

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – May 10, 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 3:31 p.m. by Professor Amy Bradshaw, Chair.

PRESENT: Allen (0), Anderson (1), Benjamin (0), Bradshaw (0), Burns (1), Butler (0), Cline (0), Cryer (1), Cuccia (0), Dee (0), Edwards (2), Fithian (0), Fuenzalida (0), Hambright (0), Hoagland (2), Hougen (0), Hsieh (0), Jervis (1), Jiran (1), Kornelson (0), Lifset (0), McCarthy (0), Miller (1), Moore-Russo (0), Mortimer (1), Muller (2), Natale (0), Nollert (2), Olufowote (0), Pepper (1), Randall (0), Raymond (0), Remling (3), Riggs (2), Schmeltzer (0), Shehata (0), Sikavitsas (0), Steele (0), Stetson (0), Stock (1), Teodoriu (0), Wang (0), Weaver (0), Worley (1), Zhu (0)

Provost's Representative: Jill Irvine

Staff Senate Representative:

ISA Representative(s):

SGA Representative(s):

Guests: John Woods, Aaron Biggs

ABSENT: Dunn (3), Lai (1), Lyst (1), Parsons (3), Rubenstein (1), Schwartz (3)

Note: During the period from June 2020 to May 2021, the Senate held eight regular sessions. The figures in parentheses above indicate the number of absences.

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of April 12, 2021, was approved without revisions.

ANNOUNCEMENTS

Chair Bradshaw recognized and welcomed new OU Regent Rick Nagel who is joining our meeting as a guest today.

The regular meetings of the Faculty Senate for Fall 2021 will be held at 3:30 p.m. on the following Mondays: September 13, October 11, November 8, and December 13.

A list of the faculty who retired during the past academic year is attached. The Faculty Senate thanks these faculty members for their dedication and contribution to our community.

The Center for Faculty Excellence invites applications for Faculty Peer Mentoring Fellows <https://ou.edu/cfe/leadership/PeerMentoring>; applications are due May 19. Fellows will lead peer mentoring groups and receive a scholarship to participate in the NCFDD Faculty Success Program held August 29 - November 20.

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. There were no questions.

REMARKS BY THE TEACHING EVALUATION WORKING GROUP (TEWG)

Chair Bradshaw introduced Chair-elect Keri Kornelson and Associate Provost for Academic Technology Aaron Biggs from the Provost's Teaching Evaluation Working Group (TEWG). TEWG members are Keri Kornelson (Chair), Aaron Biggs, Amy Bradshaw, Megan Elwood Madden, Jill Irvine, Hong Lin, Ulli Nollert, Wayne Riggs, and Lori Snyder.

Chair-elect Kornelson presented the TEWG timeline. During the Spring/Summer of 2019, the TEWG was created and got started by reviewing existing policies and reading literature on student teaching evaluations (STEs). They also met with OU student groups, IDEA representatives, and members of the University of Oregon's Teaching Evaluation Task Force. During the Fall of 2019, TEWG received its charge from the Faculty Senate Faculty Welfare Committee and the Office of the Provost. During the Spring/Summer of 2020, TEWG drafted a Student Experience Survey (SES) and reviewed it with groups of faculty and administrators. In July 2020, they piloted the SES in summer courses to collect feedback. During Fall 2020, they created a list of evaluation resource websites while they analyzed feedback from the SES pilot and revised the SES.

While describing the development of the SES, Chair-elect Kornelson said that there was the motivation for change as OU's STE instrument had not been evaluated or revised in at least 25-30 years, leading to faculty, administrator, and student frustration with the current instrument student survey instrument. This is at a time when student feedback plays a significant role in faculty evaluation. She added that the

purpose of the annual teaching evaluation process in general, and STEs in particular, has not been clearly articulated at OU and is interpreted differently across units.

Chair-elect Kornelson said that the TEWG's goal for the new SES is to provide equitable, meaningful, actionable feedback that faculty can use to improve courses and teaching methods. The SES should reflect both our stated goals and the values stated in the OU strategic plan. This means it should recognize and reward inclusive, impactful teaching practices that support student success, provide robust faculty professional development, and build and retain a faculty that is diverse, engaged, and inclusive.

