



FACULTY SENATE

The UNIVERSITY of OKLAHOMA

AGENDA OF THE FACULTY SENATE **The University of Oklahoma (Norman Campus)**

December 9, 2024 | 3:30 p.m.

Thurman J White Forum Building – Conference Room A

1. Determination of a quorum
2. Land Acknowledgement
3. Call to order
4. Approval of the Senate Journal for the regular session of November 11, 2024
5. Announcements
 - a. Please plan to attend the Faculty Senate Shared Governance Reception on January 27, 2025, from 4 – 5:30 pm at Bizzell Memorial Library in the Scholars Lounge on Lower Level 2. There will be no regular Faculty Senate meeting.
6. Questions regarding the Chair's Report
7. Invited Presentations
 - a. Jim Morrison, Chief Strategy Officer
 - b. Jeff Miller, CISO
8. Charter Discussion and Vote
9. Executive Session – Bylaws
10. New Business (any matter not known about or that could not have been reasonably foreseen prior to the time the agenda was prepared).
11. Adjournment

There is no regular meeting scheduled for January 2025
Please plan to attend the Shared Governance Reception on January 27, 2025



Long before the University of Oklahoma was established, the land on which the University now resides was the traditional home of the “Hasinai” Caddo Nation and “Kirikir?i:s” Wichita & Affiliated Tribes.

We acknowledge this territory once also served as a hunting ground, trade exchange point, and migration route for the Apache, Comanche, Kiowa and Osage nations.

Today, 39 tribal nations dwell in the state of Oklahoma as a result of settler and colonial policies that were designed to assimilate Native people.

The University of Oklahoma recognizes the historical connection our university has with its Indigenous community. We acknowledge, honor and respect the diverse Indigenous peoples connected to this land. We fully recognize, support and advocate for the sovereign rights of all of Oklahoma’s 39 tribal nations. This acknowledgement is aligned with our university’s core value of creating a diverse and inclusive community. It is an institutional responsibility to recognize and acknowledge the people, culture and history that make up our entire OU Community

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman Campus)
Regular session – November 11, 2024 – 3:30 p.m.
Thurman J White Forum Building – Conference Room B
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 3:32 pm by Chair Jervis. Senators were asked to read the [Land Acknowledgement](#).

PRESENT: Beutel, Bhattarai, Brice, Burns, Cavazos, Cuccia, Deacon, Demir, Ernst, Fithian, Grigo, Grinnell-Davis, Habashi, Hennessey, Hougen, Jones, M. Lamothe, S. Lamothe, Litov, Lie, Malestein, McLeod, Muraleetharan, Nicholson, Nollert, Pixley, Rai, Scrivener, Sharma, Tracy, Warnken, Weaver, Whitney, Wood

FS Chair: Lori Jervis
FS Chair-elect: Sarah Robbins
FS Secretary: Stephanie Burge
FS Executive Committee Members (Non-senators):
FS Administrative Manager: Ann Seely

Guests:

Note: During the period from June 2024 to May 2025, 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 October 14, 2024, was approved without revisions. Senator Sarah Tracy moved to approve, and the motion was seconded. The vote passed and the journal was approved.

ANNOUNCEMENTS

There were no announcements.

SENATE CHAIR'S REPORT, by Chair Jervis

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

PROPOSAL TO SUSPEND NORMAL ROBERT'S RULES OF ORDER

Senator Hougen moved to approve. Senator Demir seconded. The vote passed Robert's Rules of Order were suspended so that Senators could engage in a working session to discuss the modernizing the Senate Charter.

SENATE MODERNIZATION DISCUSSION AND WORKING SESSION

The following questions were distributed to faculty working groups (8 tables of Senators) for discussion and consideration. General discussion that emerged from faculty working groups follows each question (printed in bold).

1. The Faculty Senate Executive Committee has proposed several changes to the Charter, including a) broadening its mission to include Non-Regular Faculty, b) relocating procedural text to the bylaws, and c) making it easier to meet virtually if needed.
 - a. What do you see as the advantages and disadvantages of the proposed changes?

