slates. She also mentioned beginning efforts to reactivate the Vice President for Research and Partnerships Advisory Committee. She presented a slate of names recommended by the Committee on Committee for the new ad hoc committee on non-regular faculty, which FSEC then approved. She also updated FSEC on progress by the Teaching Evaluation Working Group (TEWG) on the Student Experience Survey, [the website for which is now live and available here](#).

FSEC then finalized our recommended revisions to a job announcement for an Ombudsperson position, which I later forwarded to Chief of Staff Sean Burrage, along with FSEC's recommendations for faculty to serve on that search committee. Interim Vice Provost Lori Snyder joined the FSEC. meeting and we continued our ongoing discussions regarding salary equity. We discussed the tension between addressing the most severe salary inequities quickly, and developing an approach to data availability that will be accurate and useful going forward. While acknowledging the importance of developing an accurate and manageable process going forward, FSEC stressed that addressing the most extreme salary inequities is a matter of high urgency that should not wait.

On **April 7**, available FSEC members and I met with Provost Candidate 2.

On **April 8**, available FSEC members and I met with Provost Candidate 3. That afternoon, I met with Keri Kornelson and Dave Hambright for our weekly FS Officers meeting

On **April 9**, available FSEC members and I met with Provost Candidate 4. That same day I spoke with Compensation and benefits Committee Chair Anthony Natale about Retiree health benefits, Salary equity, and Current employee benefits tiers. Later that day I spoke with Budget Council member Mashhad Fahes about the same issues, and we continued the conversation on April 11.

On **April 12**, available FSEC members and I met with Provost Candidate 5. Later the same day we met with Gateway Course Director Candidate 1.

## 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)



## FACULTY SENATE OFFICER CANDIDATE STATEMENT

April 12, 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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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.

## **FACULTY SENATE AT-LARGE CANDIDATE STATEMENTS**

**April 12, 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 At-Large member. We will elect the FSEC At-Large Members during the Faculty Senate May 2021 meeting.

### **Candidates for At-Large Member of the FSEC to replace Prof. Backus (2)**

**Emily Johnson**

**Professor, Modern Languages, Literatures, & Linguistics, Core Affiliate Faculty in WGS**

**Ph.D., Columbia University at OU since 1999**

**emilydjohanson@ou.edu**

Thank you for considering me for an at-large seat on the Faculty Senate Executive Committee. My prior experience on university committees includes terms on the Faculty Senate (2013-2016), the University Tenure Committee (2014-2017; chair in 2016-2017), and the Athletics Council (2009-2012; chair in 2011-2012; 2020-present). Additionally, I have served on Committee A in my home department (MLLL) and on a variety of CAS committees. These service experiences have shown me how important it is for us to speak out as faculty members-- particularly in periods in which the University is facing unusual pressures. If elected to the Faculty Senate Executive Committee, I will try to make sure that the right questions are asked when the administration introduces new plans and will work to articulate the concerns and perspectives of my colleagues in discussions. I feel strongly that the University's core missions in teaching and research/creative activity should be our priority and that we need to ensure that all faculty members have the resources necessary for their work in the classroom and as artists/scholars.

**Jie Zhang**

**Associate Professor, Modern Languages, Literatures, & Linguistics**

**Ph.D., Pennsylvania State University, at OU since 2012**

**jiezhang@ou.edu**

Thank you for considering me for the Faculty Senate At-large Executive Committee. Having been at OU for about a decade, I benefit every day from being part of an amazing community and would like to participate in the effort to make this place better for faculty and students, especially in this challenging pandemic era. My scholarship focuses on second language acquisition and foreign language pedagogy. A student-centered teaching approach that promotes student success has always been at the core of my work. I believe my academic background can naturally translate into grounded decision-makings in university-wide pedagogical and instructional issues. Coming from a humanities program, I want to be an advocate of small undergraduate programs at OU. Furthermore, having grown up in China and immigrated to the US as an adult, I would like to do my part to promote diversity, equity, and inclusion in the OU community that is where the future of OU resides. I would be proud to be part of this endeavor. Thank you for your favorable consideration of me as a candidate for this position.