Chair-elect Kornelson then described the SES Pilot during the Spring of 2021. The TEWG recruited 19 units from across campus and the 998 students in these courses took the SES. The SES website is <https://www.ou.edu/provost/faculty-affairs/evaluation/student-experience-survey>. Aaron Biggs created a parallel universe for the SES: website, email address, emails to students about SES. Over the summer, TEWG plans to hold small-team workshops with clusters of 2-3 pilot departments to work on incorporating SES data into teaching evaluations. They will use surveys to gather feedback from students and instructors about the SES questions and experience and will survey instructors about the SES report they receive. The TEWG plans to continue to work with pilot units on teaching evaluation practice, gather feedback on the SES, and consider ways to increase response rates.

Chair-elect Kornelson said in the interest of time they would answer questions later in the meeting or that senators could email her questions directly at kkornelson@ou.edu. Chair Bradshaw thanked the representatives of the TEWG for speaking to the Senate.

REMARKS ABOUT HB 1775

Chair Bradshaw introduced OU Executive Director of Government Relations John Woods and Interim Provost Jill Irvine to talk about Oklahoma House Bill 1775 which was recently signed into law by Gov. Stitt. Mr. Woods said there are two issues the legislature is addressing with these types of bills: anti-transgender and anti-Critical Race Theory (CRT). The anti-transgender legislation is similar to those in other states (ex. SB 2) that prohibit transgender athletes from participating in athletics events.

Mr. Woods said that they started the legislative session tracking about ten bills that were related to diversity equity and inclusion (DEI) issues. Most of those bills are still in committee and would be eligible to be heard next year. Mr. Woods stated that the HB 1775's author told him that the bill was not restricting course content in college courses but is more targeted towards mandatory student training.

Interim Provost Irvine said that while this course is not generally focused on the curriculum in the classroom, it will affect the mandatory Gateway course. So, OU will be running this course as a pilot in Fall 2021. Part of that decision was the need to get the course up and running. However, students will be required to take one of the suite of freshman first-year experience courses. There will be two additional courses offered besides the Gateway course.

In the chat, Sen. Zhu said: Other than the issue of academic freedom, the proponents of HB 1775 claim that critical race theory teaches students "one race or sex is inherently superior to another race or sex" or that "an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously." Sen. Zhu stated, "this is fundamentally false." He went on to ask that "Maybe we can transform this crisis into an opportunity by educating our students what critical race theory is?" Provost Irvine said that she agrees that this bill does not describe CRT accurately. Mr.

Woods noted that this section of the bill is only directed towards common education, not higher education. Thus, if you are appropriately teaching CRT concepts, then the bill doesn't address those concepts. Also, Mr. Woods said that the role described for the higher education state regents is not an accurate description of their role, and that obviously, many people have an inaccurate or skewed view of DEI efforts and the phraseology has been twisted in the public sphere.

There was a question about the possibility that HB 1775 would be overturned in court. Mr. Woods did not think that the broader law would be overturned, but that there are issues within it that could be successfully litigated. He also believes that if SB 2 makes it to law, then those issues will be litigated, as they will be probably in multiple states.

Provost Irvine asked Mr. Woods to give some background on SJR 15, a joint resolution which if it passes with a simple majority of both houses goes to a ballot issue, and if approved by the people of Oklahoma, will become language within our state constitution.

There were multiple questions about how OU would protect the instructors in the Gateway to Belonging course. Provost Irvine said that their efforts will focus on clear communication to constituents, both internal and external.

There was a question about how "academic freedom" applies to non-tenured faculty. Provost Irvine said that it applies to all faculty and our obligation as academics and scholars is to educate the public on the purpose of academic freedom. OU's research and mission affect the state and we can't do that without academic freedom.

Prof. Mary Sue Backus asked about what enforcement mechanisms may be used. Mr. Woods said the original version of the bill spoke to every state agency prohibiting DEI training and that version of the bill said that the repercussion would be the loss of state funding, but that was taken out of subsequent versions of the bill.