Advantages: Many tables noted that inclusion of non-regular faculty would promote maximum representation of people on campus. Participation in both the Senate and Faculty Senate appointed committees is already an issue, so broadening the pool of eligible voters and participants might help with this. Some Senators noted that inclusion of non-regular faculty might strengthen the Senate (as the faculty would speak with one voice).

Disadvantages: Some tables expressed concern regarding how the inclusion of non-regular faculty might dilute the power of regular faculty, as well as whether the inclusion of non-regular faculty might signal approval among regular faculty for the administration moving away from regular faculty lines towards non-regular faculty lines. Some Senators raised concerns that non-regular faculty are not as protected as regular faculty and thus may be less likely to speak their mind for fear of retribution. Some Senators were unsure about how regular faculty would feel about the inclusion of non-regular faculty and noted that this might be divisive to faculty and could exacerbate divisions in some departments. Some Senators noted a general concern about whether non-regular faculty would become a majority over time, and whether this would contribute to that trend.

Other issues: Some Senators raised questions concerning how the inclusion of non-regular faculty might affect changes in apportionment, as well as whether non-regular faculty might be better represented by a standing committee that reported to Faculty Senate Executive Committee. Some Senators asked if and how non-regular faculty would vote on issues non-related to them (e.g. policies concerning tenure). Other Senators noted that inclusion of non-regular faculty would increase the number of faculty that each Senator represents (from around 24 to 36, roughly). Other Senators asked whether non-regular faculty would be eligible to serve in Faculty Senate leadership roles.

2. How should a quorum be defined? Currently it is a “minimum of 20 percent of the Faculty on the Norman campus,” which by today’s numbers is 222 Faculty. This could increase to more than 350 with the addition of Non-Regular Faculty.

a. Because gathering large numbers of Faculty has proven quite challenging, even virtually, is 20% still a reasonable number? Do we want to lower the percentage?

Some tables expressed concern that there may be low attendance for a vote on Charter Revisions and that 20 percent may be too high for a quorum. Other tables advocated for retaining the 20 percent quorum even if it might be difficult to achieve. Lastly, some Senators noted that if people do not vote, then they do not vote.

b. How would you recommend we get faculty to vote?

Many tables advocated the need to vote electronically. While some Senators did not anticipate a lot of strong opinions from faculty on charter changes, they noted it would be important to make clear what the changes will be in order to motivate voting. Some tables focused on how to get the word out. Suggestions included: advertising through Chairs and Directors, Committee A, visiting faculty meetings, offering longer hours for voting, and offering door prizes.

3. What fraction of the Faculty should be in favor of changes to the Charter to pass changes?

a. Should it be a simple majority (e.g., 50%+1) or 2/3 of the Faculty in attendance?

There was not as much discussion surrounding this issue. However, some Senators suggested that something in the middle might be appropriate, such as 60 percent.

4. Do you believe faculty in your department/unit/college would support or oppose the proposed changes?

a. What do you imagine support/opposition to look like?

Some tables anticipated general support for proposed Senate Charter changes and the inclusion of non-regular faculty. Other tables noted that this could be a potentially divisive issue, with general concerns surrounding the dilution of regular faculty power in the Faculty Senate.

5. How should we communicate these proposed changes with the Faculty?

Tables noted that communicating these changes to Chairs, Deans, and Directors would be critical to educating the Faculty about the proposed changes as well as the need to vote. Other Senators emphasized the role that Senators would play in communicating these changes with their constituents.

6. Any other comments about the Charter revision you would like to share?

Some Senators noted that the Faculty Senate might consider designating an OU Tulsa Representative, since OU Tulsa does not have a Faculty Senate (while OUHSC does), and inclusion of OU Tulsa faculty is haphazard rather than designated.

