

**RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 2020-August 2021)**


	Meeting Date	Item*	Origin	Disposition by administration
1	9-14-2020	Healthcare Benefits Equity Resolution	Faculty Senate	Acknowledged
2	11-09-2020	Faculty appointments to vacancies on university councils, committees, and boards	Faculty Senate Executive Committee	Acknowledged
3	11-09-2020	Changes to the Faculty Senate Charter & Bylaws	Faculty Senate Executive Committee	Informational Only
4	12-14-2020	Additional Protections for Faculty from COVID-19 Related Health Costs and Disability	Faculty Compensation & Benefits Committee	Acknowledged
5	12-14-2020	COVID-19 Disrupted Sabbaticals	Faculty Compensation & Benefits Committee	Acknowledged
6	02-08-2021	Firearms on Campus	Faculty Senate Executive Committee	Informational Only
7	03-08-2021	Creation of Non-Regular Faculty Advisory (ad hoc) Committee	Faculty Welfare Committee	Informational Only
8	04-12-2021	Change to the Faculty Compensation and Benefits Committee	Faculty Compensation and Benefits Committee	Informational Only
9	04-12-2021	Election, Faculty Senate Executive Officers	Faculty Senate Committee on Committees	Informational Only
10	5-10-2021	Election, Faculty Senate Executive Committee at large-members	Faculty Senate Committee on Committees	Informational Only
11	5-10-2021	Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards	Faculty Senate Committee on Committees	Approved
12	5-10-2021	Faculty appointments for end-of-the-year vacancies on Faculty Senate standing committees	Faculty Senate Committee on Committees	Informational Only
13	5-10-2021	Land Acknowledgement Resolution	Faculty Diversity, Equity, and Inclusion Committee	Informational Only
14	5-10-2021	Recognition and Rewarding of Faculty Service Resolution	Faculty Welfare Committee	Acknowledged, recommends working with the Provost

*Full text of recommendation can be found in Faculty Senate Journal for date indicated at left

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#1)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: September 21, 2020

SUBJECT: Healthcare Benefits Equity Resolution

At its September 14, 2020 meeting, the Norman Campus Faculty Senate unanimously approved the attached resolution regarding equity in employee healthcare benefits. We submit this to the administration for their consideration and potential action.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Angela Church, Human Resources
Ms. Lee Camargo-Quinn, Human Resources
Ms. Grey Allman, Provost's Office

PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____


ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

HEALTHCARE BENEFITS EQUITY RESOLUTION

Approved unanimously by the OU-NC Faculty Senate on September 14, 2020.

The OU-NC Faculty Senate strongly objects, based on equity concerns, to the proposed changes to faculty and staff benefits that ultimately would result in a one-tier system by 2022. The abandonment of the six-tier system adversely impacts those with the lowest salary at OU. We ask the administration to reconsider these changes and seek wider input from the OU community.




Prof. Amy C. Bradshaw

OU-NC Faculty Senate Chair, 2020-21

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#2)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: November 12, 2020

SUBJECT: Faculty appointments to vacancies on university councils, committees, and boards

At its November 9, 2020 meeting, the Norman Campus Faculty Senate approved the following nominations to fill faculty vacancies on university and campus councils, committees, and boards:

Faculty Appeals Board:

complete 2020-21 term of Rich Cifelli: Doyle Yoon (Journalism)
complete 2020-21 term of Dan Swan: Zhibo Yang (Chemistry & Biochemistry)

University Libraries Committee:

complete 2020-23 term from Architecture of Stefanie Pilat: Mia Kile (Interior Design)

Student Conduct Hearing Panel:

complete 2020-21 term of Ilhan Demiralp: Megan Shaner (Law)

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JOSEPH HARROZ, JR.: _____


DATE: _____

ACTION TAKEN:

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#3)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: November 12, 2020

SUBJECT: Changes to the Faculty Senate Charter & Bylaws

At its November 9, 2020 meeting, the Norman Campus Faculty Senate approved the attached changes and additions to the Faculty Senate's Charter and Bylaws.