Sen. Shehata asked if the University put in place plans and procedures to defend faculty who are accused of violating this law in the future. Mr. Woods said that it is possible (perhaps likely) that some will attempt to use the law for political ends and target the University or individual faculty who are believed to be teaching DEI-themed or CRT-themed subjects which has already occurred in other "controversial" fields. Provost Irvine said that they do not expect the law to be used against individual faculty and that it would be up to the university legal counsel to defend faculty who are performing within the scope of their job. There was a question about whether this bill opens the door to prohibiting course content that some legislators may not like. Mr. Woods said that is certainly a concern.

There were no additional questions and Chair Bradshaw thanked Mr. Woods for speaking to the Senate. She noted that Mr. Woods' email is jwoods@ou.edu and he welcomes communication from senators. Chair Bradshaw assured the Senate that the FSEC will continue to monitor this issue throughout the summer.

UPDATE REGARDING RETIREE BENEFITS

Chair Bradshaw introduced Sen. Anthony Natale, Chair of the Faculty Compensation and Benefits Committee (FCBC). He said that the FCBC met since the last Senate meeting with a faculty retiree group and Human Resources. He believes that they have successfully addressed many of the retiree's concerns. The FCBC will meet tomorrow and detail any remaining items, which they will present at the

next FSEC meeting with President Harroz. Chair Natale welcomes communication from senators about these issues at anatale@ou.edu. There were no questions.

ELECTIONS, FACULTY SENATE AT-LARGE MEMBERS

Each year, two of the four At-large Members of the Faculty Senate Executive Committee are replaced, as the terms are two years long. The candidates for the two open seats were presented at the last regular Faculty Senate meeting in April. The candidates all prepared statements which were sent to all faculty with the April and May meeting agenda (attached). The Committee on Committees and the Faculty Senate Executive Committee nominated two candidates for each at-large vacancy:

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.

Jie Zhang

Associate Professor, Modern Languages, Literatures, & Linguistics
Ph.D., Pennsylvania State University, at OU since 2012.

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.

Scott Lamothe

Associate Professor, Political Science
Ph.D., Florida State University, at OU since 2007.

There were no additional nominations from the floor. Using an electronic ballot in Zoom™ polls during the meeting, Prof. Jie Zhang and Prof. Lori Jervis were elected to serve as At-large Members of the Faculty Senate Executive Committee for 2021-23. They will assume office immediately after the election.

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

The Senate approved the Committee on Committees' nominations for end-of-the-year vacancies on university and campus councils, committees, and boards, and Faculty Senate standing committees (attached). During the meeting, Chair-elect Kornelson made a floor nomination on behalf of the Committee on Committees for Prof. Julia Abramson from Modern Languages, Literatures, and Linguistics to fill the seat of Marcia Haag on the Research Council, as Prof. Haag is retiring. The names of the remaining volunteers will be forwarded to the administration to consider for the appointments they make.

LAND ACKNOWLEDGEMENT RESOLUTION

Chair Bradshaw said this proposal came to us from the Faculty Diversity, Equity, and Inclusion Committee (FDEIC). Chair Bradshaw recognized FDEIC Chair Heather Shotton to give some context on this resolution. Prof. Shotton noted that the OU Student Government Association passed a similar resolution last fall. Prof. Shehata asked how the wording was derived and why assimilation was not addressed. Prof. Shotton said that the language was largely taken from a statement created by a working group headed by the OU tribal liaison. There were no additional questions. The Senate voted to approve the resolution (attached).

RECOGNITION AND REWARDING OF FACULTY SERVICE

Chair Bradshaw said this statement comes to us from the Faculty Welfare Committee (FWC). Chair Bradshaw recognized FWC Chair Sarah Robbins to talk about this measure. Prof. Robbins said that this is a starting place to look at a broader more in-depth way to address the lack of recognition for faculty service. There were no questions. The Senate voted to approve the resolution (attached).