NEW BUSINESS

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

ADJOURNMENT

The meeting adjourned at 4:58 pm. The next regularly scheduled Faculty Senate Meeting of this academic year will be held on December 9, 2024, at 3:30 pm.

Stephanie Burge, Faculty Senate Secretary, 2024-25

Chair's Report, 12-4-24

The event that dominated November 2024 was the announcement made by Dean Hewes, in a series of meetings with chairs and departments, that changes would be made to the DFCAS language requirement. I, along with other Faculty Senate Executive Committee (FSEC) members, received numerous emails and phone calls about these proposed changes. Some faculty who attended these meetings came away with the impression that this was a “done deal” and would involve a complete elimination of the DFCAS language requirement. The point was made by many that existing programs, faculty, and students would be severely and negatively impacted by the elimination of the current language requirement. Concerns related to lack of faculty input into this decision were also voiced, as faculty had no forewarning that this was coming and were initially provided no mechanism with which to provide input into any revisions. As a result, FSEC leadership requested that an ad hoc committee including 1-2 FSEC nominees be assembled to advise administration on the merits of various proposed solutions to the challenges motivating a change to language requirements. Dean Hewes and Provost Wright readily agreed to this suggestion, and to date that committee has been assembled and is beginning its work. FSEC stands ready to continue to assist with this matter as needed.

An Overview of the Proposed Changes to the Charter

Many of the proposed changes to the Faculty and Faculty Senate Charter are simply to update language to match current usage, to update language regarding who does what tasks among the faculty senate personnel and officers and moving procedural text from the charter to the bylaws. The most significant changes are summarized below.

Faculty

- **Definition of Faculty:** For the purposes of the charter, we define faculty as all full-time ranked faculty and all full-time other faculty (instructors, lecturers, senior researchers, researchers) as defined by the Office of Institutional Research and Reporting and used by the Office of the Provost. Post-doc fellows are not included in our definition of faculty.
- **Mission:** This is new content that articulates our purpose within the university.
- **Composition:** Defining Faculty: Adjusting the language in the charter to refer to faculty rather than regular faculty. Defining regular and non-regular faculty.
- **Meetings:** Reduced expectation of full faculty meetings from twice a year to once per year, typically the State of the University in the fall. Also, stipulated that meetings may be in person or virtual.

Faculty Senate

- **Preamble:** This is new content situating our role in shared governance.
- **Composition:** Remove distinction between regular and non-regular faculty and include ALL faculty in the Senate and subsequent shared governance committees. Note: In 2018, the Faculty Senate voted to approve the addition of the language, “Assistant Deans, Associate Deans, and Deans are not eligible for Faculty Senate position or Faculty Senate Committees.” This was approved by the senate but not by vote of the regular faculty or approval by the OU Board of Regents. So, this change will also be up for a vote.
- **Powers:** Moved procedural information to the by-laws.
- **Amendment of the Charter:** Altered timeline from 40 days to 90 days. Item for discussion:

Proposed Timeline for Changes to the Charter

- October & November 2024: Officers discuss with the Faculty Senate Executive Committee.
- November 2024: Facilitated discussion with Faculty Senate regarding changes to the Charter and the representation of non-regular faculty in shared governance.
- December 2024: Officers take the feedback from FSEC and Faculty Senate to revise Charter for review by Faculty Senate.
- February 2025: Present revised charter to Faculty Senate for a motion to move forward for a vote of the regular faculty.
- February - March 2025: Campus town halls regarding the changes to the charter.
- April 2025: Vote on changes to the charter.
- June 2025: Submit revised charter to OU Board of Regents for approval.
- June - August 2025: Update by-laws to align with changes in the charter.
- September 2025: Present revised by-laws to Faculty Senate for consideration.
- October 2025: Faculty Senate vote on proposed changes to by-laws.

