

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman Campus)
Regular session – September 15, 2025 – 3:30 p.m.
Oklahoma Memorial Union – Frontiers Room
Office: Chemistry Building, Room 207 | Phone: 405-325-6789
Email: FacSen@ou.edu | Website <https://www.ou.edu/facultysenate>
Note: The remarks of the Senators and others are summarized and not verbatim

The meeting was called to order at 3:30 pm by Chair Robbins.

PRESENT: □ Ahsan, , Apanasov, Bert, Beutel, Bhattarai, Bork, Cain, Costa Morais de Sa E Silva, Demir, Edgerton, Ernest, Fahes, Fithian, Gordon, Grigo, Hambright, Hill, Hill, Kang, Kaoutzani, Kazempoor, Ketchum, Lamothe, Litov, Lungmus, McLeod, Minks, Mountford, Muraleetharan, Nollert, Richter-Addo, Sarmiento, Schmeltzer, Tracy, Warnken, Wood, Youngbull

FS Chair: Sarah Robbins

FS Chair-elect: Rebecca Loraamm

FS Secretary: Stephanie Burge

FS Executive Committee Members (Non-senators): Janette Habashi

FS Administrative Manager: Ann Seely

Guests: Kathy Agnew, Deputy Chief HR Officer, Human Resources - Engagement Survey
Lindsey Risley – HR Employee Health and Wellness
Lee Camargo Quinn, HR Director, Benefits and Retirement – Benefits
Bonnie Skye – Staff Senate Administrative Coordinator
Kelsey Martyn Farewell, Staff Senate Chair
Crystal Ary, Staff Senate Immediate Past Chair
Ashley Langley, Benefits Analyst Manager
Talisha Haltiwanger Morrison, Academic Director, Writing Center

ABSENT: Bofferding (1), Brice (1) Cavallo (1), Cortest (1), Grinnell-Davis (1), Hougen (1), Larson (1), Rueda (1), Scrivener (1), Sharma (1)

Note: During the period from June 2025 to May 2026, the Senate holds eight regular sessions. The figures in parentheses above indicate the number of absences.

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DETERMINATION OF A QUORUM.

Quorum was achieved.

APPROVAL OF THE JOURNAL

The Faculty Senate Journal for the regular meeting of May 12, 2025, was approved with no revisions. Senator Hambright moved to approve, and the motion was seconded by Senator Tracy. The vote passed and the journal was approved.

ANNOUNCEMENTS

The Faculty Senate extends condolences to:

- The family and colleagues of Professor Robert E. L. Richardson, OU Law School (retired), who passed away on May 2, 2025.
- The family and colleagues of Dean Dr. David Swank, OU Law School (retired), who also served as interim president, passed away on June 15, 2025 .
- The family and colleagues of Dr. James (Jim) Pappas, retired Vice President of Outreach and Dean of the College of Liberal Studies who passed away July 2, 2025.
- The family and colleagues Dr. David Mair, English Department retired Director of First Year Composition and English Department Head who passed away on June 27, 2025.
- The family and colleagues of Dr. Chris Weaver, Associate Professor of Computer Science, Gallogly School of Engineering who passed away on June 28, 2025.
- The family and colleagues of Dr. David Levy, History, Professor Emeritus of the Department of History who passed away on August 9, 2025.
- The family and colleagues of Dr. Tom Landers, former Dean of the Gallogly College of Engineering, who passed away recently.

SENATE CHAIR'S REPORT, BY CHAIR ROBBINS:

The report was distributed via email. Chair Robbins opened the floor to questions. There were no questions.

NEW PROCEDURES:

1. Please sign in by 4pm or it will be counted as an absence.
2. Committee of the whole – Topics that we would like to bring forward for open discussion.

VOTE: RESOLUTION HONORING CHRIS WEAVER, ASSOCIATE PROFESSOR OF COMPUTER SCIENCE

Chair Robbins introduced a motion to honor the service of Senator Chris Weaver, who served as both a Faculty Senator as well as a Faculty Senate Executive Committee member. Senator Fithian motioned that we approve the resolution, and Senator Tracy seconded the motion. The motion passed.

KATHY AGNEW, DEPUTY CHIEF HR OFFICER, HUMAN RESOURCES – ENGAGEMENT SURVEY AND LINDSEY RISLEY – HR Employee health and wellness

Lindsay Risley came to discuss the OU employee Engagement survey run by Gallup (Gallup Q12), which takes place in October. Risley noted that health and wellbeing is related to the employee engagement experience and assessing employee engagement aligns with the third pillar of the university's strategic plan. Risley stated that this Gallup 12 was initially given in Spring of 2024 and will be running a follow-up in Fall of 2025. The survey has 13 questions that are designed to assess OU's climate and experience for employees including information about clarity of roles, ability to use strengths and talents, feeling valued and supported, allowed to advance, ability to participate in teamwork and positive relationships at work, and supporting growth. Faculty can take the 2025 OU Engagement Gallup Q12 Survey from September 29 – October 10. Faculty will receive follow-up emails if they do not complete the survey.

HR has a participation goal of 65% for 2025. In 2024, the participation rate was 56%. HR encourages participation so that the Gallup Q12 survey can be most useful for improving employee engagement. Risley also noted that the responses are completely confidential and are collected by a third-party to ensure confidentiality. Darren Schaff (OU Health) and Bonnie Skye (OU – Norman) are helpful resources for sorting through Gallup 12 survey information to facilitate employee engagement.