RECOGNITION OF OUTGOING SENATORS AND EXECUTIVE COMMITTEE MEMBERS

Chair Bradshaw thanked the outgoing senators for their contributions. They will receive certificates of appreciation for their service. The following outgoing senators were recognized for completing full three-year terms (2018-21): Katie Allen, Eric Anderson, Elizabeth Butler, Andrew Cuccia, Anne Dunn, Luz-Eugenia Fuenzalida, Bruce Hoagland, Roxanne Lyst, and Jody Worley. Certificates will also be sent to the outgoing members of the Senate Executive Committee.

RESOLUTION OF APPRECIATION TO PROF. AMY BRADSHAW, OUTGOING SENATE CHAIR

Outgoing Chair Bradshaw congratulated Incoming Chair Kornelson on her transition to Chair of the Faculty Senate for 2021-22. Chair Kornelson introduced a resolution of appreciation for Prof. Bradshaw, which was approved by the Senate.

WHEREAS Professor Amy Bradshaw has provided steady, dedicated leadership to Faculty Senate and the Faculty Senate Executive Committee through a rocky year marked by extraordinary changes and challenges, responding with resilience to the unprecedented demands created by the COVID-19 pandemic;

WHEREAS Professor Bradshaw has demonstrated a steadfast commitment to raising issues of equity, particularly in areas of faculty compensation, evaluation, and recognition; and WHEREAS she brought unswerving attention to salary inequities among faculty at the university;

WHEREAS Professor Bradshaw has consistently represented the perspective of our most vulnerable colleagues in every discussion of policies and practices;

WHEREAS Professor Bradshaw has demonstrated commitment to the ideals of shared governance;

WHEREAS Professor Bradshaw was successful in representing the faculty belief that adjusting employee contributions toward benefits according to income tiers, thereby protecting our lowest-paid employees, is the right way to do things;

WHEREAS Professor Bradshaw led the Executive Committee in interviewing candidates for many, many administrative positions and, after the interviews, wrote detailed and nuanced letters expressing the committee's impressions of each candidate;

WHEREAS Professor Bradshaw vigorously lobbied for filling the vacancy in the Ombudsperson office, understanding the importance of this position to the wellbeing of the OU community;

WHEREAS Professor Bradshaw fostered strong and productive relationships with the university leadership, always asking the hard questions and always listening hard to the responses; and

WHEREAS Professor Bradshaw is (likely) the only Senate Chair to lead a Senate meeting while simultaneously officiating over a canine wrestling match, with a quail cooing in the background,

BE IT RESOLVED that the Faculty Senate expresses its sincere appreciation to Professor Amy Bradshaw for her leadership, service, and commitment to the University of Oklahoma as Chair of the Faculty Senate for the academic year 2020-2021.

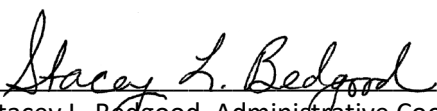
Prof. Bradshaw thanked the senators and the Executive Committee for all their work over the last year.

NEW BUSINESS – FALL 2021 COVID PRECAUTIONS IN LIGHT OF IN-PERSON INSTRUCTION

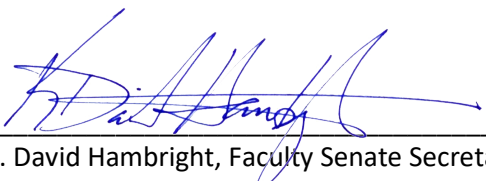
New Chair Kornelson said she would entertain any new business. Sen. Teodoriu said that he was requested by his colleagues to ask about in-person instruction in Fall 2021, and how OU might deal with masks and vaccinations. Chair Kornelson said that the FSEC will track this issue over the summer. There are ideas in place, but the details could change based on what happens during the summer. Past Chair Bradshaw said there will be strong encouragement from the university for vaccination and likely to be a mask mandate. Chair Kornelson noted that the FSEC will continue to meet during the summer with the President and Provost. Sen. Butler asked if there will still be a flexible attendance policy. Chair Kornelson said it is her understanding that we will be going back to attendance policies similar to those pre-Covid. There was no other new business.

