JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – December 13, 2021 – 3:30 p.m. – via Zoom

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e-mail: facsen@ou.edu   website: http://facultysenate.ou.edu/
facebook: http://www.facebook.com/OUFacultySenate

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

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

PRESENT: Apanasov, Baumgartner, Bemben, Benjamin, Bergey, Boldenow, Cracknell, Cuccia, Dee, Eaton, Fithian, Fuenzalida, Ge, Hambright, Harjo, Hougen, Hsieh, Jiran, Kibbey, Kornelson, Lamothe, Larson, Lifset, Mayeux, McCarthy, Moore-Russo, Muller, Natale, Neeson, Nelson, Nollert, Parsons, Pepper, Randall, Remling, Riggs, Rubenstein, Schmeltzer, Sikavitsas, Stalling, Steele, Steffensen, Stock, Teodoriu, Wang, Weaver

Provost's Representative: Andre-Denis Wright
Staff Senate representative(s): ---
SGA Representative(s): Rin Ferraro, Crispin South
Guests: Kim Marshall, David Horton, Nick Key, Tomás Díaz de la Rubia, Andrew Pollock, Megan Elwood Madden, Amy Bradshaw

ABSENT: Cytacki, Jervis, Lai, Mahdi, Miller, Raymond, Stetson

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TABLE OF CONTENTS

APPROVAL OF JOURNAL

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

LAND ACKNOWLEDGEMENT

Chair Kornelson read the Land Acknowledgement approved at the May 2021 Faculty Senate meeting.

ANNOUNCEMENTS

Chair Kornelson recognized the new senator from Fine Arts, Prof. Chris Baumgartner of Music.

In lieu of the regular January meeting of the Faculty Senate, a reception for Senators and members of the Higher Administration will take place on January 24, 2022, at 3:30 p.m. in Jacobson Hall, Room 102. (Note that this event was canceled due to the rise in Covid-19 cases in mid-January.)

The 10th Academic Tech Expo X (Ten) – Tri-Campus Conference will be on January 13 and 14, 2022. This event is open to all faculty, staff, and students who are interested in learning about emerging technologies that can facilitate improvements in teaching. Additional details can be found at http://academictech.ou.edu/

The Faculty Compensation and Benefits Committee (FCBC) is seeking your help in detailing OU pay equity perceptions, impacts, policies, and practices by completing an upcoming Qualtrics survey that will be sent out to all faculty. The FCBC asks that you encourage others to fill out the survey as well. The survey can be completed in 10-15 minutes and is anonymous. The data will augment a series of recommendations by FCBC to improve OU pay equity policies and practices.

Proposals for the OU Arts and Humanities Faculty Fellowships (AHFF) program coordinated by the Arts and Humanities Forum are due January 28, 2022. The AHFF program supports dynamic and innovative research and creative activity projects proposed by all regular faculty in the Arts, Fine Arts, and Humanities by providing them the opportunity to focus on a scholarly and/or creative activity that significantly transforms the faculty member's research program and makes notable contributions to the field. Details can be found here: https://www.ou.edu/humanitiesforum/funding/arts_and_humanities_faculty_fellowship. There are several other initiatives and programs sponsored by the Forum that can be found here: https://www.ou.edu/humanitiesforum.

The Faculty Senate is sad to report the death of faculty member Keith Ballard (Educational Leadership & Policy Studies – Tulsa) on September 28, 2021, and retired faculty member Gene Thrailkill (Music) on November 11, 2021.

SENATE CHAIR'S REPORT, by Prof. Keri Kornelson

The Senate Chair's Report was distributed to all regular faculty members before this meeting along with the meeting agenda; it is attached. Chair Kornelson asked if there were questions or comments about any of the items in the report. Sen. Lifset commented that he would like Chair Kornelson to say more about her recent conversation with Provost Wright (as detailed in the Chair's Report). Chair Kornelson explained she brought forth the issue of faculty raises and encouraged the administration to include the Faculty Compensation and Benefits Committee (FCBC) as they make decisions regarding raises. Sen. Lamothe, Sen. Bemben, and Sen. Fithian asked for information about the recent equity raise program. Chair Kornelson said that this program was initiated by the FSEC, and the funding was made available to deal with the most egregious issues with salary equity. The FSEC was not involved in the details of how the raise program was administered. Chair Kornelson said that the FSEC and the FCBC will continue to encourage salary equity. There were no additional questions.

***REMARKS BY CHIEF INFORMATION OFFICER DAVID HORTON***

Chair Kornelson introduced Chief Information Officer David Horton and Nicholas Key from OU IT. David Horton has been at OU for over twenty years and has been CIO for three years. Nicholas Key shared the presentation (attached). Mr. Key stated that there is a global semiconductor shortage now and it is likely to drag into 2022. OU IT is developing a program for the warehousing of standard computers to speed up the time from order to delivery. Mr. Key said that we have two new options of Apple standard devices based on the new machines that rolled out in the fall. They are now up on the marketplace as well as on the approved computer standards website (https://ou.edu/ouit/computer_standardization/specs). There have been some delays in the delivery of this new technology due to enterprise cybersecurity issues, but we have resolved the issues and began delivering those Apple machines last week. Also, it is important to note that last January, OU updated the computer standardization policy after working with a Provost-appointed faculty committee. The roadblocks for purchasing non-standard machines with external funds have been removed. The request will still need to be completed but will automatically be approved.

CIO Horton stated that OU IT has been conducting a phishing simulation program and improvements to the computer password policy. OU IT is also regularly reviewing, revising, and updating its policies. At https://share.ou.edu/sites/OUITSystemSecurity/_layouts/15/start.aspx#/SitePages/OU%20IT%20System%20Security%20Policy%2C%20Standard%20and%20Procedure%20Request%20For%20Comments.aspx, users may view draft policies, add comments, and view community comments. CIO Horton stated that the OU Regents approved a concerted focus on centralized endpoint management and device support. This will include hiring new FTE to expand enterprise programs, the centralization of ~40 departmental IT staff to deliver device support, and an assessment program to develop sustainable funding and staffing model by year 3. They would like to minimize service disruptions and work collaboratively with departments to plan the transition and set expectations.

Prof. Muller asked what changes had been made to the IT governance model. CIO Horton said that one goal is to have the various IT committees communicate with each other and with stakeholders. Sen. Hsieh asked for clarification about purchasing non-standard machines with external funding. Sen. Parson expressed some of the concerns about IT policies including centralization of IT staff and data storage. Sen. Teodoriu asked about purchasing used computers and Mr. Key said that he would follow up with him after the meeting. There were no additional questions and Chair Kornelson thanked CIO Horton and Mr. Key for speaking to the Senate.