## **Candidates for At-Large Member of the FSEC to replace Prof. Eaton (2)**

**Lori Jervis**

**Professor, Anthropology**

**Ph.D. University of Minnesota, at OU since 2008**

**lori.jervis@ou.edu**

Thank you for considering me for the Faculty Senate Executive Committee. I am a Professor of Anthropology and a Co-Director of the Center for Applied Social Research. I came to OU in 2008 after over a decade at the University of Colorado Health Sciences Center working on Native health. I am affiliated with Native American Studies, as well as Health Promotion Sciences, the Health Promotion Research Center, and the Stephenson Cancer Center. I am currently serving as a Senator on Faculty Senate and have previously served two terms on the Faculty Senate Faculty Welfare Committee. I have been a continuous member of OUIRB's Board 2 since 2010. I bring to the Executive Committee a passion for ensuring that shared governance, transparency, and policies beneficial to faculty as a whole are carried out to their fullest extent, including those that affect research/scholarship. In addition, my familiarity with multiple programs across both the Norman and OUHSC campuses may be beneficial to bridging institutional gaps.

**Scott Lamothe**

**Associate Professor, Political Science**

**Ph.D., Florida State University, at OU since 2007**

**slamothe@ou.edu**

I served as a member of the Faculty Senate for three years, first filling a vacated seat in 2017-2018, and then my own term from 2018-2020 (I didn't complete the term owing to taking sabbatical). I have also submitted my name for the upcoming election, in an effort to rejoin the Senate. Additionally, I previously served on the College of Arts and Sciences Tenure and Promotion Committee. The common thread across these assignments, for me, is an effort to extend transparency in University governance. As a senator, I regularly communicated with the faculty that I represented in efforts to inform them and seek their input. After completing my time on T&P, I met with a number of junior faculty to share my experience and "lift the veil" on the process, so to speak. I have found during my time at the University (I am in my 15th year), that the administrative system seems closed and opaque to many of my colleagues, and strive to alleviate that concern. My primary goal, should I become a member of the FSEC, is to continue the cause of improved openness in the administrative processes of OU.

