

*JOURNAL OF THE FACULTY SENATE*  
The University of Oklahoma (Norman campus)  
Regular session – April 11, 2022 – 3:30 p.m. – via Zoom™

office: Jacobson Faculty Hall, Room 206 phone: (405) 325-6789  
e-mail: [facsen@ou.edu](mailto: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. Minutes of meetings shall be provided as the official record of the duties and responsibilities of the governing body. Any recordings done by staff are for personal use in creating the official record.*

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

PRESENT: Apanasov, Baumgartner, Bemben, Benjamin, Bergey, Cuccia, Cytacki, Dee, Fithian, Ge, Hambright, Harjo, Hougen, Jervis, Kibbey, Kornelson, Lai, Lamothe, Larson, Lifset, Mahdi, McCarthy, Miller, Moore-Russo, Natale, Neeson, Nelson, Nollert, Parsons, Pepper, Randall, Raymond, Riggs, Schmeltzer, Sikavitsas, Steele, Steffensen, Stetson, Stock, Teodoriu, Wang, Weaver

Provost's Representative: Andre-Denis Wright, Lori Snyder  
Staff Senate representative(s): ---  
SGA Representative(s): Rin Ferraro  
Guests: David Surratt

ABSENT: Boldenow, Eaton, Fuenzalida, Hsieh, Jiran, Mayeux, Mortimer, Muller, Remling, Rubenstein, Stalling

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#### **LAND ACKNOWLEDGEMENT**

Chair Kornelson read the [Land Acknowledgement](#) approved at the May 2021 Faculty Senate meeting.

**APPROVAL OF JOURNAL**

The Faculty Senate Journal for the regular session of March 21, 2022, was approved without revisions.

**ANNOUNCEMENTS**

The Faculty Senate is sad to report the death of retired faculty member Gerald Gurney (Academic Affairs) on February 23, 2022.

The Jeannine Rainbolt College of Education would appreciate faculty feedback regarding your childcare needs. Please help us develop our vision for the University Laboratory School on campus at:

[https://ousurvey.qualtrics.com/jfe/form/SV\\_1BoEEwGyCTz3fhk](https://ousurvey.qualtrics.com/jfe/form/SV_1BoEEwGyCTz3fhk).

**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. Miller asked about the proposal for the Scholarly Communications Taskforce. Chair Kornelson said that she does not have more of an update than what was in the Chair's Report, but she will be following up with the University Libraries Committee. There were no additional questions.

**REMARKS BY DAVID SURRATT, VICE PRESIDENT FOR STUDENT AFFAIRS AND DEAN OF STUDENTS**

Chair Kornelson introduced David Surratt, Vice President for Student Affairs and Dean of Students. VP Surratt started the presentation by sharing a web link to his organization:

<https://www.ou.edu/studentaffairs/about-us>. The four pillars of their organization are advocacy, leadership, well-being, and career development. VP Surratt said that they focus on three major educational priorities: personal development, well-being, and community impact.

VP Surratt identified two external driving factors that they have little control over but must respond to: finances (both university and student) and diversity issues in the nation/state/community. He said that one solution has been their support of Student Legal Services as they have moved from providing half of an FTE to providing a full-time attorney to support student legal issues such as family law and tenant issues. They have also created a position to support e-sports and co-curricular integration.

Student Affairs has also been updating its student conduct office and focusing on conflict mediation, intervention, and de-escalation. Resources for mental health services have been increased including adding two new FTE of counselors at Goddard, which has reduced wait times for appointments. Also, the scheduling of camp crimson has moved from multiple summer sessions to a welcome week model where all incoming freshman and transfer students can experience a week together immediately before the semester starts.

Chair Kornelson opened the floor to questions. She asked about the effect that Covid has had on student engagement and if there is a role for faculty members to assist with this. VP Surratt says that many students have appreciated faculty members that have "given grace" in terms of attendance and assignments, especially from the perspective of supporting student mental health. There were no additional questions. Chair Kornelson thanked VP Surratt for speaking to the Senate.