ADJOURNMENT

The meeting adjourned at 5:19 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, September 13, 2021, via Zoom.



Stacey L. Bedgood, Administrative Coordinator



K. David Hambricht, Faculty Senate Secretary

2020-21 FACULTY RETIREES

| NAME | DEPARTMENT | RETIREMENT DATE | CAME TO OU AS FACULTY |
|--------------------------|--|------------------------|------------------------------|
| Beard, Fred K. | Journalism & Mass Communication | 8/1/2020 | 1992 |
| Cifelli, Richard L. | Biology / Okla. Museum of Natural History | 10/1/2020 | 1986 |
| Dionne, Robert A. | Aviation | 1/1/2021 | 2013 |
| Downs, Alexis A. | Management & International Business | 6/1/2020 | 2014 |
| Griswold, Robert | History | 5/31/2021 | 1980 |
| Haag, Marcia | Modern Languages, Literatures, & Linguistics | 5/31/2021 | 2000 |
| Halterman, Ronald | Chemistry & Biochemistry | 7/1/2021 | 1991 |
| Hertzke, Allen | Political Science | 5/15/2021 | 1986 |
| Kasulis, Jack J. | Marketing & Supply Chain Management | 7/1/2020 | 1975 |
| Kimball, Charles A. | Religious Studies | 7/1/2020 | 2008 |
| Koger, Alicia Kae | Drama | 6/1/2020 | 1991 |
| London, David | Geosciences | 8/1/2020 | 1983 |
| Marcus-Mendoza, Susan | Arts & Science Dean | 7/31/2021 | 1992 |
| Ramseyer, Christopher C. | Civil Engineering & Environmental Science | 1/25/2021 | 2006 |
| Richman, Michael B. | Meteorology | 8/16/2020 | 1994 |
| Rundstrom, Robert A. | Geography & Environmental Sustainability | 1/1/2021 | 1991 |
| Rushing III, W. Jackson | Visual Arts | 1/1/2021 | 2008 |
| Sharma, Suresh C. | Petroleum & Geological Engineering | 8/16/2020 | 2009 |
| Shaughnessy, Susan U. | Drama | 8/1/2020 | 1993 |
| Terry, Robert A. | Psychology | 1/2/2021 | 1995 |
| Zagzebski, Linda | Philosophy | 1/1/2021 | 1999 |

Faculty Senate Chair's Report

Amy C. Bradshaw

April 13, 2021 – May 10, 2021

On **April 13**, I and other available FSEC members attended the webinar presentation of Gateway to Belonging Director Candidate 1 (with whom FSEC had visited the previous day).

On **April 14**, FSEC met with President Harroz. We discussed issues and next steps regarding several ongoing topics, including Ombudsperson job description and search committee, Tribal Liaison position and organizational placement, DEI Gateway Course, LGBTQ+ Data Collection, BCBS contract, Budget Outlook, Salary Equity, Retiree Health Benefits, Health Care Tiers, Evaluation of Offices and Upper Administration, Normalizing access to data by appropriate committee representatives, and the move of all Advancement to the OU Foundation.

On **April 15**, I sent a letter with FSEC's feedback regarding the Provost Candidates to the search committee Co-Chairs David Surrat and David Wrobel. The same day, FSEC members met with Gateway to Belonging Director Candidate 2, after which I and other available FSEC members also attended Gateway Candidate 2's webinar presentation. Later that day I met with Chair-elect Keri Kornelson and FS Secretary Dave Hambright for our Weekly Officers meeting.

On **April 16**, FSEC members met with Law Dean Candidate 1.

On **April 19**, FSEC members met with Gateway to Belonging Director Candidate 3, after which I and other available FSEC members also attended Candidate 3's webinar presentation.

On **April 20**, Chair-Elect Keri Kornelson and I each met, separately and on campus, with the finalist for the position of Senior VP and Provost, Dr. Andre Wright. The following day we each provided independent feedback to Search Committee Co-Chair David Surrat.