REMARKS BY VICE PRESIDENT FOR RESEARCH AND PARTNERSHIPS TOMAS DIAZ DE LA RUBIA

Chair Kornelson introduced Vice President for Research and Partnerships Tomás Díaz de la Rubia. He shared these slides showing our research growth is healthy.
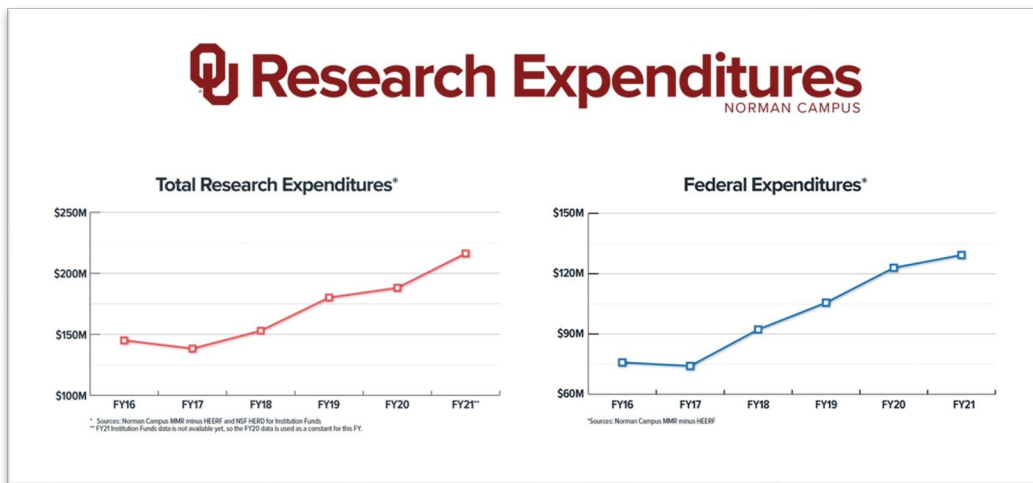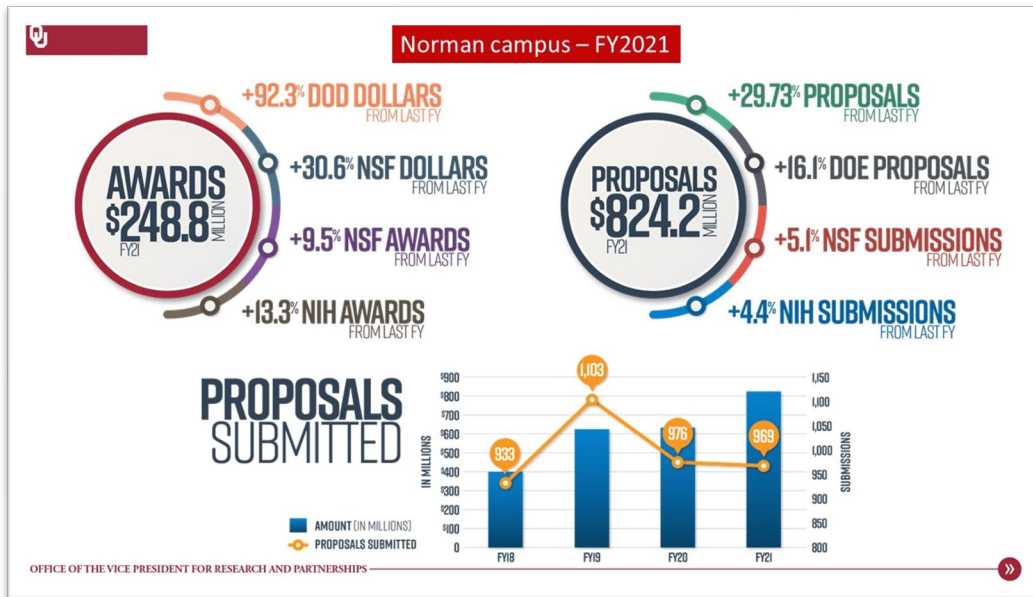
There has been an increase in federal funding.
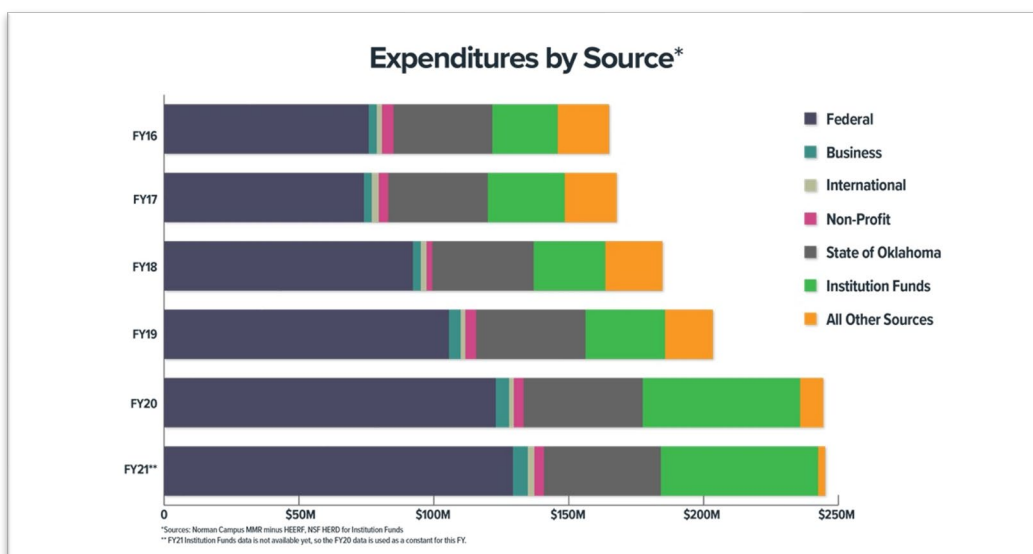
Broken down by federal agency:
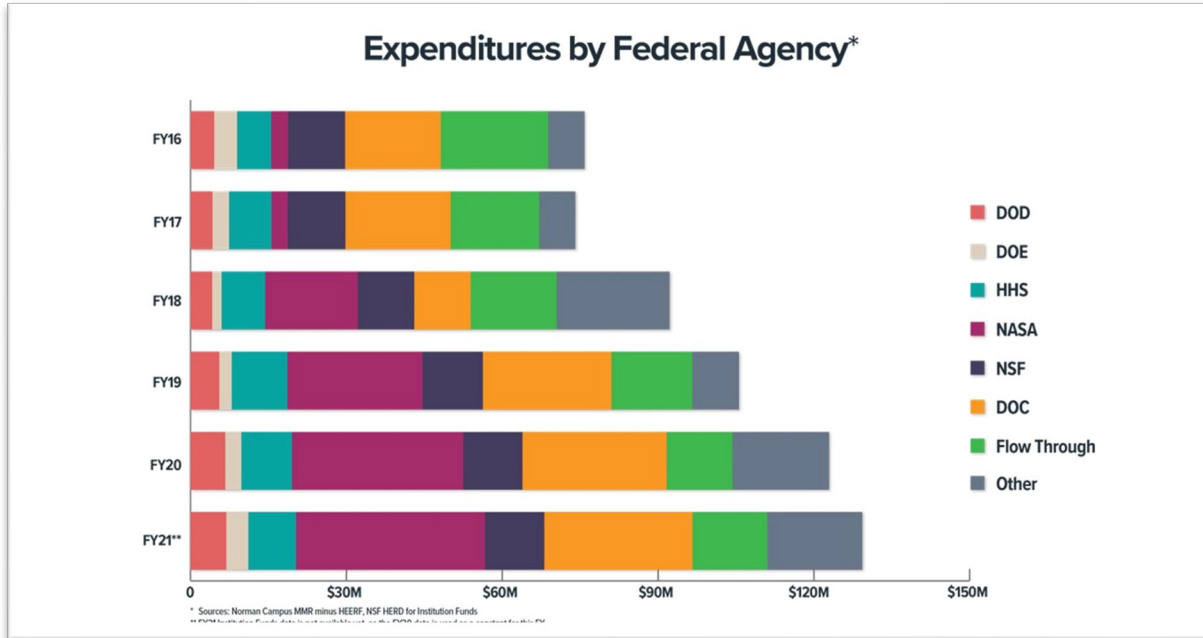
He shared a slide demonstrating the growth from FY21 to FY 22 in both sponsored research awards and expenditures.
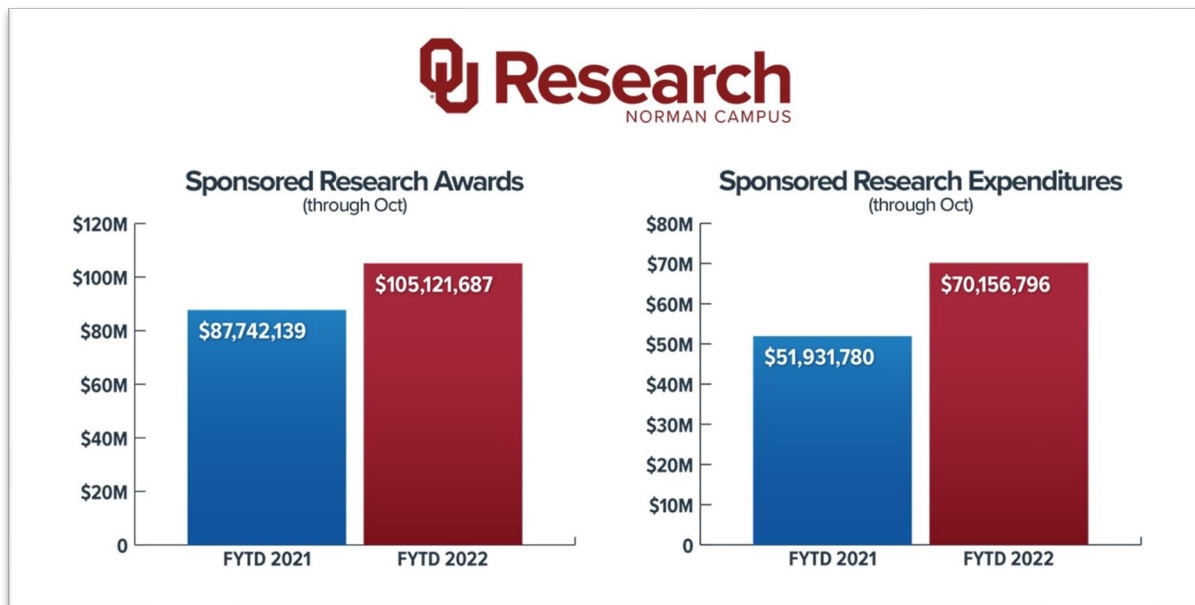
The VPRP noted two programs that were launched by his office in the last month, the Significant Impact Research Grant program and the Match Program. They are being coordinated by Ann West and there is a committee reviewing the applications. The Significant Impact program is an open program and applications will be taken at any time. The Match program for postdocs will be done once per semester.

SIGNIFICANT IMPACT
RESEARCH GRANT PROGRAM

Large-Scale/Significant Impact incentive program - rolling submission

- The OVPRP has received three applications for a Spring 2022 teaching buyout
- One is still under review, two have been funded

Funded 1-course teaching buyouts:
1. Amanda Minks, Honors College
   Project: Oklahoma Indigenous Media Portal
   Targeted funding agency: National Endowment for Humanities

2. Chie Noyori-Corbett, Social Work
   Project: Sustainable and Holistic Refugee Resettlement Model Creation
   Targeted funding agencies: William T. Grant Foundation and Russell Sage Foundation

MATCH PROGRAM

In support of Postdoctoral Researchers to Stimulate Research and Creative Activities

Status:
- The OVPRP has received 14 applications
- A review panel of 8 faculty will be discussing scores/reviews next week (Dec. 9th)

Finally, VPRP Díaz de la Rubia spoke about benchmarking where we are in terms of AAU criteria.

INDICATOR (Data Source)		TOTAL		NORMALIZED (OU Value per Tenured & Tenure-Track Faculty)
		OU Value (3-Yr Averages)	AAU Third Quartile Range*	Rank (90 members and competitors)
Phase 1^	Competitively Funded Federal Research Expenditures Support, in thousands (NSF)	$150,350	$508,020 - 345,006	76
	Members of the National Academies (CMUP)†	1.67	70.67 - 33	86
	Faculty Awards, Fellowships, and Memberships (CMUP)†	5.67	26 - 15.33	87
	Citations (Clarivate Analytics Custom Report)‡	159,213	603,088 - 417,794	69
Phase 2^^	USDA, State and Local, and Industrial Research Funding, in thousands (NSF)	$51,098	$121,862 - 57,639	44
	Doctoral Education - Doctoral Degrees Conferred (IPEDS) §	246	638 - 472	82
	Number of Postdoctoral Appointees (NSF) §	152	591 - 393	71

AAU Criteria Report Card 2021

Sen. Teodoriu expressed dissatisfaction with aspects of Research Financial Services. The VPRP said that Research Financial Services is not under the VPRP's office, but is a part of Financial Services, so not directly under his control. He said that they have dealt with a lack of staffing at the same time that OU was transitioning their financial systems, but that he thinks that they are in the process of hiring more staff and are in process of improving their service. Chair Kornelson thanked the VPRP for speaking to the Senate.

INTELLECTUAL PROPERTY POLICY UPDATE

Chair Kornelson introduced Andrew Pollock, Interim Executive Director, Office of Technology Commercialization. Mr. Pollock said that the documents approved by the OU Board of Regents were attached to the meeting agenda and here. He presented the changed policy at our November meeting. The Faculty Senate voted to endorse the changes to the Intellectual Policy.

TRANSITION OF THE TEACHING SCHOLARS INITIATIVE (TSI) STEERING COMMITTEE TO THE FACULTY SCHOLARS STEERING COMMITTEE

Chair Kornelson introduced Prof. Megan Elwood Madden, Director of the Center for Faculty Excellence (CFE).   The CFE has proposed a transition of the TSI steering committee to a Faculty Scholars Steering Committee (see attached). This Faculty Scholars Steering Committee will provide faculty perspectives and feedback to improve, support, and amplify the faculty development resources provided through the Center for Faculty Excellence (CFE), particularly in the area of teaching excellence. In carrying out these responsibilities, the Committee shall do the following:
- Meet with CFE leadership at least once per semester to collaboratively develop goals and future plans to meet these goals, and to discuss CFE resources and assessments.
- Share faculty perspectives, concerns, and ideas with CFE.
- Serve periodically on search committees for CFE positions and/or review proposals from faculty.
- Support the development of seminars, workshops, and in-house conference presentations designed to advance the teaching mission of the university.

The changes were discussed at our November meeting and there was no additional discussion. The Faculty Senate voted to approve the transition of the Teaching Scholars Initiative (TSI) Steering Committee to the Faculty Scholars Steering Committee.

TEACHING EVALUATION WORKING GROUP (TEWG) UPDATE

Chair Kornelson introduced Prof. Amy Bradshaw to give an update on the Teaching Evaluation Working Group (TEWG). The current members are Keri Kornelson (Chair) (Mathematics), Aaron Bigg (Provost's Office), Amy Bradshaw (Educational Psychology), Karen Hennes (Accounting), Megan Elwood Madden (Geosciences & CFE), Hong Lin (CFE), Ulli Nollert (CBME), Wayne Riggs (Philosophy), and Lori Snyder (Psychology & Provost's Office). Prof. Bradshaw said that the working group was co-founded in 2019 by the Faculty Senate and Provost's Office, to
- Clarify the purpose of annual teaching evaluation
- Identify the attributes we wish to encourage and perpetuate using the annual teaching evaluation
- Develop ways to incentivize equitable and inclusive teaching practices
- Revise teaching evaluation process and instruments to match the purpose and goals (Resource Guide to assist departments in evaluating teaching using a variety of sources of information, Student Experience Survey)

Prof. Bradshaw said that part of the motivation to create the TEWG was that OU's STE instrument had not been evaluated or revised in at least 25-30 years. This led to faculty, administrator, and student frustration with the current student survey instrument. (e.g., SGA resolution). Additionally, there is proven research and evidence of bias in traditional STEs. The role of student feedback in instructor evaluation is widely variable across campus (e.g., punitive vs. developmental; or relied upon heavily vs. not a significant factor). Finally, the purpose of the annual teaching evaluation process in general, and STEs in particular, is not clearly articulated at OU and interpreted differently across units.

The TEWG worked to create a Student Experience Survey (SES) to both:
- To provide actionable feedback to instructors to help them understand and improve the effectiveness of their teaching methods, materials, and activities.
- To assess instructors for purposes of evaluation, including but not limited to tenure, promotion, annual faculty evaluations, teaching awards, continuing a teaching contract, etc.