## **REPORT FROM THE FACULTY COMPENSATION AND BENEFITS COMMITTEE REGARDING PAY EQUITY**

Chair Kornelson introduced the Faculty Senate's Compensation and Benefits Committee (FCBC) to present the results of a faculty survey and the report "Regular Faculty Pay Equity Satisfaction, Perceptions, and Recommended Policies and Practices". FCBC Chair Anthony Natale introduced the other members of the committee: Andrew Cuccia (Accounting), Tassie Hirschfeld (Anthropology), David Howard (Music), Russell Jones (Philosophy), Rebecca Loraamm (Geography and Environmental Sustainability), and Ying Wang (Math).

The FBCB surveyed OU Regular Faculty regarding their pay equity Satisfaction, perceptions, and recommended policies and practices. There were 471 responses and he noted that they took measures to assure both confidentiality and anonymity. Chair Natale reported that in general, faculty are not satisfied with pay equity From the Executive Summary:

*"The results suggest that the faculty has serious concerns regarding pay equity at OU. Seventy-four percent expressed dissatisfaction with the extent of pay equity within the OU faculty, with 42% being "extremely" dissatisfied. Seventy-nine percent were dissatisfied with pay levels relative to other academic institutions, with 48% being "extremely" dissatisfied. Concerns were related to salary inversion and compression, with 70% and 68% expressing at least major concerns, respectively. Further, 78 percent of respondents were dissatisfied with the university's efforts to address perceived pay inequity. Specifically, 72% were dissatisfied with the processes used to determine pay raises, with 78% indicating that transparency was a major problem. Finally, many noted that they were unaware of any policies in place at any level of the University to address pay inequity and provided several suggestions for process enhancements, equity assessments, raise programs, and pay equity policies and practices."*

FCBC Chair Natale asked that faculty send him any questions or comments to [anatale@ou.edu](mailto:anatale@ou.edu). He said that the committee plans to share the results with the President, the Provost, Human Resources, and members of the Employee Benefits Committee (EBC). He said that he appreciated the response and feedback from the faculty.

Chair Kornelson opened the floor to questions. Sen. Hougen asked if the survey response was representative of the faculty. FCBC Chair Natale said that it was similar to the percentage of faculty by college and also distributed across ranks. Prof. Hunter Heyck asked if there was a sense about whether the satisfaction varied by rank. FCBC Chair Natale said that it was pretty uniform across ranks that faculty are dissatisfied. There were no additional questions. Chair Kornelson thanked the FCBC for their diligent work and for bringing this issue to the Senate.

## **ELECTIONS, FOR FACULTY SENATE OFFICERS**

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

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

Hunter Heyck  
Professor, History of Science, Technology, and Medicine  
Ph.D. The Johns Hopkins University, at OU since 2001

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

**Candidates for Secretary of the Faculty Senate**

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

Sarah Robbins  
Associate Professor, University Libraries  
MLIS & M.Ed., The University of Oklahoma, at OU since 1999

There were no additional nominations from the floor. Using an electronic ballot in Zoom™ polls during the meeting, Prof. Hunter Heyck was elected as Faculty Senate Chair-elect for 2022-23 and Prof. Sarah Robbins was elected as Faculty Senate Secretary for 2022-32. They will both assume office during the May meeting.

***NOMINATIONS FOR FACULTY SENATE AT-LARGE MEMBERS***

Chair-elect Hambright said that the Committee on Committees has nominated two candidates for each of the Faculty Senate Executive Committee at-large member vacancies. There are statements from each candidate provided with the agenda (attached). The Senate will invite all the candidates to the next meeting to answer questions, followed by a vote. Candidates could also be nominated from the floor at the next meeting before the vote.

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

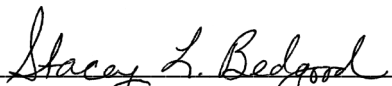
Chair-elect Hambright presented the list of Committee on Committee nominees to fill vacant positions on university and campus councils/committees/boards and Faculty Senate standing committees (attached). The Senate will vote on these nominees at the May Faculty Senate meeting.