Because this action only addresses the Faculty Senate's own operational procedures, this action does not require Presidential approval.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

ACTION TAKEN: **FOR INFORMATION ONLY.**

Changes to the OU-Norman Campus Faculty Senate Charter & Bylaws
Approved at the November 9, 2020 meeting

Page 9 of Faculty Senate Charter and Bylaws (charterbylw.pdf)

9

(d) Committee on Faculty Compensation. *(add the words "and Benefits" to the committee name)*

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.

Page 5 of Faculty Senate Charter and Bylaws (charterbylw.pdf)

A. OFFICERS:

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

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

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

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


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

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

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#4)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: December 18, 2020

SUBJECT: Additional Protections for Faculty from COVID-19 Related Health Costs and Disability

At its December 14, 2020 meeting, the Norman Campus Faculty Senate approved the attached resolution regarding additional protections for Faculty from COVID-19 related health costs and disability. We submit this to the administration for their consideration and potential action.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____

ACTION TAKEN:

Additional Protections for Faculty from COVID-19 Related Health Costs and Disability

Proposed by the Faculty Senate Compensation and Benefits Committee

Passed FSCB on September 8, 2020

Approved by the OU-NC Faculty Senate on December 14, 2020

Summary

A number of recent publications have shown that patients who contract COVID-19 may suffer prolonged illness lasting several months, even if they were previously healthy and had no pre-existing conditions prior to infection (see sources below). Doctors are also realizing that some patients go on to develop kidney damage, neurological problems, cognitive decline, permanent lung scarring, and/or other complications that require extensive rehabilitation. The newness of the disease means that these different clinical profiles are still not well understood.

Issue: Faculty and Staff Risks

These uncertainties mean that OU faculty and staff who return to in-person teaching or other campus job duties during the pandemic will be at risk for an infection that could require extensive hospitalization and prolonged rehabilitation services. Some employees could end up permanently disabled. While faculty with pre-existing conditions have been given the opportunity to petition for adjusted job duties, there is no guarantee that young, healthy faculty will be spared these long-term complications if they contract the virus.

OU is among one of a slight majority of schools that self-insures employee healthcare. This model of providing health insurance is generally advantageous for cost control but remains untested as a model to address a 21st-century pandemic that will make the already unpredictable costs of healthcare difficult to project.

Proposal: Additional Protections: Funds for Out of Pocket Health Costs

The Faculty Senate is requesting that the University create a special fund for faculty and staff who may need assistance with out of pocket health costs (including co-pays and deductibles) in the 2020-2021 academic year due to COVID-19 infection. While several federal policy initiatives (such as the CARES Act) have sought to limit out of pocket costs for patients during the COVID-19 pandemic, this benefit is likely to expire during the pandemic.

Additional Protections: Enhanced Coverage for Short- and Long-Term Disability

In addition to catastrophic out of pocket costs, COVID-19 infection may result in long term disability. The current disability insurance offered by OU includes short-term disability (60% of salary, with coverage up to 26 weeks), and long-term disability (3 plans with variable coverage, up to 2/3 of salary, uncertain duration). The Faculty Senate is also requesting that the University either negotiate with an insurance provider to offer additional disability insurance with an open enrollment period or

set aside additional funds that could be used to bolster the payout of existing short- and long-term disability policies.

Stop-Loss Coverage Review:

Self-insured plans usually feature stop-gap coverage for employees whose costs exceed \$50,000-\$100,000. The Faculty Senate is requesting that the University review projections for current COVID-19 projected health care costs and consider those against the current stop-loss coverage provisions. Faculty should not face financial ruin to comply with the universities reopening plans.

Improving Faculty Confidence in Re-Opening

The Faculty Senate appreciates that the University has already invested significant resources in redesigning classroom spaces to encourage social distancing in ways that will protect faculty. We are confident that appropriate precautions will reduce the risk of outbreaks in the campus community. But at the same time, we encourage the University to demonstrate additional support for faculty by pledging to fund these initiatives. Faculty who return to in-person teaching should not have to face devastating out of pocket medical costs or lasting disability for complying with the University's re-opening plans.