On **April 21**, I attended the Deans Council Meeting, and available FSEC members met with Law Dean Candidate 2.

On **April 22**, FSEC members met with Law Dean Candidate 3. Later that day I met with Chair-elect Keri Kornelson and FS Secretary Dave Hambright for our Weekly Officers meeting.

On **April 23**, FSEC members met with Law Dean Candidate 4. That same day, I sent a letter with FSEC's feedback regarding the Gateway to Belonging Director Candidates to Search Committee Chair Joshua Nelson.

On **April 26**, the FS Large Exec Committee held our Spring meeting, during which committee chairs provided updates on activities and issues during the past year and previewed their committee reports (which are due to the FS office by May 21).

On **April 27**, I met with FS DEI Chair Heather Shotton and Budget Council member Mashhad Fahes to discuss issues and concerns around differences between online programs designed to *serve*

marginalized communities and online programs designed to *target* marginalized and vulnerable communities.

On **April 28**, Chair-Elect Keri Kornelson and I met with Vice President for Executive Affairs Sean Burrage and Interim Chief Human Resources Officer Nima Zecavati to discuss the Ombudsperson job announcement and search committee. The same day, I sent a letter with FSEC's feedback regarding the Law Dean candidates to Law Dean Search Committee Chair Ed Kelley.

On **April 29**, I attended the April meeting of the Oklahoma State Regents for Higher Education Faculty Advisory Committee, and later the same day I met with Chair-elect Keri Kornelson and FS Secretary Dave Hambright for our Weekly Officers meeting.

On **April 30**, I met with Interim Provost Jill Irvine. We continued ongoing discussion of salary equity in terms of both immediate and longer-term processes, and we also discussed the Gateway to Belonging course and pending legislation.

On **May 3**, FSEC met for our monthly meeting. Director of Government Relations John Woods and Interim Provost Jill Irvine joined the meeting and we engaged in a lengthy discussion regarding HB 1775 and its potential implications for the OU community, including concerns related to the Gateway to Belonging Course, Online DEI training for Faculty, Staff, and Students, and individual faculty support and protection related to academic freedom and individual and disciplinary scholarly foci. Later in the meeting, Interim Provost Irvine indicated that progress was being made related to developing an approach for addressing salary equity in both the short-term and by establishing a longer-term systemic approach to addressing salary equity disparities. Chair-Elect Keri Kornelson updated the group on developments of the [Teaching Evaluation Working Group](#) (TEWG). In the several days that followed, I communicated with the administration and several individual faculty members about concerns related to HB 1775, which was signed by Governor Stitt at the end of the day on Friday, May 7.

On **May 6**, I met with Chair-elect Keri Kornelson and FS Secretary Dave Hambright for our Weekly Officers meeting

On **May 10**, I met with Interim Vice Provost Lori Snyder, Associate Provost & Director of Institutional Research and Reporting Susannah Livingood, Associate Provost for Policy and Administration Grey Allman, Budget Council Representative Mashhad Fahes, and FS Chair-Elect Keri Kornelson to work through some issues and details related to enabling regular access and review of data for the purpose of identifying and addressing salary equity issues. Later I attended a Question and Answer session with Interim Provost Jill Irvine and Chairs and Directors regarding the Strategic Regular Faculty Recruiting Application (SRFRA) process.

FACULTY SENATE AT-LARGE CANDIDATE STATEMENTS

May 10, 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

emilydjohnson@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)

| Comm. | Term | First Name | Last Name | Department |
|--|---|-------------------|----------------------|---|
| 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 Compensation & Benefits | (2021-24), new seat | Andrew | Cuccia | Accounting |
| FS – Comm. on Faculty Compensation & Benefits | (2021-22), new seat, prorated term | Russell | Jones | Philosophy |
| 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 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 |

Land Acknowledgement Resolution

Proposed by the Faculty Senate Faculty Diversity, Equity, and Inclusion Committee

Whereas, the Faculty Senate recognizes that the University of Oklahoma occupies Indigenous land,

Whereas, the Faculty Senate recognizes and honors that Oklahoma is home to 39 sovereign Tribal Nations,