This new SES should provide equitable, meaningful, actionable feedback that instructors can use to improve their courses and teaching methods. To achieve this:
- Questions ask about aspects of the course that instructors have direct control over. (Purpose 1 - development)
- Ask students about their experiences in class, rather than assess the quality of the instructor or instruction. This leaves it to those with expertise in the subject area and in pedagogy to draw inferences about teaching effectiveness and quality, where appropriate. (Purposes 1 & 2 - development & evaluation)
- Open text boxes provide students the opportunity to provide more detailed feedback. Open text boxes are framed by the previous questions and the text box prompts, to maximize relevant and useful responses. (Purpose 2 - evaluation)
- Questions in the SES were crafted with concerns about implicit bias at the forefront, based on up-to-date research on the prevalence and mitigation of such bias. (Purpose 2 - evaluation)

This new SES was first (soft) piloted in Summer 2020, with a second pilot in Fall 2021. Nineteen units volunteered to pilot, from eight colleges with 998 course sections. TEWG surveyed students and instructors after the pilot semester.
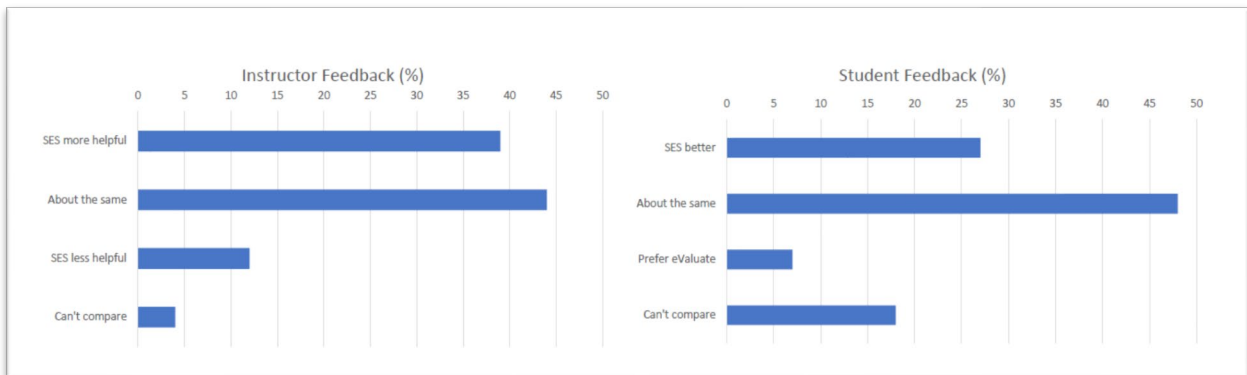
Full SES rollout is expected in Spring 2022 and departments will revise their teaching evaluation systems. In the new system, students provide feedback through the SES, instructors use feedback to improve their teaching, and efforts to improve are valued in evaluations, T&P, and awards. Prof. Bradshaw also said that the CFE is hosting a series of workshops which can be found at https://calendar.ou.edu/cfe/month. Prof. Bradshaw provided the following resources for more information:
- Teaching Evaluation Working Group Info Page: https://www.ou.edu/provost/faculty-affairs/evaluation/teaching-evaluation-working-group
- Sources for Evaluating Teaching https://www.ou.edu/provost/faculty-affairs/evaluation/sources-for-evaluating-faculty-teaching
- Student Experience Survey Info https://www.ou.edu/provost/faculty-affairs/evaluation/student-experience-survey
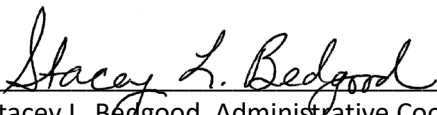
Several senators expressed dissatisfaction which the former faculty evaluation survey. Chair Kornelson mentioned that an overall Faculty Evaluation Working Group (FEWG) is in the process of being created. She thanked Prof. Bradshaw for updating the Senate on the work of the Teaching Evaluation Working Group.

NEW BUSINESS

Chair Kornelson said she would entertain any new business. There was none.

ADJOURNMENT

The meeting adjourned at 6:04 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, February 14, 2022, via Zoom.

_____
Stacey L. Bedgood, Administrative Coordinator

_____
Kalenda Eaton, Faculty Senate Secretary

SENATE CHAIR'S REPORT, by Prof. Keri Kornelson
December 10, 2021

On November 5, I had a short phone conversation with VP Burrage to discuss the vacancy in the Office of Institutional Equity. A new Director/Title IX Officer, Christine Taylor, has already been selected for that office, pending Regents' approval at the December 2 meeting. The administration deemed it prudent to offer the position quickly to a finalist from the last search.

Later in the day, I met with Justin Daniels, Chair of Staff Senate. We compared notes on the responses to the new vaccine requirement. The announcement today that the deadline to be fully vaccinated was moved back to January 4 was a relief to us both.

The Faculty Senate met on November 8, 2021.

On November 9, I met with VP Dorothy Anderson from Human Resources. We discussed the vaccine requirement and the plans for enacting it. We also discussed the idea of HR collaborating with the Senate committees on issues like compensation, evaluation of systems and administrators, and training opportunities for faculty. Later, I met with officers Dave Hambright and Kalenda Eaton. We discussed the vaccine requirement.

On November 16, I met with officers Dave Hambright and Kalenda Eaton. We discussed topics for the meeting with President Harroz.

On November 17, the Faculty Senate Executive Committee (FSEC) met with President Harroz in person for the first time in nearly two years. The President reported that we are having a banner year for fundraising, that Matthew Brockwell, the new CFO, starts on December 3, and that the student recruitment cycle is off to a promising start. We expressed our appreciation for last month's meeting with some of his executive team members to discuss the role of the faculty committees in communication and shared governance, and asked that that openness and access continue.

We were excited to hear that the plans are underway for administrators to receive regular 360 evaluations, including input from faculty members as appropriate. This led to a conversation about the kinds of professional development and leadership training available at OU. Topics that came up included building a leadership pipeline and offering a range of training opportunities for new leaders, including new Chairs and Committee A members. This is something we have not had on a regular basis at OU. The FSEC will work with VP Burrage to follow up on this idea.

The next topic we discussed was faculty retention. We had a productive conversation about what the next steps might be to identify reasons faculty leave OU and then work to improve our retention. We asked questions about whether some of the funding in the *Lead On* Strategic Plan could go toward initiatives that promote scholarly and creative activities for a broader range of faculty members. We proposed a few ways that could be done and agreed to collaborate on this idea with VP Burrage.

On November 22, I met with OU Regent Anita Holloway over lunch. We discussed the work of the Finance, Audit, and Risk Committee that she chairs. This was a very helpful conversation to learn about the priorities of the Board of Regents and to share the perspective of the faculty in university affairs.

On November 29, I met with VP Sean Burrage. We discussed the next steps on some initiatives that were brought up in the FSEC meeting with Pres. Harroz.

On November 30, I met with FS Officers Dave Hambright and Kalenda Eaton. We finalized the agenda for the December 6 FSEC meeting.

On November 30, I met briefly with Provost Wright to discuss the Faculty Senate's budget looking ahead for the next few years.

On December 1, I met with the FS' Ad hoc Committee on Reapportionment. This committee meets once every three years to look at the number of regular faculty in each college and rebalance the 50 Senate seats as warranted, according to the guidelines set out in the Faculty Senate Charter and Bylaws. This year is one of those years, so the Senate will receive their report and vote on the new distribution of Senators in the spring.

On December 2, I attended the Regent's Meeting at OU-HSC.

On December 3, I met with Provost Wright. We continued a conversation about faculty salaries and how the raises described in the *Lead On* Strategic Plan will be determined. There were not any updates yet on the numbers of OU employees who had uploaded their vaccine status and/or requested exemption to the vaccine requirement. (We learned on December 8 that the vaccine requirement will not stay in force given the latest action in federal court.) We also discussed some ways that faculty are still struggling from COVID setbacks in their research and creative activities and some potential actions. Other topics we discussed were faculty retention at OU and exploring different models of professional development and leadership training that could be offered at OU.

The Faculty Senate Executive Committee met on December 6. We began with briefings from the FS standing committees. The Compensation and Benefits Committee is preparing a survey to ask faculty about their impressions about salary equity at OU. The Welfare Committee is working on plans with Budget Council and Center for Faculty Excellence (CFE) to hold workshops to help those in the OU community understand university finance and budgets.

Anna Reser from the Humanities Forum joined the FSEC meeting briefly to answer questions about the changes to eligibility language for the Arts and Humanities Faculty Fellowships (AHFF). The new language makes it clear that all Regular Faculty, i.e., Tenured/Tenure track and Ranked Renewable Term faculty members from those disciplines are eligible to apply for the AHFF.

I gave the FSEC a quick summary of the work of the Teaching Evaluation Working Group (TEWG) this semester. We are nearing the end of a year-long pilot of a new end-of-course survey called the Student Experience Survey (SES). The SES will be the official survey used in all courses beginning in Spring 2022. The CFE is hosting some information sessions about the SES for those who want to learn more. (On Dec 7, all instructors received an email from the Provost with the SES questions attached.)

VP of Research and Partnerships Tomas de la Rubia was welcomed to the FSEC meeting. He presented data showing the growth in research expenditures across the Norman campus. While COVID did have an impact on awards, we are seeing an increase this year. He is interested in forming initiatives that will give faculty time to develop and write large-scale proposals; two such programs are the Significant Impact Research Grant Program which gives a PI a course release to develop a grant proposal and the Match Program that will match 25% of a funded postdoc salary on an external grant. We suggested some obstacles to research that are still ongoing. He was very receptive to a suggestion from Member-at-Large Trytten to look closely at the available research software at OU, and in particular, that qualitative researchers do not have tools like NVivo available with a site license.

The FSEC welcomed Provost Wright to our meeting. There was some discussion about the vaccine requirement and the impact it could have on Academic Affairs. We also asked what the plan would be if some faculty members do not comply with the vaccination requirement. (As noted above, this is now moot.) We also discussed various ways that the Provost's office might support faculty in their research and creative activities and ways that exceptional work could be recognized. It was a productive conversation that we hope will continue after the holidays.

VP and Chief Information Officer David Horton was welcomed to the FSEC meeting, as was Nicholas Key from OU IT. They presented some very interesting slides about new policies and initiatives happening in OU IT, including updates to the computer standardization policy and the campaign to help OU students, faculty, and staff spot malicious/phishing emails. They also talked about the growing security challenges from external attacks, and the measures OU IT is taking to stay ahead of that. We asked questions about the latest security measures and the impact of the global shortage of computer chips. VP Horton also described the IT Policy Program review system that allows users to see and comment on proposed policy language before it becomes official. The FSEC agreed that this is a very transparent and helpful way of bringing forth new policies, asked for them to think about ways to publicize more when a new policy is up to view on that system.

On December 7, Kalenda Eaton and I met for our weekly officers' meeting. We discussed the agenda for the next FSEC meeting with President Harroz, which has been rescheduled for January.

IT Update – Faculty Senate

December 13, 2021

Working together boldly, honestly, and with clear eyes:

WE CHANGE LIVES.

OU INFORMATION TECHNOLOGY

David Horton

CIO & Senior Associate Vice President

20 years at OU // 3 years as CIO

horton@ou.edu

Fort Worth SCENE

TANDY CENTER

The View from the 7th Floor

Bad Information . . .

It has come to our attention that several people, including a few Radio Shack employees, may be telling customers that Computer Services will customize or modify Radio Shack software. COMPUTER SERVICES DOES NOT HAVE FACILITIES TO CUSTOMIZE OR MODIFY SOFTWARE, AND NEVER HAS. Radio Shack software is sold on an "as is" basis and you should look over the specifications carefully to be sure the software will meet your needs.