By the Numbers

TOTAL FACULTY (EVERYONE)

TOTAL Full-time faculty (regular and non-regular) - 1,780

TOTAL REGULAR FACULTY

TOTAL Regular Faculty - 1,111

TOTAL Full-time Regular Faculty - 1,108

TOTAL Part-time Regular Faculty - 3

TOTAL NON-REGULAR FACULTY

TOTAL Full-time Non-Regular Faculty - 655

TOTAL Full-time INSTRUCTIONAL Non-Regular Faculty - 312

TOTAL Full-time RESEARCH Non-Regular Faculty - 343

College	Instructional	Researchers	% of Total Non-Regular Faculty (n=655)
Architecture	21	0	3.2
Arts & Sciences	181	92	41.7
Atmospheric & Geographic Sciences	2	172	26.6
Business	41	1	6.4
Earth & Energy	0	19	2.9
Education	8	3	1.7
Engineering	5	42	7.2
Fine Arts	39	0	6.0
Honors College	0	0	0.0
Journalism	9	1	1.5
Interational Studies	2	6	1.2
Law	1		0.2
Professional & Continuing Studies	0	0	0.0
Provost Direct	5	5	1.5
Total	314	341	
Total		655	

Key Considerations

- ***Regular faculty:*** All tenure-track and tenured faculty, AND all ranked, renewable-term faculty who are not tenured (at the rank of assistant, associate, and full professor).
- ***Non-regular faculty:*** Faculty who are non-ranked renewable term (e.g. instructors, lecturers) who are either full-time instructional or research faculty.

1. Non-regular research faculty generally do not have service allocations, so they may be less likely to be able to serve if they do not receive credit for doing so.
2. Filling committees is challenging, and extending these opportunities to non-regular faculty will have the joint benefit of incorporating a wider array of voices and also broadening the pool of people who are eligible to serve.
3. By broadening our definition of faculty to be in line with Provost's definitions of faculty, we may have a stronger voice. Furthermore, the fates of regular faculty are also tied to those of non-regular faculty, so it stands to reason that they should be represented together.

4. Extending voting rights and eligibility to non-regular faculty for serving on Faculty Senate will have no direct impact on departmental rights and responsibilities for non-regular faculty, which currently vary greatly.

THE UNIVERSITY OF OKLAHOMA CHARTER OF THE ~~REGULAR~~ FACULTY AND THE FACULTY SENATE, NORMAN CAMPUS

MISSION

The University of Oklahoma faculty are committed to advancing the University's mission through shared governance, fostering a vibrant academic community, and promoting excellence in teaching, research, and service.

THE ~~REGULAR~~ FACULTY

COMPOSITION

Collectively, regular and non-regular shall be termed "Faculty."

~~The Regular Faculty. The Regular Faculty~~ of the University is composed of all faculty members with tenure track, tenured, and renewable term appointments at the rank of assistant professor, associate professor, and professor as defined in the Regents handbook. ~~The Regular Faculty does not include faculty members with temporary appointments.~~

Non-regular Faculty. The non-regular faculty is composed ~~used~~ of non-tenure track faculty members as defined in the Regents Handbook at the rank of instructor, lecturer, senior lecturer, research assistant professor, research associate, research associate professor, research professor, research scientist, senior research associate, and senior research scientist as Collectively these shall be termed "Faculty."

POWERS

All legislative powers of the faculty of the University relative to the University as a whole are vested in the ~~Regular~~ Faculty. These legislative powers shall be exercised either directly by the ~~Regular~~ Faculty or by the Faculty Senate. The Faculty Senate shall remain responsible to the ~~Regular~~ Faculty for all action taken in its behalf.

OFFICERS

The officers of the ~~Regular~~ Faculty shall be the officers of the Faculty Senate: Chair, Chair-Elect, and Secretary. These three officers shall constitute the leadership of the Executive Committee of the ~~Regular~~ Faculty and shall develop the agenda for meetings and otherwise fulfill the duties, ~~which may be~~ described in the bylaws.