SOURCES

1. <https://www.bloomberg.com/news/articles/2020-05-12/covid-19-s-health-effects-can-last-long-after-virus-is-gone>
2. <https://www.vox.com/2020/5/8/21251899/coronavirus-long-term-effects-symptoms>
3. <https://www.cbsnews.com/news/coronavirus-symptoms-long-haulers/>
4. <https://www.theatlantic.com/health/archive/2020/06/covid-19-coronavirus-longterm-symptoms-months/612679/>
5. <https://www.hopkinsmedicine.org/health/conditions-and-diseases/coronavirus/coronavirus-kidney-damage-caused-by-covid19>
6. [https://www.thelancet.com/journals/lanres/article/PIIS2213-2600\(20\)30222-8/fulltext](https://www.thelancet.com/journals/lanres/article/PIIS2213-2600(20)30222-8/fulltext)
7. <https://news.harvard.edu/gazette/story/2020/04/one-third-of-hospitalized-covid-19-patients-show-signs-of-delirium/>
8. <https://blogs.scientificamerican.com/observations/a-tsunami-of-dementia-could-be-on-the-way/>
9. <https://www.sciencealert.com/covid-19-can-target-the-entire-nervous-system-causing-dizziness-and-delirium>
10. <https://www.higheredjobs.com/Articles/articleDisplay.cfm?ID=498>

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#5)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: December 18, 2020

SUBJECT: COVID-19 Disrupted Sabbaticals

At its December 14, 2020 meeting, the Norman Campus Faculty Senate approved the attached resolution regarding COVID-19 disrupted sabbaticals. We submit this to the administration for their consideration and potential action.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____

ACTION TAKEN:

COVID-19 Disrupted Sabbaticals

Proposed by the Faculty Senate Compensation and Benefits Committee

Passed FSCB on September 8, 2020

Approved by the OU-NC Faculty Senate on December 14, 2020

Summary

The OU Faculty handbook states: “Sabbatical leaves of absence are among the most important means by which an institution's academic program is strengthened, a faculty member's teaching effectiveness enhanced, and scholarly usefulness enlarged. The major purpose is to provide an opportunity for continued professional growth and new or renewed intellectual achievement through study, research, writing, and training.”

Faculty on sabbatical that extended through the coronavirus pandemic experienced several unique disruptions that could not have been foreseen when they completed their application. These disruptions involved data collection with community research partners such as schools; differential accessibility to state and federal funding agencies experiencing mandatory shutdowns; access to research laboratory facilities and supports; and unexpected increases in caretaking (child, partner, elder). As a result, faculty on a sabbatical that extended through the pandemic have been unable to realize the benefits of uninterrupted time and focus on furthering their scholarship.

Issue: Timeline for Sabbatical Eligibility

The current policy indicates that after six years of service that eligible faculty may apply for sabbatical leave.

Proposal: Amended time for Sabbatical Eligibility


The Faculty Senate is requesting that the University allows for waivers from the current policy for those who were on either a year-long or a semester-long sabbatical during the coronavirus pandemic. Waivers could include:

- Being eligible for submitting a sabbatical application after three years.
- Course and service releases over a period of time that is negotiated between the faculty and their unit Chair or Committee A rather than a dedicated sabbatical period.

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#6)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: February 9, 2021

SUBJECT: Firearms on Campus resolution

At its February 8, 2021 meeting, the Norman Campus Faculty Senate approved the following resolution:

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

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

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

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

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

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

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

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


cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office
Dr. Glen Johnson, Oklahoma State Regents for Higher Education
Ms. Tavana Farzaneh, SGA President
Ms. Crystal Ary, Staff Senate Chair
Dr. Lynn Jeffries, OU-HSC Faculty Senate Chair
Dr. Gina Peek, Oklahoma State University Faculty Council Chair

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#7)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: April 19, 2021

SUBJECT: Creation of Non-Regular Faculty Advisory (ad hoc) Committee

At its March 8, 2021 meeting, the Norman Campus Faculty Senate approved the Formation of a Non-Regular Faculty Advisory (ad hoc) Committee. This was recommended by the Faculty Welfare Committee and the Faculty Senate Executive Committee to explore, consider, and make recommendations to the Senate regarding shared governance representation for faculty not included in OU's definition of Regular Faculty. (see attached description).