Price changes which became effective July 1, 1980

The following changes in suggested retail prices became effective July 1, 1980. Also effective July 1, upgrade kit prices no longer include the cost of required installation. Check with your local Radio Shack for current charges.

Stock #	Description	New Suggested Retail Price

Increases:

26-0500	Carrying Cases	75.00
26-1054	4K LII TRS-80	649.00
26-1120	Level II ROM Kit	150.00
26-1304	Space Saver Desk	56.00
26-1451	Line Filter	49.00
26-4301	Model II System Desk	369.00
26-4302	Line Printer III Stand	149.00

Decrease:

26-1053	16K LII TRS-80	699.00
26-1101	16K RAM w/Keypad Kit	200.00
26-1102	16K RAM Kit	119.00
26-1104	Model I Lower Case Kit	59.00
26-1141	16K Expansion Interface	429.00
26-1142	32K Expansion Interface	559.00

This is the first run of a column that, time permitting, will appear in every Computer Newsletter. The 7th floor refers to the floor the Computer Division and Computer Merchandising occupies in Tandy Center in Fort Worth, Texas. Our president, chairman and other gurus are on the 19th floor so I presume we can be considered to be more down to earth. And while I have taken on this first column, mostly written on airplanes, I may pass future ones on to Ed Juge who helped a lot in preparing this one.

The reason for this column is that we receive more calls and letters on non-technical issues than we could ever answer in the detail they deserve. So we send a nice form letter saying thanks for the information, it's been passed on to the appropriate people for study. But the truth is, they are! We do read them and this column will attempt to answer some of the most often asked questions plus a few of the one-of-a-kind but very thought-provoking toughies.

Since this is the first column, I want to tackle some bad press we have been getting and clear up some amazing (at least to us) misconceptions about Radio Shack. I am going to be a little tough and outspoken and if you don't like it I won't apologize but I will guarantee honesty.

(Continued on Page 2)

NEWSLETTER INDEX IN THIS ISSUE . . .

Cassette "UNLOCKER"
CompuServe Information Service
Computer Clubs
Computer Service Note
Computer Services
Fort Worth Scene
Hardware Mods for Model II
Is Your Line Printer Ready
Line Printer III Notes
Line Printer IV Cables
Mailing Labels for MI ARS
Model II Supervisor — SETBR
Model II Versafile
PERSONAL COMPUTING
ADVENTURE OF THE MIND
Printer Ribbon Life
Selecting a Model II OS
Software Update Department
Model I
  DOS Manual
  Level II Reference Manual
  Memory Map Corrections
  Notes on Application Program
  Profile (26-1562)
  Upper/Lower Case Mod
Model II
  Notes on Disk BASIC
  Notes on Inventory Mgmt.
  Notes on TRSDOS 1.2
  Patches for TRSDOS 1.2
  Reference Manual Changes
The View from the 7th Floor
TRS-80 Goes to College
USR Entry Point Calculations
VIDEOTEX

700 ONE TANDY CENTER, FORT WORTH, TEXAS 76102

Retail prices in this newsletter may vary at individual stores. The company cannot be liable for pictorial and typographical errors.

TRS-80 goes to College

Dr. Richard V. Andree, professor of mathematics and computing sciences at the University of Oklahoma, Norman, held a week-long free workshop in Computer Programming for Mathematically Gifted Students. Applications were restricted to students who would be returning to their schools next year and who had completed a year of mathematics beyond first year algebra. Students who wished could invite a parent or teacher to accompany them, but schools were limited to 1 or 2 participants unless they could furnish additional computers for extra applicants. Originally planned for 50 students, using 25 TRS-80 microcomputers with Level II BASIC, enough extra TRS-80's were brought by participants (mainly borrowed from their schools) so that 78 persons, 66 students and 12 adults, attended the program. Although originally planned as a 9:30-4:30 program, student enthusiasm expanded it to an 8 am to 5 pm program by the second day.

2

Agenda

- ECAR Faculty Survey
- Computer Purchasing
- Cybersecurity Updates
  - Phishing Training Roll-out
  - Password Policy Implementation
  - Policy Program and Roadmap

- Programs and Initiatives
  - Endpoint Management and Device Support

ECAR Survey Results Dashboard
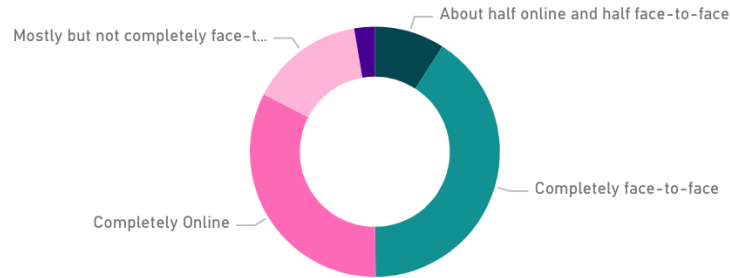
Educause Benchmark Data
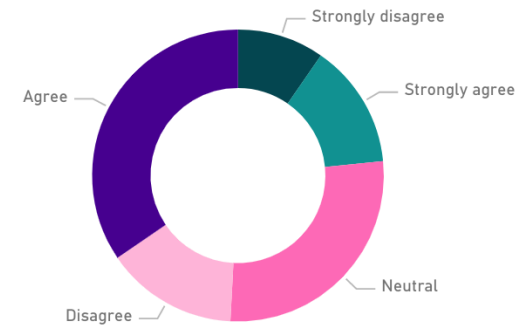
Computer Purchasing

Computer Purchasing Updates

- Global Semiconductor Shortage
  - [Why is There a Chip Shortage?](#)
  - [Why We're in the Midst of a Semiconductor Shortage](#)
  - [The Global Chip Shortage Will Drag Into 2022](#)
  - *Upcoming:* warehousing for standard computers to speed up time from order to delivery

- [New Apple Standard Options](#)
- Apple M1 Chip Update
- Computer Standardization Policy Changes

Apple M1 Chip Update

BACKGROUND

- Apple introduced new M1 chips in Spring

- Incompatible with key cybersecurity software until December

- IT cybersecurity governance halted delivery of these machines in June

- OU IT offered security exception process to create/review compensating controls

CURRENT STATE

- M1 machines are now being actively delivered

- End users must register device with endpoint management tool (automated process)

- Crowdstrike (AV) and Endpoint Protector installed on computers

- Encryption required on certain machines per policy

OU INFORMATION TECHNOLOGY

Computer Standardization Policy Review

General Policy Changes

- Clarified Research Funding Sources
  - **External:** SPNSR, SP490, NONSP (FAR/SRI)
  - **Internal:** Center, startup, internal grants, etc.

- Can buy more than one **standard** computer per employee without completing Non-Standard Equipment request when *using externally derived research funds*

- **Computer lifecycle:** Users may extend the life of computers beyond the posted lifecycle limits to include downcycling to other users

Non-Standard Equipment

- Form changed from Exception Request to Non-Standard Computer Equipment and Inventory form

- **Externally derived research funds:** Non-standard requests auto-approved but captured for inventory/asset management

- **Internally derived research funds:** Non-standard requests approved once funding source confirmed as these funds share accounts with non-research funds

As of January 2021

OU INFORMATION TECHNOLOGY

Cybersecurity Updates

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Phish-Prone Scores
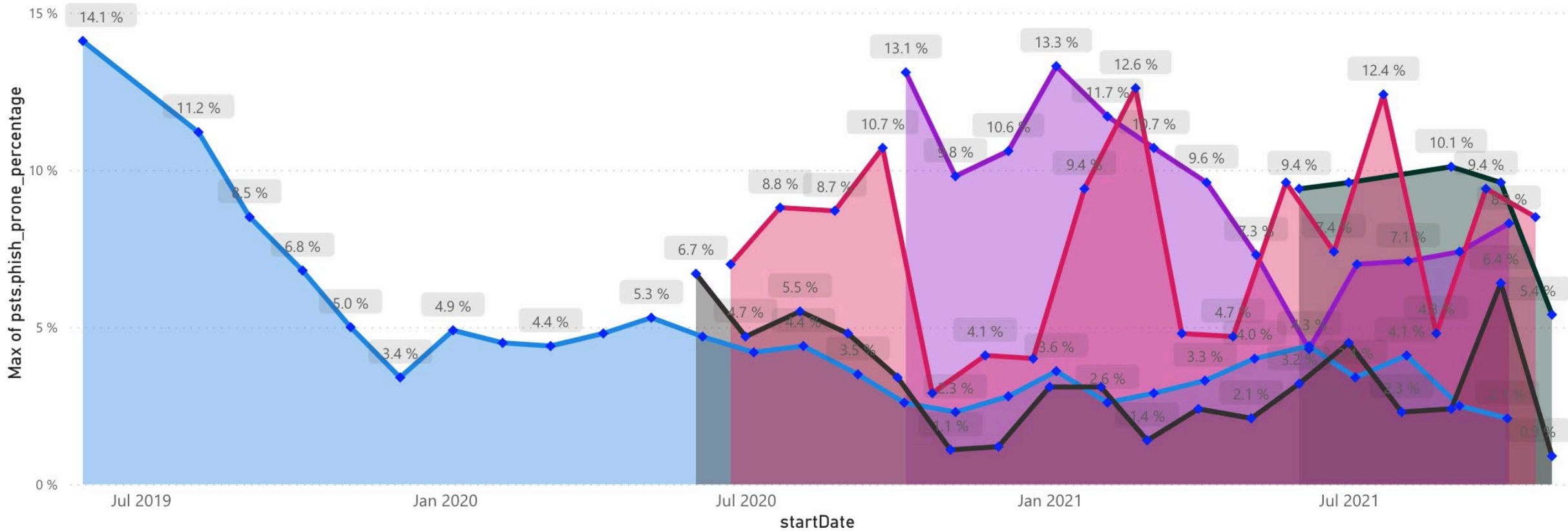
Password Policy Roll-out

Number of Characters	Numbers Only	Lowercase Letters	Upper and Lowercase Letters	Numbers, Upper and Lowercase Letters	Numbers, Upper and Lowercase Letters, Symbols
4	Instantly	Instantly	Instantly	Instantly	Instantly
5	Instantly	Instantly	Instantly	Instantly	Instantly
6	Instantly	Instantly	Instantly	1 sec	5 secs
7	Instantly	Instantly	25 secs	1 min	6 mins
8	Instantly	5 secs	22 mins	1 hour	8 hours
9	Instantly	2 mins	19 hours	3 days	3 weeks
10	Instantly	58 mins	1 month	7 months	5 years
11	2 secs	1 day	5 years	41 years	400 years
12	25 secs	3 weeks	300 years	2k years	34k years
13	4 mins	1 year	16k years	100k years	2m years
14	41 mins	51 years	800k years	9m years	200m years
15	6 hours	1k years	43m years	600m years	15 bn years
16	2 days	34k years	2bn years	37bn years	1tn years
17	4 weeks	800k years	100bn years	2tn years	93tn years
18	9 months	23m years	6tn years	100 tn years	7qd years

TIME IT TAKES A HACKER TO BRUTE FORCE YOUR PASSWORD

OU's Updated Password Standard

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Graphic copyright Hive Systems. Howsecureismypassword.net

Policy Program Overview

Purpose and Roadmap

- Demonstrate commitment to and maturity of computing and data security to OU's stakeholders, including funding and regulatory agencies

- [Program site](#) enables users to view draft policies, add comments, and view community comments

Policy Review

- Designed around ***transparent community comment periods*** to ensure impacts are identified and addressed

  - IT plays a "first drafter" role

  - Draft policies are opened for comments from campus stakeholders

  - IT collaborates with key faculty groups and departmental IT Leaders to review and improve drafts

OU IT PSP Program

- Updated PSP Roadmap
  - 60 Day Comment Period for Policy
  - 90 Day Comment Period for Standards