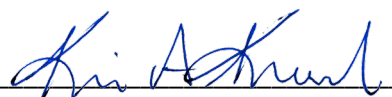
***NEW BUSINESS***

Chair Kornelson said she would entertain any new business. She asked senators to indicate whether they would prefer that the May meeting be in-person or via Zoom™. There was a preference for Zoom™. There was no other new business.

***ADJOURNMENT***

The meeting adjourned at 4:32 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, May 9, 2022, via Zoom™.

  
\_\_\_\_\_  
Stacey L. Bedgood, Administrative Coordinator

  
\_\_\_\_\_  
Keri Kornelson, Faculty Senate Chair

***SENATE CHAIR'S REPORT, by Prof. Keri Kornelson***

***April 9, 2022***

On March 21, the Faculty Senate met.

On March 25, the Faculty Senate Executive Committee (FSEC) officers met to discuss our priorities for the upcoming month.

On March 30, I met with Provost Wright. He gave me an update on his ongoing process of providing each Dean with a comprehensive annual review this year and the plans for that to continue moving forward. This is something the Senate Executive Committee encourages as a regular practice. He also had an update that the planned formation of a new Faculty Honorifics Committee - a joint project with VPRP de la Rubia for a committee that identifies candidates for nomination for national and international awards/fellowships - is progressing and should be formed by the end of the semester.

On March 31, the FSEC officers met to discuss the agenda for the upcoming FSEC meeting.

On April 4, the FSEC held our monthly meeting. The Faculty Compensation and Benefits Committee (FCBC) Chairperson Anthony Natale reported that they are ready to report to the Senate with results and analysis from the Pay Equity Survey that they sent to faculty earlier this year. They will be presenting at the April Faculty Senate meeting. He also mentioned that they are scheduled to meet with VP Dorothy Anderson (HR) soon. The Faculty Welfare Committee (FWC) Chair Sarah Robbins reported a productive conversation with Vice Provost Snyder regarding next steps for hearing the voice of the instructional and research faculty who do not belong to the Regular Faculty. She also updated us on the work of the Office of Policy Management with regards to the Faculty Handbook. Heather Shotton, Chair of the Diversity, Equity, and Inclusion Committee (FDEIC), shared that the committee did not meet in March due to Spring Break but were concerned about faculty retention. Chair-Elect Dave Hambright discussed the remaining few vacancies needing to be filled for committees for next year. The FSEC briefly discussed the creation of a checklist for committees, councils, and boards to use to help ensure a strong transition from one academic year to the next.

The FSEC welcomed Dean of Students David Surratt to our meeting. His report to the group included an explanation of the new style of orientation for incoming students - held all together as one group rather than spread throughout the summer - in a way that helps them build a sense of OU community before activities and classes start. He described the expansion of the Student Legal Services to a full-time position due to fairly steady demand. He also discussed the rapid growth and development of OU's e-sports program. We asked about how students are doing overall, and whether there has been enough mental health and student support available. Dean Surratt reported that there has been growth in capacity at Goddard, and also in the diversity of the staff members, but they are working to maintain that staffing level through some recent turnover. Other wellness topics such as telehealth, health and wellness from the Fitness/Recreation Center, and social community-building efforts were also discussed. He also shared that Big Event happened in-person for the first time in 2 years, which he hoped would add to the sense of community for students attending for the first time. He discussed how the challenges of the first-year students overlapped with challenges we all are facing - strain from recent family illnesses or losses, difficulty connecting, trouble assessing risk and safety. He said Student Affairs is emphasizing social connection and routine, both to students and to the SA staff members.

Later in the meeting, the FSEC welcomed Provost André Wright. He described the process of doing detailed annual evaluations for all Deans and Provost-direct reporting staff. He also gave updates on the planned formation of the new Honorifics Committee, a project he is doing jointly with VPRP Tomas de la Rubia. FSEC members expressed some concern over the role that data from Academic Analytics would play in the process of selecting faculty for nomination for national and international honors. Examples where Academic Analytics either does not track certain kinds of scholarship very well or falls behind in updating information were shared. We emphasized that a variety of sources would be required so that excellent faculty members in some disciplines will not be overlooked. The Provost also updated us on plans to create an office for undergraduate research.