A Senator asked why there are no open-ended questions and stated that survey questions are often lacking in context. Risley noted that the downside of open-ended questions is that there is a risk of people being more easily identified. Risley also noted that these results are a starting point for the discussion, not the end of the process.

Another Senator noted that the feedback from Gallup12 was not very helpful because it failed to provide information that directed improvement. Risley asked if the Senator had followed up with the Engagement Coordinator. The Senator said no because the information was too general to be helpful.

Agnew mentioned that the more customization that the survey allowed, the harder it is to pull information. Reports go to the President, Provost, Deans, and Chairs. Deans get college results, while chairs get department results. The institutional results are also published on the website, and by using a more general set of items, it allows for comparison across institutions.

Another Senator asked how much OU is paying for this service. Agnew responded that she did not have that information but would find it if individual Senators would like to reach out to her.

Agnew noted that the data would be collecting Gallup Q12 for three years to track data over time, but after that HR could revisit these questions.

Another Senator asked if the Gallup Q12 was targeted for higher education, as compared to more corporate endeavors. Agnew noted that these findings could be an opportunity for asking questions that might help target conversations for improvement.

LEE CAMARGO QUINN, HR DIRECTOR, BENEFITS AND RETIREMENT - BENEFITS

Lee Camargo Quinn came to talk about updates to benefits. Camargo Quinn noted that we had several RFPs for medical and pharmacy and will also put out an RFP for stop-loss in about a month. OU separated medical and pharmacy plans, but they will feel integrated for 2026. If you call medical insurance about pharmacy, they will transfer you to another company (Rightway).

The dental plan will remain the same and will still be administered by BCBS. There will be an increase of 9.7% on average across plan types. The basic plan will have a limit of \$1,000, while the alternate plan will cover up to \$2,000 (per family member). A senator asked how HR selects the plans. Camargo Quinn noted that plan selection goes through an RFP process, which yielded a competitive set of plans that allows the employee to choose the plan that fits them best. Camargo Quinn also noted that the RFP selection process also has a committee with stakeholders from the Senates, the OU Health campus, and retirees, to make an informed decision. Camargo Quinn also noted that all plans are selected for all 3 campuses.

Camargo Quinn noted that vision plan rates are not changing, and the plans will remain the same for 2025-26 as for the past year.

There will be no changes to the life and disability premiums, however premiums are based on age, which may cause an uptick in individuals' rates.

For the health insurance, OU will be moving to BCBS for medical coverage and to Rightway for pharmacy coverage. OU will continue to offer both Zero Health and Garner. While there are no plan design changes for the PPO or HDP plans, drugs that are covered on current Pharmacy may or may not be covered by Rightway. Concerned individuals should investigate which prescription drugs are covered and which ones will not. Individuals with prescriptions that are not covered will be informed by letter. Those changes will not take place immediately and will have a small period for people to make changes (about 90 days).

Camargo Quinn encouraged faculty to use Garner and Zero because these are important money saving tools. Zero is trying to add more providers, and moving to BCBS will increase coverage of providers. A Senator noted that you can add doctors/PAs to your Garner account if they are affiliated with a top provider. HR will also come to talk to departments if that is helpful.

Camargo Quinn requested that faculty check and make sure your prescription drugs are on the formulary for the pharmacy plan with Rightway. If you have tried other medications and they have not worked for you, have a conversation with Rightway. There is an app for BCBS, and Camargo Quinn encouraged faculty to download the app. Mail order drugs will be delivered to Walgreens. The other option is Mark Cuban Cost Plus, which will take Rightway insurance. The Rightway app will be separate.

A Senator asked a question about the high-deductible plan and what would happen to the HSA account. Those contributions will continue.

Premiums will go up 6.4% from 2024-25. Premiums on HDHP will have smaller nominal increases because they have much higher deductibles to reach before the plan kicks in. Plan rates are available online and in emails to faculty.

A Senator asked how many OU Health doctors are on Zero Health and Garner. Camargo Quinn said that Zero has tried very hard to get OU Health on the plan, but it currently has not happened. Garner also reimburses for going to Goddard. If you get Garner reimbursement, you cannot use FSA dollars because it counts as double-dipping since it is getting reimbursed. Camargo Quinn encouraged faculty to consider how Garner will impact decisions made about FSA. Employees on HSA can't use Garner or Zero until you have met the IRS min (\$1,700 for individual, \$3,400 for family).

Open enrollment October 20 – November 7. Furthermore, HR has designated two additional administrative days: Jan. 2, 2026, and Dec. 23, 2026.

Lastly, an RFP was sent out for a wellness portal and WellRight will be our new wellness portal. It will be a customized platform allowing for OU specific content. It has many challenges available for users and will use Single Sign On. The wellness portal will offer monetary and swag incentives to use the program.

NEW BUSINESS

Chair Robbins asked if there was any new business and no new business was introduced.

COMMITTEE OF THE WHOLE

A senator moved to the committee of the whole, another senator seconded. The motion passed. Entered at 4:53. Exited at 5:03pm.

ADJOURNMENT

The meeting adjourned at 5:05 pm. The next regularly scheduled Faculty Senate Meeting of this academic year will be held on October 13, 2025, at 3:30 pm.

Stephanie Burge, Faculty Senate Secretary, 2025-26