- Implementation Period Reduced from 12 months to 3 months

- Pending PolicyTech Implementation

- ITESC = Escalation Body Until Tier 2 Committees are active

Importance	Policy Area	Proposed Approved Date	Proposed Implementation Date	Scope
High	Cybersecurity Policy	N/A	March 2022	Systemwide
High	End User Device Security Policy	N/A	March 2022	Systemwide
High	IT Disaster Recovery Policy	December 2021	March 2022	Systemwide
High	Data Backup Policy	December 2021	March 2022	Systemwide
Moderate	Security Incident Management Policy	December 2021	January 2022	Systemwide
Moderate	Acceptable Use Policy – Data Privacy Revisions	December 2021	January 2022	Systemwide
High	Remote Access Policy	January 2022	April 2022	Systemwide
High	Identity and Access Management Policy	February 2022	May 2022	Systemwide
High	Privileged Access Management Policy	March 2022	June 2022	Systemwide
High	System Logging Policy	April 2022	July 2022	Systemwide
Moderate	OU IT Asset Management Policy	May 2022	August 2022	OU IT Only
Moderate	Encryption Standard	June 2022	September 2022	Systemwide
Moderate	Windows 10 Standard	July 2022	October 2022	Systemwide
Moderate	Windows 2019 Standard	August 2022	November 2022	Systemwide
Moderate	Windows 2016 Standard	September 2022	December 2022	Systemwide
Moderate	Oracle Database Standard	October 2022	January 2023	Systemwide
Moderate	SQL 2019 Standard	November 2022	February 2023	Systemwide
Moderate	Mac OSX Standard	December 2022	March 2023	Systemwide
Moderate	Security Awareness and Training Policy	January 2023	April 2023	Systemwide

OU INFORMATION TECHNOLOGY

Endpoint Management and Device Support

INFORMATION
TECHNOLOGY

Endpoint Management and Device Support

- While cybersecurity span all areas of IT, **endpoints** represent our broadest cybersecurity opportunity

- Endpoint risk is exacerbated by OU's decentralized IT support model
  - 20,000 total endpoints
  - 10,000 managed by central IT
  - 10,000 managed by ~80 DIT groups

- **Regents approved a concerted focus on centralized endpoint management and device support**

DISTRIBUTED IT: 10,000 ENDPOINTS
50 DIVERSE ENDPOINT MANAGEMENT STRATEGIES

CENTRAL IT: 20,000 ENDPOINTS
MATURE MODEL
UNIFIED STRATEGY

SHARED ENTERPRISE TOOLS AND PROCESSES

INTEGRATED WITH CYBERSECURITY OPERATIONS, IT GRC, AND SERVICE DESK

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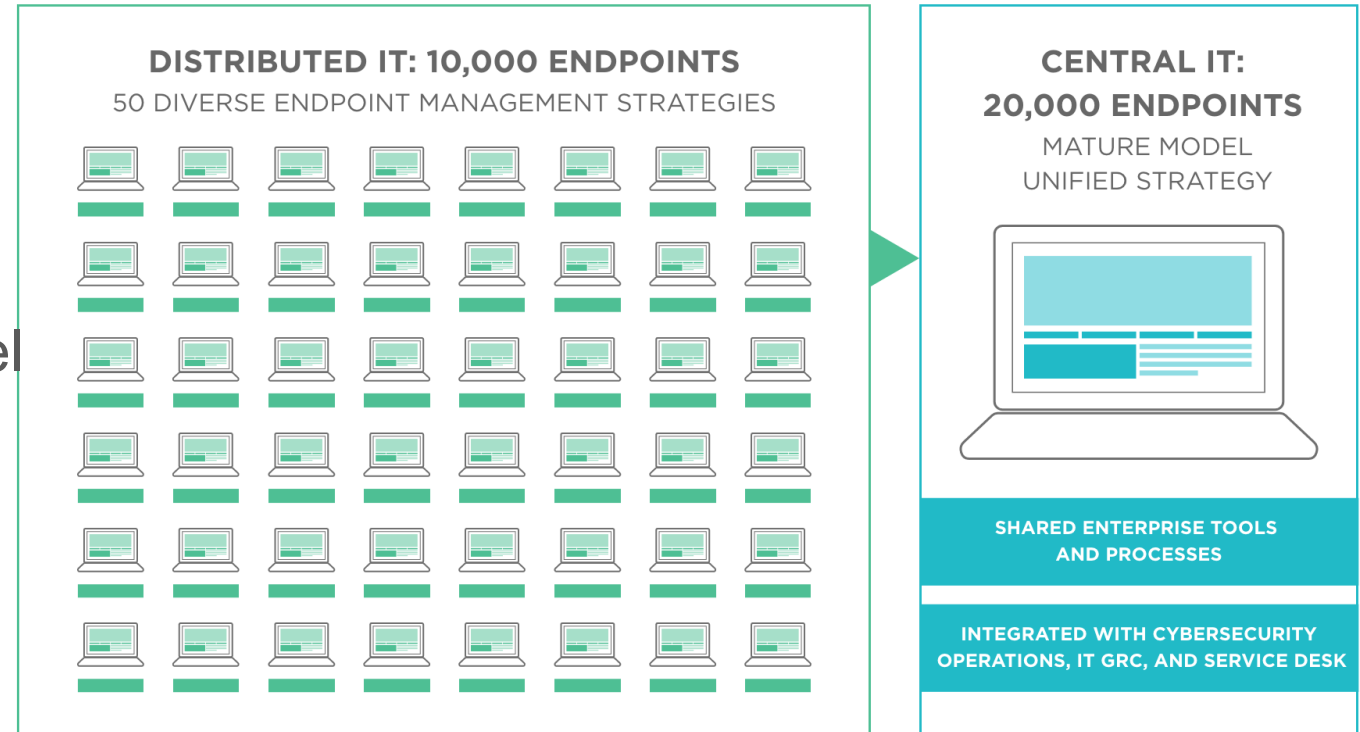
Review - Plan Summary

- Hire new FTE to expand enterprise programs

- Centralize ~40 departmental IT staff to deliver device support

- Assess program and develop sustainable funding and staffing model by year 3

Getting Started

**PHASE 1 –
Plan Enterprise
Service Offerings**

- Complete departmental checklists
- Hire staff to support enterprise level services
- Design enterprise endpoint, asset, and security tools and processes

**PHASE 2 –
Collaborate with
Departmental
Leadership**

- Understand device support needs at unit level
- Identify and transition device support staff to central IT
- Address funding changes

**PHASE 3 –
Complete Technical
Transition**

- Transition endpoints and ensure compliance
- Decommission departmental tools
- Develop sustainable funding model

OU INFORMATION TECHNOLOGY

Our Approach

- **Minimize service disruptions**
  - NO RIFs planned
  - Short term, current staff will continue supporting department from the current location with support from OU IT to transition tools/processes to central endpoint and device offerings

- Maintain or improve service levels through transition

- Actively manage conflict and work to gain buy in
  - Assigned IT Leadership to work with you, your leadership, and your faculty

- **Work collaboratively with departments to plan transition and set expectations**
  - Assign an OU IT Relationship Manager who will work with each department's appointed coordinator to addresses unique unit needs, review service levels, resolve issues
  - Focus on change management and communication

- Develop a methodical, documented course of action
  - HR and funding transactions
  - Service and support transitions
  - Service levels agreement

Change Management

- Presented the initiative to:
  - ✓ Provosts Sanders and Wright
  - ✓ Dean's Council in Norman
  - ✓ Dean's Council and Vice Presidents in OKC
  - ✓ Departmental IT Staff (multiple times by Zoom and in person on both Norman and OKC campuses)
  - ✓ Information Technology Committee (Faculty Senate sub-committee)
  - ✓ Staff Senate meeting in Norman
  - ✓ Present to IT Executive Steering Committee

- Next Steps
  - Update to Faculty Senate
  - One-on-one meetings with Deans in December and January
  - Continue presenting to key stakeholder groups
  - Develop department by department transition timeline and roadmap

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Staffing and Funding

✓ Completed job descriptions for 20 new positions

✓ Began submitting ePAFs for approval by 10/20.

✓ All ePAFs submitted by 10/29 – Awaiting funding approval

✓ Kicked off organizational planning to receive centralized DIT staff (onboarding, documentation, training, etc.)

- Next Steps
  - Begin hiring process once positions are approved
  - Finalize onboarding process and materials
  - Identifying DIT staff to transition into OU IT

INFORMATION TECHNOLOGY

Platforms

- ✓ Deployed Microsoft Endpoint Configuration Manager (for managing PCs) on enterprise hardware and established access requirements and process
  - ✓ Enrolled 1,000 devices from OU Athletics and University Administrative areas in this new tool
- ✓ Set up enterprise JAMF instance (for managing Apple devices)
  - ✓ Established enrollment procedures to add Apple devices in test environment
- ✓ Finalized Asset Management Program Plan, which establishes data requirements for tracking endpoints as assets

- • Next Steps
  - • Begin deploying modules within Endpoint Configuration Manager for imaging, software packaging, patching, etc.
  - • Extend licensing of enterprise JAMF to prepare for increase in device count
  - • Transition computers from OU IT's existing endpoint management tools into Endpoint Configuration Manager, JAMF, and Asset Management database
  - • Begin enrolling new Apple devices in JAMF
  - • Finalize documentation for access and security controls for these environments

OU INFORMATION TECHNOLOGY

Common Concerns

- Won't service take too long if my IT staff don't sit in my building?

- What if our work is specialized, and a general IT support staff won't know how to help us?

- What if our appointed IT staff are not working on our priority issues? How do we ensure our departmental priorities are a focal point?

- Will this slow down the time it takes to receive a device for my faculty?

- What if we have specialized work that our IT staff do that doesn't fall under desktop support (website/app management, server/storage administration, classrooms, etc.)?

- What if we don't like our IT staff or they do not fit the needs of our department?

- What if we have sensitive or protected data and only specific people should have access?

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Questions?

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Extra Materials

INFORMATION
TECHNOLOGY
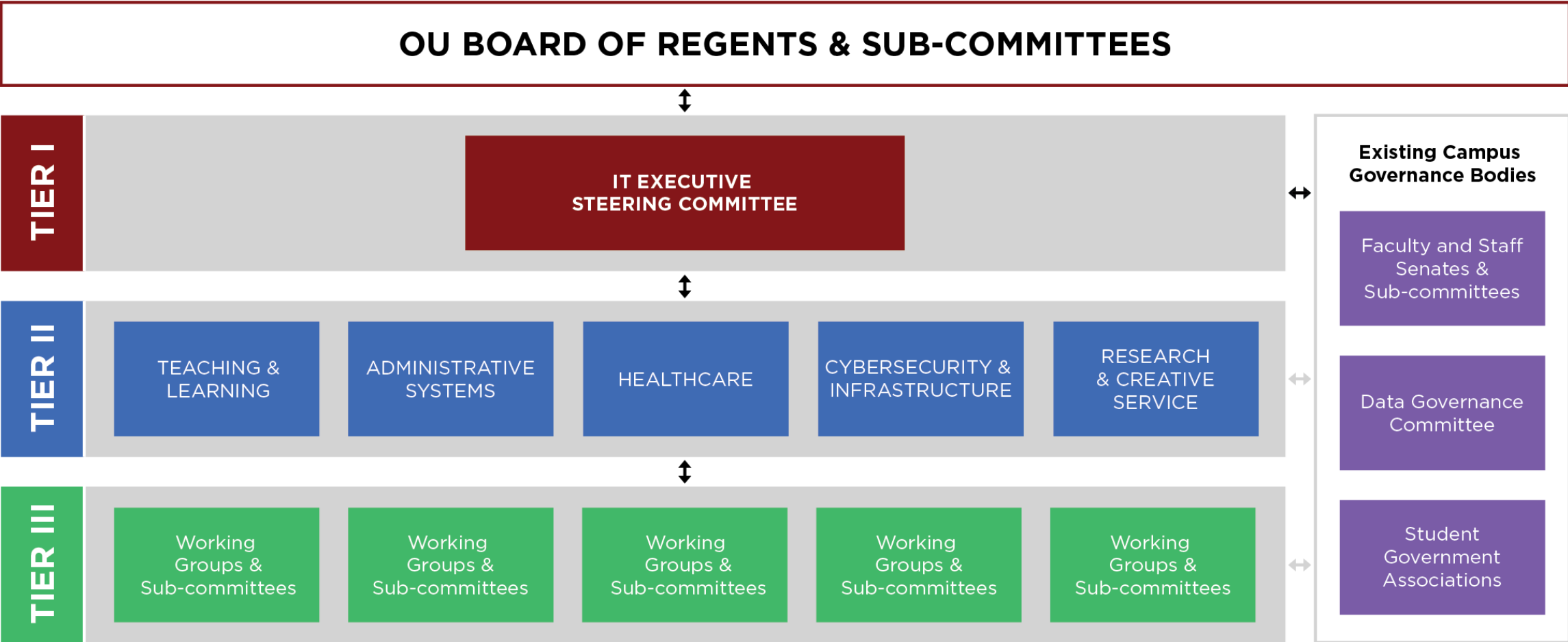
Bitlocker Questions

What happened?