The FSEC discussed the proposal from the March meeting coming from the Scholarly Communication Task Force, requesting the formation of an ad hoc Open Access Policy Committee consisting of faculty members and library staff. We will continue the conversation about the formation of this committee at the May meeting.

On April 8, I had a brief phone call with VP Dorothy Anderson. Given the hope that annual (or at least regular) raises are part of the plans for the future at OU, I wanted to advocate for raise programs that would consider merit, but that would also redress issues of compression and inversion and would align salaries of all of our productive faculty members more closely with those of their peers at similar institutions. I also discussed the historical participation of the Faculty Compensation and Benefits Committee in decisions regarding strategies for salary increases.

## FACULTY SENATE OFFICER CANDIDATE STATEMENTS

The candidates below have all have agreed to serve on the Faculty Senate Executive Committee (FSEC) if elected. Each candidate has provided a brief statement explaining why they are running for Chair-elect or Secretary. We will elect the Faculty Senate Officers during the Faculty Senate meeting on April 11, 2022.

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

#### **Hunter Heyck**

**Professor, History of Science, Technology, and Medicine**

**Ph.D. The Johns Hopkins University, at OU since 2001**

[hheyck@ou.edu](mailto:hheyck@ou.edu)

I have been a faculty member at OU since 2001, and I was Chair of my Department from 2013 to 2021, during which time we created a successful new major in Health, Medicine, and Society, nearly doubled undergraduate enrollments, and rose to the top five in our field in research. I have served on a wide variety of College and University committees, including the FSEC, the College of Arts and Sciences Tenure and Promotion Committee (which I co-chaired three times), the Humanities Forum Steering Committee, the planning committee for what became the Oklahoma Aerospace and Defense Innovation Institute, the Faculty Appeals Board, the Big Ideas Challenge, and more. As a result, I have gotten to know OU very well, across departments and colleges, and I have a good sense of what we do well and where we struggle. It also so happens that a major focus of my research is on the history of the institutional structures that have supported scientific research in the last century, including research in the social and behavioral sciences, which helps give me a broader perspective on OU. I have been a consistent advocate for academic freedom; for making shared governance more than lip service; for meaningful, material investments in diversity, equity, and inclusion; and for making the University and its resources accessible.

#### **Matthias 'Ulli' Nollert**

**Associate Professor, Chemical, Biological, & Materials Engineering**

**Ph.D. Cornell University, at OU since 1991**

[nollert@ou.edu](mailto:nollert@ou.edu)

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

I have been a member of the Faculty Senate Executive Committee and am a current member of the Faculty Senate. The Faculty Senate is positioned to represent the interests of faculty from across campus as the administration identifies new priorities and directions for the University. In many meetings over the past several years, I have listened to and considered viewpoints from across campus and have argued forcefully for those that I think are in the best interest of the University as a whole. I will be a thoughtful and balanced representative of faculty interests as together, we make The University of Oklahoma into the best possible institution for our community.

## Candidates for Secretary of the Faculty Senate (2)

**Susan Hahn**

**Associate Professor, University Libraries**

**MLS Indiana University - Bloomington, at OU since 1995**

[shahn@ou.edu](mailto:shahn@ou.edu)

It would be my pleasure to serve as the Secretary of Faculty Senate Executive Committee if elected. I am the Business and Economics Research Librarian with the University Libraries and Librarian in Residence, Price College of Business. I am currently serving on the Employee Benefits Committee as vice chair and the Athletics Council. Over the years, I have served on Faculty Compensation Committee, Research Council, Athletics Council - chairing the gender equity subcommittee, Parking Violations Committee, and chaired the Budget Council. I am also active in my professional organization, Special Libraries Association, SLA. With SLA, I am currently serving as the Annual Conference liaison for the Academic Community to the 2022 Conference Planning Committee and president for the state chapter. Throughout my university service I have come to the realization faculty need to have a strong voice and advocate for themselves. More importantly, faculty need to engage with University administration in open, clear, and transparent conversations especially in this time of uncertainty. If elected I would be an advocate for the faculty and university.