On April 5, 2021, at the recommendation of the Senate's Committee on Committees, the Faculty Senate Executive Committee appointed the following members to this ad hoc committee: Jonathan Lee (Mathematics), Christina Giacona (Music), Karen Feiner (First-Year Composition/English), Roksana Alavi (Professional and Continuing Studies), Mike Weiser (Biology), Eric Bosse (Expository Writing), and Andreea Marculescu (Modern Languages, Literatures, and Linguistics).

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office
Ms. Crystal Ary, Staff Senate Chair

ACTION TAKEN: **FOR INFORMATION ONLY.**

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

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

In carrying out this responsibility, the Committee shall:

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

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

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

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


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

Term: 1 year with possibility of renewal

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#8)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: April 19, 2021

SUBJECT: Change to Faculty Senate's Faculty Compensation and Benefits Committee

At its April 12, 2021 meeting, the Norman Campus Faculty Senate approved the attached change to expand the membership of the Faculty Senate's Faculty Compensation and Benefits Committee.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

ACTION TAKEN: **FOR INFORMATION ONLY.**

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
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#9)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: April 19, 2021

SUBJECT: Election, Faculty Senate Executive Officers

At its April 12, 2021 meeting, the Norman Campus Faculty Senate used electronic voting to elect Prof. Dave Hambright from Biology as Faculty Senate Chair-Elect for 2021-22 and Prof. Kalenda Eaton from African & African-American Studies as Faculty Senate Secretary for 2021-22.

They will assume office during the May 10, 2021, Faculty Senate Meeting. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.


cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#10)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Election, Faculty Senate Executive Committee at large-members

After its May 10, 2021 meeting, the Norman Campus Faculty Senate used electronic voting to elect the following faculty to serve as At-large Members of the Faculty Senate Executive Committee for 2021-23:

Prof. Jie Zhang, Modern Languages, Literatures, & Linguistics, replacing Prof. Backus
Prof. Lori Jervis, Anthropology, replacing Prof. Eaton

They assumed office immediately after the election was concluded. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.


cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

ACTION TAKEN: **FOR INFORMATION ONLY.**

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#11)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards

After its May 10, 2021 meeting, the Norman Campus Faculty Senate approved the attached nominations for end-of-the-year faculty vacancies on university and campus councils, committees, and boards.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____

ACTION TAKEN:


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
Research Council (Humanities)	(2021-22), replace Prof. Haag	Julia	Abramson	Modern Lang., Lite., & Ling.
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. Pailles	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	MLL / Int'l & Area Studies

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#12)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Faculty appointments for end-of-the-year vacancies on Faculty Senate standing committees

After its May 10, 2021 meeting, the Norman Campus Faculty Senate approved the attached nominations for end-of-the-year vacancies on Faculty Senate standing committees. Because these are internal Faculty Senate committees, this action does not require Presidential approval.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

ACTION TAKEN: **FOR INFORMATION ONLY.**


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

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#13)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Land Acknowledgement Resolution

After its May 10, 2021 meeting, the Norman Campus Faculty Senate approved the attached resolution authored by the Faculty Diversity, Equity, and Inclusion Committee regarding land acknowledgment.

Because this is an internal Faculty Senate action, it does not require Presidential approval.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

ACTION TAKEN: **FOR INFORMATION ONLY.**

Land Acknowledgement Resolution

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

Approved by the OU Faculty Senate – Norman Campus on May 10, 2021

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 Kirikir?is (Wichita) peoples and originally shared by many Indigenous Nations—including the Cáuigù (Kiowa), Nɛmɛnɛɛ (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.”

FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#14)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair 
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Recognition and Rewarding of Faculty Service Resolution

After its May 10, 2021 meeting, the Norman Campus Faculty Senate approved the attached resolution authored by the Faculty Welfare Committee regarding recognition and rewarding of faculty service.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost's Office

PRESIDENT JOSEPH HARROZ, JR.: _____

DATE: _____

ACTION TAKEN:

Recognition and Rewarding of Faculty Service

Proposed by the Faculty Senate Faculty Welfare Committee

Approved by the OU Faculty Senate – Norman Campus on May 10, 2021

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.