- Bitlocker Device Encryption requested recovery keys for as many as 950 computers with Bitlocker enabled

- Windows patches most likely culprit

- Impacted machines with Dell Endpoint Encryption installed and Bitlocker enabled

- Only about 50 machines registered on Norman campus requested service

- Primary impact at HSC

What's Next?

- Adding an additional recovery method for recovery keys via Active Directory

- Moving away from Dell Endpoint Encryption

- New Endpoint Management team will focus on testing OS and patch releases against enterprise tools to identify potential issues and user impacts

OU INFORMATION TECHNOLOGY

AGENDA ITEM

ISSUE: OFFICE OF TECHNOLOGY COMMERCIALIZATION IP POLICY – NC

ACTION PROPOSED: CHANGE TO POLICY LANGUAGE

Presidential recommendation.

I. To update the University of Oklahoma Office of Technology Commercialization Policy to reflect the changes in staffing and the licensing process for sponsored research.

BACKGROUND AND/OR RATIONALE:

Recent changes to the University of Oklahoma's Office of Technology Commercialization's personnel and process necessitate an update of the Intellectual Property Policy. These changes reflect the change in titles and the distribution model for licensing, especially in regards to sponsored research agreements. There are also changes in language to reflect the 2013 America Invents Act and changes for internal references to match. Changes are highlighted in yellow.

- 3.29.1: Preamble

  o (A) The people of the State of Oklahoma may reasonably expect that their investments in the University will create new industry and enhance existing industry within the State and Nation. Such new industry creates greater employment opportunities for citizens of the State and the Nation and an improvement in their standard of living.

  o (B) The creation and development of intellectual property at the University encourages new business and is key to creating strong University and industry partnerships. It is the responsibility of University employees to disclose intellectual property and to foster an entrepreneurial attitude within the work force by involving students in the creation of intellectual property. Intellectual property development shall be pursued in concert with, but subject to, the University's principle responsibilities of education and knowledge creation.

  o (C) Therefore, it is in the best interest of the University to adopt a policy that encourages disclosure of discoveries and inventions and rewards such creative activity. To do so, the University pPolicy must insure that creators of copyrightable works or trademarks and inventors share in any financial success enjoyed by the University through the creation and commercialization of intellectual property. The basic objectives of the University's pPolicy concerning creative works, trademarks, discoveries, and inventions (i.e., intellectual property) include the following:

    ▪ (1) To maintain the University's academic pPolicy of encouraging research, publication, and scholarship independent of potential gain from royalties or other income.

    ▪ (2) To make patented materials created pursuant to University objectives

available in the public interest under conditions that will promote their effective utilization and commercialization.

- ▪ (3) To provide adequate incentive and recognition to faculty and staff through proceeds derived from their creative works, trademarks, discoveries, and inventions.

- The *text below is approved Regents Policy for the Norman Campus, but is printed in its entirety only in the Norman Campus Faculty Handbook*

- 3.29.2: Patents

  o (A) *Ownership*

  o All discoveries and inventions, whether patentable or un-patentable, and including any and all patents (domestic and foreign) based thereon and applications for such patents, which are made or conceived by any member of the faculty, staff, or student body of The University of Oklahoma, either in the course and/or scope of employment for The University of Oklahoma or substantially through the use of facilities or funds provided by or through the University shall be owned by and be the property of the Board of Regents of the University of Oklahoma and the member will assign and does hereby assign all of member's rights in and to the discoveries and inventions to the Board of Regents of the University of Oklahoma except as described below. Faculty having rights to discoveries/inventions prior to employment at the University of Oklahoma should notify the ~~Office of Technology Development~~ Office of Technology Commercialization of such intellectual property so that ownership to any further development of that same intellectual property at the University of Oklahoma may be established, by written agreement, with the University ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee. The ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee shall consult with the Senior Vice President and Provost of the Health Sciences Center or his/her designee before entering a contract with faculty at the Health Sciences Center. In the event faculty or staff make discoveries or inventions outside the course of and/or scope of employment and using no University facilities, equipment, or supplies, or if using such reimburses the University for this use in accordance with a prior written agreement with the University and in accordance with University ~~p~~Policy, title to such discoveries or inventions shall remain in the inventor, provided the University ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee determines that the discovery or invention was made under these conditions. The inventor shall nonetheless submit a disclosure form to the University ~~Office of Technology Development~~ Office of Technology Commercialization. This disclosure shall contain sufficient information to enable the ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee to make a determination. If confidential information is required, the University will sign a nondisclosure agreement for purposes of this review. Should the University ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee determine that the University does have a proprietary interest, a more complete disclosure may be required before making a decision in regard to title, the University ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee shall consult with the Senior Vice President and Provost of the

Health Sciences Center or his/her designee when the faculty member is based at the Health Sciences Center. If it is determined that the University has an interest, the provisions of this ~~p~~Policy shall then be applicable. Appeals of such determinations may be made to the Faculty Appeals Board and then to the President.

o   All rights in and to discoveries and inventions described in this ~~p~~Policy shall be disclosed to and inventor will assign and hereby does assign all rights in and to said discoveries and inventions to the Board of Regents of the University of Oklahoma as a specific condition of employment with the University and admission to and/or attendance at the University. Faculty, staff and students shall execute any and all documents the University deems reasonably necessary to evidence such ownership, meet its legal obligations and effect patent protection, domestic and foreign, for the University or its nominee. All costs involved in obtaining and maintaining patent protection shall be borne by the University or its nominee. The University agrees to act in good faith with respect to the determination of ownership

o   (B) *Revenue*

o   The Revenues (e.g. royalties and other revenue fees of cash and equity) received by the University directly attributable to the licensing, sale, or commercialization of a University discovery or invention as described in section A will be distributed among the discoverer(s)/inventor(s), his/her/their primary department(s) and the University, in accordance with the following formulae:

  ▪   (1) 35% of Revenues to the discoverer(s)/inventor(s) (as submitted on the Invention Disclosure Form)

  ▪   (2) The remaining 65% to be used to reimburse the University for any remaining expenses not previously recouped that it has or shall incur directly in connection with the discovery or invention at issue:

    •   (a) After such expenses have been recouped, the remaining 65% will be distributed as follows:

      o   (i) 20% to originating college(s), half of which to go to the originating department:

      o   (ii) 5% to President's discretionary fund:

      o   (iii) 5% to the campus Vice President for Research:

      o   (iv) 15% to the ~~OTD~~ Office of Technology Commercialization to apply to operational expenses with a pro rata share to go to the originating campus (at least 80%) ~~Office of Technology Development~~ Office of Technology Commercialization; and

      o   (v) 20% to the Growth Fund maintained for each originating campus

  ▪   (3) For Revenues received by University as a result of any up-front licenses granted pursuant to a sponsored research agreement, the

distribution of such Revenues are as follows:

- (a) principal investigator(s) shall receive 11.67% of any Revenues received by University as a result of any up-front license granted pursuant to a sponsored research agreement;

- (b) 88.33% of Revenues received as a result of any up-front license granted pursuant to a sponsored research agreement shall be held in escrow by the Office of Technology Commercialization for the term of the sponsored research agreement, and shall be distributed as follows:

  - (i) in the event that an Invention Disclosure Form *is* received by the Office of Technology Commercialization describing a discovery or invention resulting from the work conducted pursuant to the sponsored research agreement

    - 23.33% of Revenues to the discoverer(s)/inventor(s) (as submitted on the Invention Disclosure Form); and

    - the remaining 65% of Revenues shall be distributed in accordance with Section 3.29.2(B)(2) of this Policy

  - (ii) In the event that an Invention Disclosure Form *is not* received by the Office of Technology Commercialization pursuant to the sponsored research agreement:

    - 27.18% to the principal investigator's(s') college, half of which to go to the principal investigator's(s') department;

    - 6.79% to President's discretionary fund;

    - 6.79% to the campus Vice President for Research;

    - 20.38% to Office of Technology Commercialization to apply to operational expenses with a pro rata share to go to the originating campus (at least 80%) Office of Technology Commercialization; and

    - 27.19% to the Growth Fund maintained for each originating campus

- (4) Stock certificates issued to the University shall be held by the Controller's Office of the Norman Campus. The right to receive such royalty Revenue shall be extended to the inventor(s) in the event that the inventor is no longer an employee or student of the University. Such right shall also accrue to the estate of the inventor(s). Inventor(s) and/or their successors or assigns shall have the responsibility to provide the ~~Office of Technology Development~~ Office of Technology Commercialization of the respective campuses with all the necessary information to make payments to the appropriate parties, including without limitation, current addresses; provided, failure to keep the University so informed shall permit the University to hold all such Revenue for such parties for a reasonable time or until the lawful beneficiaries make claim thereto.

- (5) The ~~Office of Technology Development~~ ==Office of Technology Commercialization== shall establish and maintain a "Growth Fund" for each originating campus to be used to stimulate general faculty intellectual property disclosures as well as technology development and transfer. The fund will be used to further stimulate researchers on each campus to make proposals when there is a need for additional funding to provide prototypes, additional research results, and/or "gap" funding to keep a program in place during transition. Those accessing the Fund will be expected to repay the fund at a rate and in a manner appropriate to the use(s) of the funds provided. The Executive Director of the ~~Office of Technology Development~~ ==Office of Technology Commercialization== will chair a university-wide committee consisting of the Vice President for Research of each campus (or his/her designee), a member of the faculty of Entrepreneurship and Economic Development Division of the Price College of Business and at least one outside advisor to establish criteria and review applications from each campus for funding. The University Growth Fund committee will solicit applications not less than annually and recommend fund allocations to the President.

- (6) When there are two or more discoverers/inventors, each shall share equally in the inventor's share unless all discoverers/inventors agree in writing to a different distribution of such share. Such originally-signed agreement shall be filed with the ~~Office of Technology Development~~ ==Office of Technology Commercialization== of the respective campuses of the discoverer(s)/inventor(s). No distribution of cash Revenues will be made until this issue is resolved by the discoverer(s)/inventor(s) or their successors in interest.