**Sarah Robbins**

**Associate Professor, University Libraries**

**MLIS & M.Ed., The University of Oklahoma, at OU since 1999**

[srobbins@ou.edu](mailto:srobbins@ou.edu)

Please accept my self-nomination for the role of Secretary within the Faculty Senate; I would be happy to serve in this capacity if elected. I have served on the Faculty Senate Executive committee as chair of the Faculty Welfare Committee for the past two years. During my tenure on the Faculty Welfare Committee, we have put forth resolutions related to pathways for leadership and for recognizing and rewarding University service. We have also recommended the appointment of an ad hoc committee to investigate non-regular faculty representation in shared governance and the creation of a curriculum to educate the OU community on the university budget and related topics. I am also currently serving the University on the Research Council and the Inclusion Council for the Division of Diversity, Equity, and Inclusion. Through this work, I have seen first-hand the importance of shared governance and the importance of working together to share the faculty perspective with the OU administration.

I have held several positions that have required the development of leadership skills and working collaboratively to achieve goals. Within the Oklahoma Library Association, I have served on the executive board as president, secretary, treasurer, chapter councilor to the American Library Association, and I have also chaired many OLA committees. Within University Libraries, I currently serve as the Senior Director for Public Services where I provide administrative oversight of library services that directly impact researchers and students. Throughout my career, I have remained committed to listening to our users and providing solutions in response to those needs. I believe this mindset serves me well on the Faculty Senate Executive Committee.



## FACULTY SENATE AT-LARGE CANDIDATE STATEMENTS

The candidates below have all have agreed to serve on the Faculty Senate Executive Committee (FSEC) if elected. Each candidate has provided a brief statement explaining why they are running for At-large Member. We will elect the Faculty Senate Officers during the Faculty Senate meeting on May 9, 2022.

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

**Lee Fithian**

**Associate Professor, Architecture**

**Ph.D., Engineering, University of Oklahoma, at OU Since 2005 (academic)**

[leefithian@ou.edu](mailto:leefithian@ou.edu)

Thank you for considering me as an At-large member of the Faculty Senate Executive Committee. This is my second year on the Faculty Senate (2020-2023) representing the Gibbs College of Architecture, and I am also serving on the Campus Tenure Committee (2020-2023). I have previously served as Chair of PACWI, Courses Chair of APC, member of Research Council, and worked with the VPRP Strategic Research Planning Group developing the Environment Energy and Sustainability vertical. Within the Gibbs College of Architecture, I have served as Committee A member, Graduate Liaison, Curriculum Committee member, Chair for multiple Faculty searches, and currently serve as Architectural Research Liaison. While relatively new to the Faculty Senate, my time has been spent bringing forward issues in my college including faculty concerns with medical prescription benefits and equitable compensation.

My perspective is somewhat unique as I have private practice project management experience managing multi-million dollar building projects for large federal clients prior to taking up a tenure track position here at OU. I was also a project coordinator at A&E Services on the staff side of OU before going into private practice. If I am elected to the At-large position, I will continue to represent, support, and champion all Faculty throughout the many diverse realms and contexts found here at the University of Oklahoma.

**Kun Lu**

**Associate Professor, Library and Information Studies**

**Ph.D., The University of Wisconsin-Milwaukee, at OU since 2013**

[kunlu@ou.edu](mailto:kunlu@ou.edu)

Thank you for considering me for the “at-large” seat on the Faculty Senate Executive Committee. I am an Associate Professor in the School of Library and Information Studies and a member of the Data Institute for Societal Challenges. I have been a member of the OU community for nine years. I have very much appreciated the effort of the Faculty Senate in shared governance since being a junior faculty on campus, and I aspire to become a part of this group. Now that I am eligible for the seat, I hope to bring to the Executive Committee voices from small professional units on campus which sometimes can be underrepresented. Being in the information field, I have had the opportunities to collaborate with people from humanities, sciences, engineering, and OUHSC, and listen to different voices. I feel strongly about the faculty's role in the shared governance of the university. I hope to contribute to the vision “the faculty is the university.”