MEETINGS

The ~~Regular~~ Faculty shall meet at least once each ~~semester-year (ordinarily on the third Thursday of October and the third Thursday of April)~~ and at other times upon call by the Executive Committee. Such a call may originate from the President of the University or from a petition submitted to the Chair ~~of the Regular Faculty~~ by 30 faculty members representing two or more degree-recommending divisions. A minimum of 20 percent of the ~~Regular~~ Faculty on the Norman campus shall constitute a quorum. Meetings may be held either in person or virtually.

Commented [KA1]: 20% is pretty high, especially with the expanded faculty. Any thoughts of making it lower?

THE FACULTY SENATE

PREAMBLE

The faculty of the University of Oklahoma, to advance the mission of the university and promote academic excellence, affirm the Faculty Senate as a vital instrument of shared governance. Recognizing that the faculty's expertise and dedication are essential to the university's success, the faculty are committed to working collaboratively with the administration, staff, and students to shape the policies and direction of the institution. Through open communication, mutual respect, and a shared

commitment to the principles of higher education, the faculty seek to create a vibrant and inclusive academic community that fosters intellectual curiosity, critical thinking, and the pursuit of knowledge.

COMPOSITION

The Faculty Senate shall consist of 50 members of the ~~Regular~~ Faculty. The senators shall be elected to three-year terms in the degree recommending divisions of the University. The electors shall consist of members of the ~~Regular~~ Faculty. Administrative personnel above the department level shall be excluded from elections of the Faculty Senate. Assistant Deans, Associate Deans, and Deans are not eligible for Faculty Senate positions or Faculty Senate Committees.

In the Faculty Senate, seats shall be allocated as follows: one seat to each degree- recommending division with at least one percent of the total faculty. Members of the ~~Regular~~ Faculty who are not members of a degree-recommending division of the University, or who are in a degree-recommending division with less than one percent of the total faculty, shall be treated as a separate division. The balance of the seats will be allocated among faculty members placed in this separate division according to a triennial apportionment proposed by the Faculty Senate and approved by the ~~Regular~~ Faculty. Degree-recommending divisions with no faculty members will be allowed to appoint a faculty member as an ex-officio member with all the rights and privileges of senate membership excluding the right to vote in official Faculty Senate actions.

~~Up to five-five~~ students, including both graduate and undergraduate, chosen by the University of Oklahoma Student ~~Government~~ Association, ~~shall may~~ serve as official student representatives to the Faculty Senate. Without voting privileges, these representatives will observe, participate in discussion, and maintain communication with the Student ~~Government~~ Association in regard to Senate actions. ~~Six~~ ~~Up to six~~ representatives of the ~~Informational Staff Association~~ ~~Senate~~ of the University of Oklahoma and one representative of the Senior Vice President and Provost's Office also may attend meetings and participate, without voting privileges, in Senate discussion.

ELECTION PROCEDURE

Before the end of March each year, the ~~Secretary of the Faculty Senate~~ ~~Faculty Senate officers~~ shall notify the dean of each constituent faculty of the number of senators, which that faculty shall elect for the ensuing year. Those senators shall then be elected in April or May. They shall assume their duties in September and ordinarily will serve three-year terms.

The ~~Secretary the of the~~ Faculty Senate shall maintain the roster of Faculty Senate membership. At any time that a vacancy occurs, the ~~Secretary Faculty Senate~~ shall notify the appropriate dean so that immediate steps may be taken to elect a replacement to serve the unexpired portion of the three-year term.

The Secretary of the Faculty Senate will continuously monitor absences. When in a given academic year, a senator has accumulated four absences, that senator is to be dropped automatically from the membership of the Senate. The Secretary will notify the appropriate dean to take immediate steps to provide a replacement for the remainder of that senator's term.

POWERS

The Faculty Senate shall exercise the legislative powers of the faculty of the University as delegated by the ~~Regular~~ Faculty. The Faculty Senate shall have the power to initiate any legislation requiring the Board of Regents' approval.