- (7) The discoverer(s)/inventor(s) and his or her college shall be paid their share of the cash Revenues upon receipt of the University and will be furnished with a statement of Revenue derived from the commercialization of the invention at the time of payment. In the event of any litigation, actual or imminent, regarding patent rights, the University may withhold distribution until resolution of the particular matter. The University does not act as a fiduciary for any person relating to consideration received under the terms of this ~~p~~==P==olicy.

o (C) *Equity Management Committee & Policy*

o For any acquisition or disposition of equity assets exceeding $1,000,000.00, the Equity Management Committee shall consider the University's actions by reviewing a written description of the proposed acquisition or disposition, which proposal shall be provided to members of the Equity Management Committee by the University ~~Vice President of Technology Development~~ ==Chief Innovation and Corporate Officer or his/her designee==. Any Committee member may seek additional clarification on the proposed transaction by requesting a Special Meeting of the Committee within five (5) calendar days of the receipt of the written proposal. Otherwise, review of the proposal shall be concluded. For disposition of assets valued $1,000,000.00 and above, the committee's recommendation, upon the approval of the President, shall be presented for formal action to the Board of Regents at their next regularly scheduled meeting. Following the end of each fiscal year, the University ~~Vice President~~ ==Executive Director of the Office of Technology Commercialization== shall provide to the Equity Management Committee a written summary of the operations and status of the University equity holdings. The committee shall consist of two current members of the Board of Regents (to be appointed by

the Board), the University ~~Vice President of Technology Development~~ <mark>Chief Innovation and Corporate Officer or his/her designee</mark>, University General Counsel, a knowledgeable University employee who shall be appointed by the President and two extra-mural members familiar with such matters by education, training and/or experience. From recommendations by the President, the Board of Regents of the University shall appoint the two non-employee members of the committee, who shall serve at the convenience of the Regents. Appointments shall be made on an annual basis, at the time of the Board of Regents' officer elections (March).

- o (D) *Administration*

- o The President of the University, after consultation with the University ~~Vice President of Technology Development~~ <mark>Chief Innovation and Corporate Officer or his/her designee</mark> and appropriate campus officials, shall determine the disposition of University discoveries and inventions described in this ~~p~~Policy as deemed prudent and consistent with the University's mission to ultimately convey the benefits of its research to the public for the general welfare of the State and Nation. In determining the proper disposition of University discoveries and inventions, the University President shall consult as necessary with scientific and/or technical and/or business subject matter experts in fields appropriate to the discovery or invention under consideration. Among other choices, the University President may:

  - (1) License the discovery and/or invention to third parties to provide for the further development and/or commercialization of the property;

  - (2) Transfer the discovery and/or invention for commercialization by entering into commission agreements with third parties to identify potential licensees to further develop and commercialize the property;

  - (3) Transfer rights to the property to a patent service organization to further develop and commercialize the property;

  - (4) Allow rights (U. S. and foreign) to the discovery or invention to revert back to the Federal agency that funded the development of the discovery;

  - (5) Transfer rights (U. S. and foreign) to the discoverer(s)/inventor(s) if requested by the discoverer(s)/inventor(s), and the University President determines that the discovery/invention will not be pursued further by the ~~Office of Technology Development~~ <mark>Office of Technology Commercialization</mark>.

    - (a) If Federal funds were used in the development of the discovery/invention, such transfer of rights are subject to a reversionary right in the Federal government as described in 37 CFR sec. 401.

    - (b) Such transfer also shall be subject to an irrevocable, non-exclusive, royalty-free, and world-wide right and license in the University to make, use, and/or practice the discovery or invention for University education, research and/or service purposes. The University also reserves the right to publish and or present information and data obtained in the research project resulting in the discovery or invention being transferred, assuming such rights do not jeopardize the

discoverer's/inventor's patent rights. Faculty, staff and students shall execute any and all documents, as the University deems reasonably necessary to confirm or enforce such reserved right and license.

- (c) Such transfer shall be limited to the discovery or invention duly disclosed to the University, in writing, as of the time the transfer is requested by the discoverer/inventor;

- (6) Transfer rights to the discovery and/or invention to the person(s) or entity sponsoring the research in the course of which the discovery or invention was made if such action is required under the terms of the research agreement or is required by law; or

- (7) Transfer the discovery and/or invention into the public domain through publication of the invention by the discoverer/inventor. All transfers of University discoveries or inventions shall be subject to and contingent upon any rights in third parties as may be governed and/or required by, among other things, sponsored research agreements, other third-party contracts, or law.

- The University ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee shall be responsible for administering the patent affairs of the University in a manner consistent with this Policy. The University ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee shall cooperate with the appropriate campus officers to establish written policies to be approved by the President and distributed to the faculty, staff and students of the University, governing procedures to be followed in processing discoveries and inventions generated within the University. The ~~Office of Technology Development~~ Office of Technology Commercialization shall provide information regarding disposition of specific discoveries/inventions to the inventor(s) no later than six (6) months from the date the discovery/invention is marketed by the Office. If the ~~Office of Technology Development~~ Office of Technology Commercialization is not going to pursue marketing and/or protecting the invention, rights in and to the discovery/invention shall revert to the inventor(s) upon his/her request.

- When it is in the best interest of the University to get its technology into the marketplace, when the longer term opportunity for returns to the University and the State exceed the short term value of not taking equity, then the University President will approve taking equity. As a matter of principle some equity is desirable in all transactions to create the best opportunity for the University and the State of Oklahoma to get a fair return on the technologies transferred from the University to the marketplace.

- (E) *Disclosure*

- It is the responsibility of faculty, staff or students of the University of Oklahoma to report all inventions they may develop during their term of employment or registration as a student. Any discovery/invention, whether or not patentable, must be reported to the University by filing an Invention Disclosure Form with the appropriate technology development office. Such Invention Disclosure shall provide sufficient information so that the ~~Office of~~

~~Technology Development~~ <mark>Office of Technology Commercialization</mark>, in conjunction with others, can determine its commercial potential and patentability. Although the maintenance of the laboratory notebooks that describe the discovery/invention is the responsibility of the discoverer/inventor, the ~~Office of Technology Development~~ <mark>Office of Technology Commercialization</mark> may require access to such notebooks at any time throughout the prosecution and maintenance stage of patenting the discovery/invention.

- o (F) *Term*

- o The terms of this Patent Policy are a part of any contractual relationship of the University of Oklahoma with any member of the faculty, staff, or student body. This Policy, as amended from time to time, shall be deemed to be part of the conditions of employment of every University employee or a part of the conditions of enrollment and attendance of every student at the University. Any licensing Revenues received throughout the duration of such license shall be distributed in accordance with the distribution policy in effect at the time of the signing of such license and can only be changed through mutual agreement of the parties receiving portions of such Revenue.

- o (G) *University Patent Committee*

- o The University shall have a Patent Committee (for each Campus) that shall consider and investigate disputes among administrators, faculty, or staff and shall recommend appropriate solutions to the President. This committee shall be convened as needed and will consist of one student member appointed by the Graduate Student Senate for one year, two staff members, one appointed by the President and one appointed by the Staff Senate, and five faculty members, three appointed by Faculty Senate and one each by the President and the University~~UNIVERSITYVice President of Technology Development~~ <mark>Chief Innovation and Corporate Officer or his/her designee</mark>. All staff and faculty appointments are for three-year terms. This Committee will assist the University ~~Vice President of Technology Development~~ <mark>Chief Innovation and Corporate Officer or his/her designee</mark> in setting policy and procedures that will be implemented on a daily basis by the ~~Office of Technology Development~~ <mark>Office of Technology Commercialization</mark> staff. The committee will provide a forum for faculty, staff, and students to present any issues such as, but not limited to, Revenue sharing, ownership, etc. The committee will make recommendations to the University ~~Vice President of Technology Development~~ <mark>Chief Innovation and Corporate Officer or his/her designee</mark> for the handling of these issues. The Director of the respective campus' ~~Office of Technology Development~~ <mark>Office of Technology Commercialization</mark>, the respective campus' Vice Presidents for Research, and University Counsel shall serve as ex-officio members of the committee

- o (H) *Use of Facilities*

  - ▪ (1) As outlined in the Oklahoma Technology Transfer Act of 1998, use of the facilities of the University by a business enterprise or private business entity is allowed when that project involves the research or development of a University technology, whether or not the technology is protected pursuant to federal or state law governing intellectual property, the results of which have potential economic and academic value for the University. Such use of University facilities must be on a "space-available"

arrangement in which normal University activities are not displaced. The use of such facilities by a business enterprise or private business will be done on a fee-for-service contract and in conjunction with projects where the University has a vested interest in the outcome of the transfer of University technology, through research and development of a discovery/invention for commercialization purposes, scholarly rewards, or furthers the University's educational, research, or public service missions.

- (2) The University may take an equity stake in such business enterprises or private businesses in consideration for the use of such facilities and/or the development of University discoveries/inventions which shall be managed in accordance with the University's policies on stock acquisition and management. Any cash Revenues received from the sale or trade of such equity stocks shall be distributed as if received as royalty income. If the equity interest is acquired through an exchange of value other than money and the exchange of value is made in connection with the development of technology by the private business enterprise through the use of the facilities or resources or both of an institution within the Oklahoma State System of Higher Education, acquisition of an equity interest shall be permissible through the use of the facilities, premises or assets of an institution within The Oklahoma State System of Higher Education through the use of faculty expertise or student expertise, including the value of time expended by faculty or students upon developing a technology in connection with a private business enterprise or private business entity. No state appropriated monies shall be used or obligated to acquire an ownership interest in a private business enterprise except as authorized by the provisions of this section.

o (I) *Background*

o A patent is a grant issued by the U. S. Patent and Trademark Office (PTO) that provides the assignee of the patent the right to keep others from practicing or using its patented invention. Patents are issued for inventions that are novel (not published, sold, or utilized for more than one year), useful, and non-obvious to others equally skilled in the art. (In almost all foreign countries, to be patentable, an invention requires complete novelty. In others words, it cannot have been published, used, sold, or bartered publicly prior to the filing of a patent application either in the country itself or in the United States PTO.) U. S. Patent Law has ~~maintained~~ maintains that the first ~~to invent rule~~ inventor to file an application that describes and claims an invention with the United States PTO shall be entitled to the rights and ownership of the resulting issued patent (absent other agreements). ~~What this means is that the first person to conceive and reduce to practice the invention shall be entitled to the patent.~~ Foreign countries also rely on the first-to-file concept in issuing patent rights. ~~In the case of U. S. law~~ However, in the case of potential disputes which may arise during the prosecution of the patent application, as well as third-party challenges related to the issued patent(s), the laboratory notebooks of the discoverer(s)/inventor(s) may be crucial to the overall outcome ~~as to whom the patent is issued~~. Laboratory notebooks should be bound notebooks where corrections are readily identifiable. The pages of the notebooks should be signed, dated, and witnessed on a daily basis and stored in a secure location. The term of patent applications filed in recent years is twenty years from the date of application. The laboratory notebooks should be maintained at least for that period of time. (Regents, 12-9-99, 12-02-01)

- 3.29.3: TRADEMARKS

- A trademark identifies an item of intellectual property or an educational or training service. The University owns all rights and titles to any trademarks related to any item of intellectual property owned by the University. Any cash Revenues received in exchange for the commercial use or sale of such trademark shall be distributed as those cash Revenues ~~received for discoveries/inventions~~ as described in Section 3.29.2(B) of this Policy. (Regents, 12-9-99)

- 3.29.4: COPYRIGHTS

  o (A) *Preface*

  o Copyrights are created by the Constitution and the laws of the United States to promote the progress of science and the useful arts by securing for limited times to authors the exclusive rights to their works and writings. The basic objectives of the University's ~~p~~Policy concerning copyright include the following:

    ▪ (1) To maintain the University's academic ~~p~~Policy of encouraging research and scholarship as such without regard to potential gain from royalties or other income.