Whereas, the Faculty Senate recognizes that the Norman Campus borders the tribal boundaries of the Chickasaw Nation and the Absentee Shawnee Tribe,

Whereas, the Faculty Senate recognizes that the OU-Tulsa Campus resides within the boundaries of the Muscogee (Creek) Nation reservation,

Whereas, we recognize that as scholars we engage with teaching, learning, and scholarly activities on Indigenous land and have a responsibility to support and honor the sovereign rights of all of the 39 Tribal Nations in Oklahoma,

Whereas, we acknowledge the University of Oklahoma's historical connections to Indigenous peoples and its responsibility to the 39 sovereign Tribal Nations in this state,

Whereas, the Faculty Senate affirms the University's responsibility to recognize and honor the peoples, cultures, and histories that make up our entire OU Community.

Therefore, be it resolved, that the Faculty Senate of the OU - Norman Campus adopts the following Land Acknowledgement Statement to be included at the beginning of each Faculty Senate meeting and any Faculty Senate official gatherings:

"The Faculty Senate gathers on land that was the traditional homelands of the Hasinai (Caddo) and Kirikirʔi:s (Wichita) peoples and originally shared by many Indigenous Nations—including the Cáuigù (Kiowa), Nʌmʌnʌʌ (Comanche), and the Na i sha and Ndee (Apache) —as a place of gathering, exchange, and migration. We acknowledge that the connections of the Indigenous people of this territory predate the founding of the University of Oklahoma. Today, 39 Tribal Nations reside in the state of Oklahumma (Oklahoma), many as a result of settler colonial policies that were designed to remove Indigenous peoples.

We acknowledge the University of Oklahoma's historical connections to Indigenous peoples and its responsibility to the 39 sovereign Tribal Nations in this state. As faculty, we recognize that we engage with teaching, learning, and scholarly activities on Indigenous land, as such we recognize our responsibility to support and honor the sovereign rights of all of the 39 Tribal Nations in Oklahoma. This acknowledgement is aligned with our university's core value of creating a diverse and inclusive community. The Faculty Senate affirms that it is an institutional responsibility to recognize and honor the peoples, cultures, and histories that make up our entire OU Community."

Recognition and Rewarding of Faculty Service

Proposed by the Faculty Senate Faculty Welfare Committee

Summary

The University of Oklahoma - Norman campus relies heavily on the service contributions of faculty to conduct University business and accomplish its goals. Many of these efforts require considerable investments of time and effort, often require the sacrifice of attention to faculty research, and can result in overwork and burnout.

Despite this, university service activities are frequently invisible and/or undervalued. For example, there is only one significant award recognizing University service, the Regents Award for Superior Professional and University Service and Public Outreach, and it has been awarded to only 7 people on the Norman Campus in the last 10 years. This lack of regard for significant faculty service leads to lower morale and faculty apathy toward this important work.

Moreover, [national data](#) show that service efforts are disproportionately borne by women and also BIPOC faculty, regardless of gender identity. Despite this, women have historically received only 10% of the Regents Award for Service on the Norman Campus while representing 38% of the regular faculty. (Referencing recipient data from 2019 reports.)

Proposal

In light of these facts, the Faculty Senate Faculty Welfare Committee proposes that the Faculty Senate ask the OU Administration to commit to the following:

- Award the Regents Award for Superior Professional and University Service and Public Outreach each year that qualified nominees are put forth.
- Create one new award for University Service to be awarded during the 2021-22 academic year with a one-time prize in the amount of \$5,000.
- Create a new award for Service (broadly defined) to be given to 2-5 recipients during the 2021-22 academic year with each recipient receiving a one-time prize in the amount of \$1,000.
- Create a Service Evaluation Working Group (SEWG) jointly with the Faculty Senate (in the model of the existing Teaching Evaluation Working Group) to consider how faculty service work is rewarded in the annual evaluation process. One element of the charge to this working group should be to review the current award structure and propose more opportunities - modifying or expanding upon our proposed awards listed here - to recognize and reward service to the University.