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

**Amy McGovern**

**Professor, School of Computer Science and School of Meteorology**

**Ph.D., University of Massachusetts Amherst, at OU since January 2005**

[amcgovern@ou.edu](mailto:amcgovern@ou.edu)

Thank you for considering me for the Faculty Senate Executive Committee at-large member position. In my 17 years at OU, I have seen the university go through multiple major changes and watched how we have addressed major crises including the COVID-19 pandemic, multiple budget crises, and major DEIJ issues. I have learned how important it is for the faculty to be involved and provide input on such events and would like to join the executive committee to be a part of the changes we need to make to continue forward as a world-class university. Faculty often feel left out of the upper administration's major changes, especially at critical times. As we focus on improving our research and teaching missions, it is important for the faculty to be engaged in major decisions. If elected, I will ensure that I am communicating with the faculty about FSEC and listening to concerns that we need to bring to FSEC. For example, the lack of COLA raises has put faculty and staff salaries behind across the entire university and risks OU from reaching our research goals as we will suffer retention issues. Although this problem has persisted for years at OU, it has become acute recently and the current proposed changes are not being well communicated to the faculty. I will seek to ensure that communication is improved, thus providing better faculty engagement in major issues such as this. I will also seek to ensure that DEIJ issues and issues of creating and sustaining an ecosystem conducive to research at all scales are addressed.

**Vassilios Sikavitsas**

**Professor, Chemical, Biological, & Materials Engineering**

**Ph.D., State University of New York at Buffalo, at OU since 2002**

[vis@ou.edu](mailto:vis@ou.edu)

I have been a faculty member at the Gallogly College of Engineering for 20 years now. I have worked on research projects with many colleagues across the Norman and OKC campuses. I am a firm believer in shared governance, and I have served on many committees, including the Faculty Senate, the Graduate Council, the Academic Programs Council, the Budget Council, the Faculty Appeals Board, and the Ed Cline Faculty Development Awards Committee. The Faculty Senate Executive Committee provides a unique opportunity to pass on to the administrative bodies of our University the varying opinions of the faculty members. My focus is, and always will be, to serve the interests of our students (graduates and undergraduates), postdocs, staff, and faculty. An honest and transparent discussion between the administration and the faculty is the only way to improve the quality of education we are offering and to increase the research and creativity output from students and faculty, in a very competitive and increasingly challenging environment for academic institutions.