**NOMINATIONS FOR VACANCIES ON UNIVERSITY COMMITTEES (May 2021)**

| <b>Comm.</b>                                 | <b>Term</b>                               | <b>First Name</b> | <b>Last Name</b>     | <b>Department</b>                             |
|--|---|-------------------|----------------------|---|
| Academic Programs Council                    | (2021-24), replace Prof. Sikavitsas       | Rebecca           | Huskey               | Classics & Letters                            |
| Academic Programs Council                    | (2021-24), replace Prof. Lupia            | Paul              | Spicer               | Anthropology                                  |
| Academic Regulations Comm.                   | (2021-24), replace Prof. Kroska           | Vasilios          | Sikavitsas           | Chemical, Biological, & Materials Engineering |
| Academic Regulations Comm.                   | (2021-24), replace Prof. Rambo            | Cynthia           | Frisby               | Public Relations                              |
| Athletics Council                            | (2021-23), replace Prof. Meeks            | Chris             | Dalton               | Aero. & Mech. Engineering                     |
| Budget Council                               | (2021-24), replace Prof. Stetson          | Heejin            | Ohn                  | Accounting                                    |
| Budget Council                               | (2021-24), replace Prof. Litov            | J.P.              | Masly                | Biology                                       |
| Campus Tenure Comm.                          | (2021-24), replace Prof. Maiden           | Xing Ru           | Wu                   | Pet. & Geol. Engineering                      |
| Campus Tenure Comm.                          | (2021-24), replace Prof. Masly            | Kirsten           | de Buers             | Geog. & Env. Sustainability                   |
| Continuing Education Council                 | (2021-24), replace Prof. Dulin            | Michelle          | Grunsted             | Mgt. & Int'l Business                         |
| Continuing Education Council                 | (2021-24), replace Prof. Stock            | Talisha           | Haltiwanger Morrison | Writing Center                                |
| Environmental Concerns Comm.                 | (2021-24), replace Prof. McCuen           | Heather           | McCarthy             | Microbiology & Plant Biology                  |
| Employee Benefits Comm.                      | (2021-25), replace Prof. Pepper           | Jeff              | Widener              | Geog. & Env. Sustainability                   |
| Faculty Appeals Board                        | (2021-25), replace Prof. Dunn             | Eugenia           | Fuenzalida           | Psychology                                    |
| Faculty Appeals Board                        | (2021-25), replace Prof. Hahn             | Susan             | Hahn                 | University Libraries                          |
| Faculty Appeals Board                        | (2021-25), replace Prof. Kramer           | Shane             | Brady                | Social Work                                   |
| Faculty Appeals Board                        | (2021-25), replace Prof. Scrivener        | Elaine            | Hsieh                | Communication                                 |
| Faculty Appeals Board                        | (2021-25), replace Prof. Natale           | Emily             | Johnson              | Modern Lang., Lite., & Ling.                  |
| Faculty Appeals Board                        | (2021-25), replace Prof. Norwood          | Kristen           | de Buers             | Geog. & Env. Sustainability                   |
| Faculty Appeals Board                        | (2021-25), replace Prof. Steele           | Bin               | Wang                 | Chem., Bio., & Mat. Engg.                     |
| Faculty Appeals Board                        | (2021-25), replace Prof. Yoon             | Christopher       | Sadler               | Drama   |
| Faculty Appeals Board                        | (2021-25), replace Prof. Wert             | Rozmeri           | Basic                | Visual Arts                                   |
| Faculty Appeals Board                        | (2021-25), replace Prof. Williams-Diehm   | Tracy             | Pearl                | Law   |
| Faculty Appeals Board                        | (2021-25), replace Prof. Yang             | Tom               | Steele               | University Libraries                          |
| Faculty Awards & Honors Council              | (2021-24), replace Prof. Basic            | Emily             | Johnson              | Mod. Lang., Lit., & Ling.                     |
| Goddard Health Center Advisory Board         | (2021-24), replace Prof. Fuenzalida       | Ellen             | Rubenstein           | Library & Info. Studies                       |
| Honorary Degrees Screening Comm.             | (2021-23), replace Prof. Funnell4         | Paul              | Bell                 | Arts & Sciences Dean-direct                   |
| Information Technology Council               | (2021-24), replace Prof. Fox              | Sam               | Workman              | Political Science                             |
| Information Technology Council               | (2021-24), replace Prof. Kratz            | Richard           | Sprecker             | Drama   |
| Legal Panel                                  | (2021-24), replace Prof. Stetson          | Brenda            | Barnes               | Law   |
| Legal Panel                                  | (2021-24), replace Prof. Pepper           | Michele           | Grunsted             | Mgt. & Int'l Business                         |
| Publications Board                           | (2021-24), replace Prof. McCloud          | Tom               | Steele               | University Libraries                          |
| Research Council (Fine Arts)                 | (2021-22), replace Prof. Mortimer         | Gregory           | Lee                  | Music   |
| Research Council (Life Sciences)             | (2021-24), replace Prof. Krumholz         | Lara              | Souza                | Micro. & Plant Biology                        |
| Research Council (Education/Prof./Other)     | (2021-24), replace Prof. Ge               | Kendra            | Williams-Diehm       | Educational Psychology                        |
| Research Council (Engr/Energy/Math/PhysSc)   | (2021-24), replace Prof. Zhang            | Michael           | Wimberly             | Geog. & Env. Sustainability                   |
| Research Council (Social & Beh. Science)     | (2021-24), replace Prof. Vishanoff        | Kimberly          | Marshall             | Anthropology                                  |
| Rita Lottinville Prize for Freshmen Comm.    | (2021-24), replace Prof. Campbell         | Claudette         | Grinnell-Davis       | Social Work                                   |
| Rita Lottinville Prize for Freshmen Comm.    | (2021-24), replace Prof. Lyst             | Brittany          | Hott                 | Educational Psychology                        |
| ROTC Advisory Comm.                          | (2021-24), replace Prof. Marcus-Mendoza   | Cheryl            | McCain               | University Libraries                          |
| ROTC Advisory Comm.                          | (2021-24), replace Prof. O'Rear           | Ed                | O'Rear               | Chem., Bio., & Mat. Engg.                     |
| Shared Leave Comm.                           | (2021-24), replace Prof. Stock            | Matt              | Stock                | University Libraries                          |
| Speakers Bureau                              | (2021-24), replace Prof. Hicks-Keeton     | Igor              | Lipinski             | Music   |
| Student Conduct Hearing Panel Pool           | (2021-23), replace Prof. Antell           | Geoffrey          | Goble                | Religious Studies                             |
| Student Conduct Hearing Panel Pool           | (2021-23), replace Prof. Ketchum          | Roxanne           | Lyst                 | Dance   |
| Student Conduct Hearing Panel Pool           | (2021-23), replace Prof. Fuenzalida       | Robert            | Cichewicz            | Chemistry & Biochemistry                      |
| Student Conduct Hearing Panel Pool           | (2021-23), replace Prof. Robbins          | Gail              | Mullis               | Law   |
| Student Conduct Hearing Panel Pool           | (2021-23), replace Prof. Shaner           | Shane             | Brady                | Social Work                                   |
| Student Conduct Hearing Panel Pool           | (2021-23), replace Prof. Pailes           | Ioana             | Cionea               | Communication                                 |
| Univ. Fitness & Recr. Service Adv. Comm..    | (2021-23), replace Prof. Lyst             | Kristen           | Cheyenne Riggs       | English                                       |
| Tobacco & Parking Violation Appeals Comm.    | (2021-24), replace Prof. Salehi           | Sarah Jane        | Trabert              | Anthropology                                  |
| Univ. Libraries Comm. (AGS/E&E)              | (2021-24), replace Prof. Weaver           | Deepak            | Devegowda            | Pet. & Geol. Engineering                      |
| Univ. Libraries Comm. (Education)            | (2021-24), replace Prof. Hill             | Corey             | Peltier              | Educational Psychology                        |
| Univ. Libraries Comm. (A&S Nat. & Life Sci.) | (2021-24), replace Prof. Sankaranarayanan | Heather Rae       | Ketchum              | Biology                                       |
| Univ. Libraries Comm. (Int'l Studies)        | (2021-24), replace Prof. Mahdi            | Mohammad          | Al-Masri             | MLLL / Int'l & Area Studies                   |