    ▪ (2) To make copyrightable materials created pursuant to University objectives available in the public interest under conditions that will promote their effective utilization

    ▪ (3) To provide adequate incentive and recognition to faculty and staff through proceeds derived from their works.

    ▪ (4) To stimulate creativity across all media.

  o (B) *Policy*

  o It is the policy of the Board of Regents of the University of Oklahoma that all rights in copyright shall remain with the creator of the work unless the work is created with substantial use of University resources, is specifically assigned or commissioned by the University, is subject to non-University contractual or legal obligations, or is a "work made for hire" as that term is defined by U.S. Copyright Law.

  o (C) *Ownership*

    ▪ (1) Scholarly/Aesthetic Works:

    ▪ In keeping with traditional academic practice and policy, ownership of copyrights to works of artistry or scholarship in the creator's professional field such as textbooks, course materials, scholarly papers and articles, software and other computer materials when they are works of artistry or scholarship, novels, poems, paintings, musical compositions or other such works of artistic imagination produced by University employees who have a general obligation to produce such works where the specific choice, content, course, and direction of the effort is determined by the employee without direct assignment or supervision by the University shall reside in the creators and the works shall not be deemed "works made for hire"

under this ~~p~~Policy unless they are also sponsored/contracted works or specifically assigned by the University. Copyrighted courseware and/or software that are not associated with traditional works as described above shall fall under and are subject to the Patent Policy. The general obligation of faculty to produce scholarly works does not constitute specific assignment. Upon request by the University, the creator(s) will grant the University a nonexclusive, free of cost, world wide right and license to exercise all copyright rights in and to the work, except the right to commercially display, use, perform, or distribute copies of the work, unless to do so would impair the ability of the creator to have the work published or distributed. If a use of the work by University is reasonably determined by the creator to impair the exercise of such rights, the University shall discontinue the impeding use but otherwise shall remain free to use the work as provided in this Paragraph 3.1. Subject to the approval of the ~~Vice President of Technology Development~~ Chief Innovation and Corporate Officer or his/her designee, the University will assist any University employee wishing to commercially exploit a scholarly/aesthetic work falling under this paragraph, through the ~~Office of Technology Development~~ Office of Technology Commercialization and its respective campus officers. In such cases, the University will normally own the work and the provisions of the Patent Policy shall apply.

- (2) Personal Works:

- Ownership of copyrights to works prepared outside the course and scope of University employment and without the substantial use of University resources (equipment, facilities, services or funds (regardless of source) administered by and/or under the control of the University) shall reside with the creators; provided, the provision of office facilities, limited secretarial assistance, library facilities for which special charges are not normally made or other resources which are made available to the public without charge, shall not be considered substantial use of University resources.

- (3) Sponsored Works:

- Ownership of copyrights to works produced by or through the University in the performance of a written agreement between the University and a third-party/sponsor shall be governed in accordance with the agreement. If the agreement is silent in that regard, ownership shall be governed by the other provisions of this ~~p~~Policy.

- (4) Commissioned Works:

- Ownership of copyrights to works produced for University purposes by persons not employed by the University or by University employees outside their regular University employment (commissioned works) normally shall reside with the University. In all cases, copyright ownership shall be specified in a written agreement approved by University legal counsel signed by the parties. Any commissioned work agreement which provides for ownership by other than the University shall also provide, to the fullest extent possible, that the University will have an irrevocable, free-of-cost, non-exclusive, world-wide license to exercise all copyright rights in and to the work, except the right to commercially display, use, perform or distribute copies of the work unless to do so

would impair the ability of the University employee creator to commercially or professionally exploit the work. If a use of the work by University is reasonably determined by the University employee creator to impair the exercise of such rights, the University shall discontinue the impeding use but otherwise shall remain free to use the work as provided in this Paragraph 3.4 C(4).

- (5) University Works:

- Except as otherwise provided in this Policy, the University shall own all copyrights to works made by University employees in the course and scope of their employment and shall own all copyrights to works made with the substantial use of University resources. Provided, the University shall give due regard to the creator's interests in the quality and integrity of the work and where appropriate grant recognition for creation of the work. To the extent consistent with University rights under the U.S. copyright law, nothing herein shall be construed to prevent the creator from using his/her knowledge, expertise, research, and creative achievement in other employment.

- (6) Student Works:

- Ownership of copyrights to works produced by enrolled students without the use of University funds (other than Student Financial Aid), that are produced outside any University employment and are not sponsored or commissioned works, shall reside with the student creator(s). Provided however, in all cases a student's graduate thesis or dissertation shall be deemed a student work under this pPolicy but as a condition of enrollment and awarding a degree, the University reserves an irrevocable, non-exclusive, free-of-cost and world-wide right to reproduce in any media and distribute to the public, on a non-commercial basis, copies of said theses and dissertations, unless to do so would impair the ability of the creator to commercially or professionally exploit the work. If a use of the work by University is reasonably determined by the creator to impair the exercise of such rights, the University shall discontinue the impeding use but otherwise shall remain free to use the work as provided in this Paragraph 3.6 C(6).

- (7) Jointly Originated Works:

- Ownership of copyrights to jointly originated works shall be determined by separately assessing the category of work of each creator under this Section 3. Rights between joint owners of a copyright shall be determined pursuant to copyright law or by agreement between the owners of the work.

o (CD) *Revenue Sharing*

o The University may assign or license its copyrights to others. The University shall share royalty Revenue derived from such assignment or license which it receives through copyrights with the creators, as provided for in the Patent Policy above Section 3.29.2(B) of this pPolicy. Notwithstanding the above or anything else to the contrary herein, staff employees are not eligible to share Revenues received from University owned copyrights where such employees create copyrightable works as a part of their normal responsibilities of

University employment. Provided, a staff employee may apply to the appropriate Senior Vice President and Provost or his/her designee to be treated as a faculty member for purposes of revenue sharing for a work resulting from a specific project upon a showing that his/her duties and responsibilities in that project are, in practical effect, substantially the same as those of a faculty member.

- (E) *Administration*

  - (1) Release to the Creator:

  - An individual creator of a University owned work may seek transfer of the University owned copyright to him/herself by making a written request to the appropriate Provost. If the University decides not to exploit such work, then it may transfer the copyright, by written agreement, to the individual creator to the extent consistent with any applicable third-party agreement or law. Provided, such transfer shall be subject to an irrevocable, non-exclusive, free- of-cost and worldwide license in the University to exercise all rights under the copyright in the work except the right to publicly distribute copies for commercial purposes or such other conditions as may be agreed upon in writing between the individual creator(s) and the Senior Vice President and Provost or his/her designee, unless to do so would impair the ability of the creator to have the work published or distributed. If a use of the work by the University is reasonably determined by the creator to impair the exercise of such rights as transferred in the agreement, the University shall discontinue the impeding use but otherwise shall remain free to use the work as provided in this Paragraph 5.1 E(1).

  - (2) Disclosure and Protection:

  - An individual creator of a University owned copyrightable work shall protect the work by placing the following statutory copyright notice on all copies thereof ("Copyright [insert year produced, e.g., 2000], the Board of Regents of the University of Oklahoma."). If the creator believes the work may have commercial value, he/she shall promptly provide written disclosure of the work to the appropriate Senior Vice President and Provost.

  - (3) Legal Compliance:

  - Any work created by a University employee or student, to the best of his/her knowledge and informed belief, shall not infringe on any existing copyright. Creators of copyrightable works subject to this pPolicy and the University shall cooperate as reasonably necessary to effect the terms of this pPolicy. For example, if copyright to a work of scholarship vests in the University by law, the University will, upon request and to the extent consistent with its legal obligations to third parties, promptly execute such documents as will transfer copyright to the faculty creator(s).

    - (a) The Senior Vice President and Provosts or his/her designee, Norman Campus and the Health Sciences Center, shall be responsible for administering the copyright affairs of the University in a manner consistent with this pPolicy. The Senior Vice President and Provosts

shall cooperate in consultation with the Copyright committee on each campus to establish written directives to be approved by the President of the University and distributed to the employees and students of the University, which shall govern the procedures to be followed in processing copyrighted works created within the University.

- (b) The University does not act as a fiduciary for any person concerning consideration received under the terms of this pPolicy.

- (c) The University Vice President of Technology Development Chief Innovation and Corporate Officer or his/her designee may negotiate ownership of copyrighted works with research sponsors when it is in the best interest of the University to do so. Otherwise, all rights are as described above.

- (d) Faculty having rights to copyrighted works prior to employment at the University of Oklahoma should notify the Office of Technology Development Office of Technology Commercialization of such intellectual property so that ownership to any further development of that same intellectual property at the University of Oklahoma may be established, in a written agreement with the University.

o (F) *Contractual Term*

o The terms of this copyright pPolicy are a part of any contractual relationship of the University with any member of the faculty, staff or student body. This pPolicy, as amended from time to time, shall be deemed to be a part of the conditions of employment of every University employee and a part of the conditions of enrollment and attendance of every student at the University.

o (G) *Resolution of Conflict*

o Should disputes arise relative to the ownership of copyright between the creator and the University, the matter will be referred to the Copyright Committee, which will make recommendations to the President for proper resolution of the disputes. Either the University or creator may contact the Senior Vice President and Provost or his/her designee to arrange to have the Copyright Committee meet to consider such disputes.

o (H) *University Copyright Committee*

▪ (1) The University shall have a Copyright Committee for each Campus that shall consider and investigate disputes among administrators, faculty, or staff and shall recommend appropriate solutions to the President. The committee's responsibilities shall include, but not be limited to, disputes concerning:

- (a) Ownership of copyright; and

- (b) Terms of commissions.

▪ (2) The Copyright Committee of each campus shall have as its members:

- (a) One member appointed by the President for a four-year term;

- (b) One student member appointed by the Graduate Student Senate for one year;

- (c) Two staff members, one appointed by the President, one appointed by the Staff Senate, all appointments are for three years; and

- (d) Three faculty members with two appointed by the Faculty Senate and one by the President. All appointments are for three-year terms. Tie votes will be settled by chair of Faculty Senate, who shall be an ex-officio member of the committee. Each member of the committee shall have one vote. The committee shall keep its own records, determine its own procedures, and elect its own chair who shall report to the President. The committee also may review this ~~p~~Ppolicy from time to time and may recommend changes to the President. (Regents, 11-13-80, 10-14-82, 1-15 87, 1-16-89, 6-13-91, 12-9-99, 12-7-01, 1-27- 04)

Faculty Scholars Steering Committee

Mission Statement
To provide faculty guidance to support the development of campus-wide resources that are designed to enhance teaching excellence, extend research and creative activities, promote community engagement, and foster leadership.

Charge
The Faculty Scholars Steering Committee will provide faculty perspectives and feedback to improve, support, and amplify the faculty development resources provided through the Center for Faculty Excellence (CFE), particularly in the area of teaching excellence.
In carrying out these responsibilities, the Committee shall do the following:
- Meet with CFE leadership at least once per semester to collaboratively develop goals and future plans to meet these goals, and to discuss CFE resources and assessments.
- Share faculty perspectives, concerns, and ideas with CFE.
- Serve periodically on search committees for CFE positions and/or review proposals from faculty.
- Support the development of seminars, workshops, and in-house conference presentations designed to advance the teaching mission of the university.

Operating Procedures
The Committee shall formulate its own operating procedures, which shall include:
- A committee chair will be elected by the committee from among the committee members.
- The committee chair will coordinate with the Director of CFE to organize meetings with CFE leadership at least once per semester.

Membership
The Committee shall formulate its own operating procedures, which shall include:
- 6 faculty members representing a diversity of disciplines and backgrounds will be elected by the Faculty Senate to 3-year staggered terms
- 2 new members will start at the beginning of each academic year
- 2 members will rotate off the committee at the end of each academic year