## NOMINATIONS FOR VACANCIES ON UNIVERSITY COMMITTEES (May 2022)

Committee	Term	First Name	Last Name	Department
Academic Programs Council	(2022-25), replace Prof. Beliveau	Karen	Hayes-Thumann	Visual Arts
Academic Programs Council	(2022-25), replace Prof. Trytten	Lucy	Lifschitz	Mathematics
Academic Regulations Committee	(2022-25), replace Prof. Strevett	Vassilios	Sikavitsas	Chemical, Biological, & Materials Engineering
Athletics Council	(2022-26), replace Prof. McLeod	Daniel	Larson	Health and Exercise Science
Budget Council	(2022-25), replace Prof. Spicer	Tess	Elliot	Visual Arts
Campus Tenure Committee	(2022-25), replace Prof. Prichard	Elaine	Hsieh	Communication
Campus Tenure Committee	(2022-25), replace Prof. da Luz Moriera	Liorah	Golomb	University Libraries
Commencement Committee	(2022-24), replace Prof. Steele	Christopher	Sadler	Drama
Continuing Education Council	(2022-25), replace Prof. Pitalbo	Eugenia	Fuenzalida	Psychology
Employee Benefits Committee	(2021-25), replace Prof. Widener	David	Howard	Music
Faculty Appeals Board	(2022-25), replace Prof. Apanasov	Boris	Apanasov	Mathematics
Faculty Appeals Board	(2022-25), replace Prof. Cramer	Lyn	Cramer	Musical Theatre
Faculty Appeals Board	(2022-25), replace Prof. Rubenstein	Ellen	Rubenstein	Library and Information Studies
Faculty Appeals Board	(2022-25), replace Prof. Miller	Claude	Miller	Communication
Faculty Appeals Board	(2022-25), replace Prof. Slater Reese	Jacquelyn	Slater Reese	University Libraries
Faculty Appeals Board	(2022-25), replace Prof. Sikavitsas	Vassilios	Sikavitsas	Biomedical Engineering
Faculty Appeals Board	(2022-25), replace Prof. Lupia	Laurie	Scrivener	University Libraries
Faculty Appeals Board	(2022-25), replace Prof. McCuen	Sarah	Trabert	Anthropology
Faculty Appeals Board	(2022-25), replace Prof. Soreghan	Eugenia	Fuenzalida	Psychology
Faculty Appeals Board	(2022-25), replace Prof. Rai	Darren	Purcell	Geography and Environmental Sustainability
Faculty Appeals Board	(2022-25), replace Prof. Bergersen	Marshall	Cheney	Health and Exercise Science
Faculty Appeals Board	(2022-25), replace Prof. Weider	Valentin	Rybenkov	Chemistry and Biochemistry
Faculty Appeals Board	(2022-25), replace open seat	Ann Marie	Szymanski	Political Science
Faculty Appeals Board	(2022-23), replace open seat	Sean	O'Neill	Anthropology
Faculty Awards & Honors Council	(2022-25), replace Prof. Cionea	Uldarico	Sarmiento	Drama
Faculty Awards & Honors Council	(2022-25), replace Prof. Davis Cline	Ellen	Greene	Classics and Letters
Goddard Health Ctr Adv. Board	(2022-25), replace Prof. Maness	Eugenia	Fuenzalida	Psychology
Honorary Deg. Screening Comm.	(2022-25), replace Prof. Funnell	Julia	Abramson	Modern Lang., Lit., and Ling.
Information Technology Council	(2022-25), replace Prof. Fagg	Andy	Fagg	Computer Science
Information Technology Council	(2022-25), replace Prof. Cavazos	Suzanne	Moon	History of Science, Technology, and Medicine
Legal Panel	(2022-25), replace open seat	Rebekah	Taylor	Law
Libraries Comm., Univ. (PACS/Honors)	(2022-25), replace Prof. Alpers	Sarah	Tracy	Honors College
Libraries Comm., Univ. (A&S-Prof.)	(2022-25), replace Prof. Davidson	Ellen	Rubenstein	Library and Information Studies
Libraries Comm., Univ. (Univ. Lib.)	(2022-25), replace Prof. Ortega	Karen	Antell	University Libraries
Research Council (Fine Arts)	(2022-25), replace Prof. Lee	Uldarico	Sarmiento	Dram
Research Council (Humanities)	(2022-25), replace Prof. Abramson	Ellen	Greene	Classics and Letters
Research Council (Social & Beh. Sci.)	(2022-25), replace Prof. Rogers	Firat	Demir	Economics
Rita Lottinville Prize for Fresh. Comm.	(2022-25), replace Prof. Slater Reese	Krithi	Sankar	Microbiology and Plant Biology
ROTC Advisory Committee	(2022-25), replace Prof. Fuenzalida	Christopher	Sadler	Drama
Shared Leave Committee	(2022-25), replace Prof. Adamson	Jacquelyn	Slater Reese	University Libraries
Student Conduct Hearing Panel Pool	(2022-24), replace Prof. Mullins	Gail	Mullins	Law
Student Conduct Hearing Panel Pool	(2022-24), replace Prof. Hope	Christopher	Sadler	Drama
Student Conduct Hearing Panel Pool	(2022-24), replace Prof. Leseney	Heather	Ketchum	Biology
Student Conduct Hearing Panel Pool	(2022-24), replace Prof. Dalton	Sarah	Trabert	Anthropology
Student Conduct Hearing Panel Pool	(2022-24), replace Prof. Huskey	Brenda	Barnes	Law