**NOMINATIONS FOR VACANCIES ON FACULTY SENATE COMMITTEES (May 2021)**

|  |  |           |                         |                            |
|--|--|-----------|-------------------------|----------------------------|
| FS – Comm. on Committees                             | (2021-24), replace Prof. Antell        | Ben       | Keppel                  | History                    |
| FS – Comm. on Committees                             | (2021-24), replace Prof. Palmer        | Lyn       | Cramer                  | Musical Theatre            |
| FS – Comm. on Faculty Compensation & Benefits        | (2021-24), replace Prof. Natale        | Anthony   | Natale                  | Social Work                |
| FS – Comm. on Faculty Compensation & Benefits        | (2021-24), replace Prof. Hirschfeld    | Ying      | Wang                    | Mathematics                |
| FS – Comm. on Faculty Welfare                        | (2021-24), replace Prof. Kornelson     | Stephanie | Burge                   | Sociology                  |
| FS – Comm. on Faculty Diversity, Equity, & Inclusion | (2021-24), replace Prof. Gutierrez     | Roxanna   | Alavi                   | Prof. & Cont. Studies      |
| FS – Comm. on Faculty Diversity, Equity, & Inclusion | (2021-24), replace Prof. McCuen        | Talisha   | Haltiwanger<br>Morrison | Writing Center             |
| FS - Ed Cline Faculty Development Awards Comm.       | (2021-23), replace Prof. Rubenstein    | Lina      | Ortega                  | University Libraries       |
| FS - Ed Cline Faculty Development Awards Comm.       | (2021-23), replace Prof. Sikavitsas    | Rozmeri   | Basic                   | Visual Arts                |
| Arts & Humanities Faculty Fellow. Comm. (A&S)        | (2021-24), replace Prof. Hicks -Keeton | Ann-Marie | Szymanski               | Political Science          |
| Arts & Humanities Faculty Fellow. Comm. (Fine Arts)  | (2021-24), replace Prof. Stock         | Roxanne   | Lyst                    | Dance                      |
| Teaching Scholar's Initiative (TSI) Steering Comm    | (2021-24), replace Prof. Gutierrez     | Janel     | Cavazos                 | Psychology                 |
| Teaching Scholar's Initiative (TSI) Steering Comm.   | (2021-24), replace Prof. Gibson        | Bruce     | Mason                   | Physics & Astronomy        |
| Teaching Scholar's Initiative (TSI) Steering Comm.   | (2021-24), new seat                    | Somik     | Ghosh                   | Construction Science       |
| Provost's Adv. Comm. on Women's Issues (PACWI)       | ---                                    | Garrett   | Olberding               | History                    |
| Provost's Adv. Comm. on Women's Issues (PACWI)       | ---                                    | John      | Wisniewski              | Physics & Astronomy        |
| Provost's Adv. Comm. on Women's Issues (PACWI)       | ---                                    | Kate      | Redmond                 | Instr. Lead. & Acad. Curr. |
| VPRP Advisory Committee (revised comm. structure)    | ---                                    | Kalenda   | Eaton                   | African & African-Amer. St |
| VPRP Advisory Committee (revised comm. structure)    | ---                                    | Emily     | Johnson                 | Mod. Lang., Lit., & Ling.  |
| VPRP Advisory Committee (revised comm. structure)    | ---                                    | Rick      | Lupia                   | Geosciences / SNOMNH       |
| VPRP Advisory Committee (revised comm. structure)    | ---                                    | Jonathan  | Nichols                 | Music                      |
| VPRP Advisory Committee (revised comm. structure)    | ---                                    | Tamera    | McCuen                  | Construction Science       |