## NOMINATIONS FOR VACANCIES ON FACULTY SENATE COMMITTEES (May 2022)

Committee	Term	First Name	Last Name	Department
Committee on Committees	(2022-25), replace Prof. Franklin	Amy	Bradshaw	Educational Psychology
Committee on Committees	(2022-25), replace Prof. Elwood Madden	Vassilios	Sikavitsas	Biomedical Engineering
Committee on Faculty Compensation and Benefits	(2022-25), replace Prof. Howard	Kun	Lu	Library and Information Studies
Committee on Faculty Compensation and Benefits	(2022-25), replace Prof. Jones	Julia	Abramson	Modern Lang., Lit, and Ling.
Committee on Faculty Welfare	(2022-25), replace Prof. Robbins	Jane	Wickersham	History
Committee on Faculty Welfare	(2022-25), replace Prof. Riggs	Brenda	Barnes	Law
Committee on Faculty Diversity, Equity, and Inclusion	(2022-25), replace Prof. Churchman	Leslie	Kraus Steffensen	Dance
Committee on Faculty Diversity, Equity, and Inclusion	(2022-25), replace Prof. Franklin	Kato	Dee	Geosciences
Ed Cline Faculty Development Awards Committee	(2022-24), replace Prof. Raymond	Tess	Elliot	Visual Arts
Ed Cline Faculty Development Awards Committee	(2022-24), replace Prof. Moon	Suzanne	Moon	History of Science, Tech., and Med.
Ed Cline Faculty Development Awards Committee	(2022-24), replace Prof. Kilic	Lucy	Lifschitz	Mathematics
Arts and Humanities Faculty Fellowship Committee	(2022-25), replace Prof. Greene	Jill	Hicks-Keeton	Religious Studies
Arts and Humanities Faculty Fellowship Committee	(2022-25), replace Prof. Koh	Lloyd	Cracknell	Drama
Research Advisory Committee to VP for Research	(2022-25), replace Prof. Fithian	David	Vishanoff	Religious Studies
Provost's Adv. Comm. on Women's Issues (PACWI)	---	Sarah	Trabert	Anthropology
Provost's Adv. Comm. on Women's Issues (PACWI)	---	Lindsey	Meeks	Communication
Provost's Adv. Comm. on Women's Issues (PACWI)	---	Leslie	Kraus Steffensen	Dance
Provost's Adv. Comm. on Women's Issues (PACWI)	---	Kelly	Feille	Inst. Lead. & Acad. Curr.

Later in the meeting, the FSEC welcomed Provost André Wright. He described the process of doing detailed annual evaluations for all Deans and Provost-direct reporting staff. He also gave updates on the planned formation of the new Honorifics Committee, a project he is doing jointly with VPRP Tomas de la Rubia. FSEC members expressed some concern over the role that data from Academic Analytics would play in the process of selecting faculty for nomination for national and international honors. Examples where Academic Analytics either does not track certain kinds of scholarship very well or falls behind in updating information were shared. We emphasized that a variety of sources would be required so that excellent faculty members in some disciplines will not be overlooked. The Provost also updated us on plans to create an office for undergraduate research.

The FSEC discussed the proposal from the March meeting coming from the Scholarly Communication Task Force, requesting the formation of an ad hoc Open Access Policy Committee consisting of faculty members and library staff. We will continue the conversation about the formation of this committee at the May meeting.

On April 8, I had a brief phone call with VP Dorothy Anderson. Given the hope that annual (or at least regular) raises are part of the plans for the future at OU, I wanted to advocate for raise programs that would consider merit, but that would also redress issues of compression and inversion and would align salaries of all of our productive faculty members more closely with those of their peers at similar institutions. I also discussed the historical participation of the Faculty Compensation and Benefits Committee in decisions regarding strategies for salary increases.