The Faculty Senate shall determine its own time of meeting, its own rules of procedures, promulgate rules and regulations governing its internal affairs, and establish standing and special committees. The

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Faculty Senate shall establish and publish its own set of operational procedures and bylaws.

The Faculty Senate shall elect a Chair, a Chair-Elect, a Secretary, and such other positions as specified in the bylaws. Each standing committee of the Faculty Senate is authorized to select non-Senate members of the ~~Regular~~ Faculty. Students may be asked to serve and, in such cases, will be appointed by the University of Oklahoma Student Government Association.

The Faculty Senate may establish procedures to review the various functions of the University and any matter affecting the welfare of the University. Subjects for either review or legislation may be brought to the attention of the Senate by written communication either from any member of the University community or from any officially constituted agency. The Faculty Senate shall determine its own rules, procedures, times and place of meetings, and regulations governing its internal affairs.

The Faculty Senate shall liaise with the President, Provost, and OUHSC as described in the bylaws on issues pertaining to faculty.

AMENDMENT OF THIS CHARTER

This charter may be amended by a two-thirds vote of ~~those present in any regular or special session of the Regular Faculty~~ a quorum of faculty, provided that no amendment shall be effective until it shall have been approved by the Board of Regents.

A proposal to amend the Charter may originate by ~~action vote~~ of the Faculty Senate or by motion in a meeting of the ~~Regular~~ Faculty. In those cases, in which the proposal originates through Senate action, the proposal must be submitted to the ~~Regular~~ Faculty, and consideration for the adoption of the proposal by the ~~Regular~~ Faculty shall not occur until the expiration of 30 days after the notification of the ~~Regular~~ Faculty, through the Journal of the Faculty Senate.

If the proposal originates in the ~~Regular~~ Faculty, it shall not be considered for adoption until the expiration of 30 days and not more than ~~40-90~~ days after the members of the ~~Regular~~ Faculty have received copies of the proposal from the ~~Secretary of the Regular Faculty~~ (Secretary of the Faculty Senate).

The Faculty Senate may update language within the charter to mirror changes to the names of campus entities and positions ~~titles and association names does not require a~~ without a formal vote of the faculty.

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***** From current Charter, to be moved to the Bylaws *****

LIAISON WITH THE PRESIDENT

The President of the University shall present to the first meeting of the Faculty Senate in each new academic year a general message on the state of the University in which he or she shall give recommendations for the furtherance of the progress of the University.

The President shall, within 30 calendar days after receipt of a Senate action, inform the Faculty Senate by written message of his or her disposition of a Senate measure. If disapproving the measure, the President shall, in writing, give the Senate reasons for the action.

Faculty/**student** councils named by Faculty Senate resolution shall be utilized by the President of the University in the development of policies on matters of vital interest to the University. These areas include teaching, research and creative/scholar activity, and professional and University service and public outreach, libraries, budgetary planning, faculty personnel, University relations, University community, athletics, University operations, and University projects. In order to give the faculty a voice in determining the faculty membership of major councils, which shall be named by the Faculty Senate resolution, the Faculty Senate shall each year provide a list of nominees each year from which the President will make his or her appointments for the ensuing year.

LIAISON WITH FACULTY SENATE, HEALTH SCIENCES CENTER

The Faculty Senate (Norman) shall maintain a liaison with the Faculty Senate (Health Sciences Center) through an Inter-Senate Liaison Committee composed of the Chairs, Chairs-Elect, and the Secretaries of the two Senates.

The purpose of the Inter-Senate Liaison Committee is to exchange information between the Senates on either campus and concerns and actions of mutual interest and to recommend actions to the respective bodies on each campus. The respective Chairs of the two Faculty Senates should arrange for the meetings of the Inter-Senate Liaison Committee.

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Current Language from Faculty Senate Charter regarding Committee on Faculty Diversity, Equity, and Inclusion.

E. 1. e)

Committee on Faculty Diversity, Equity, and Inclusion.

Charge: This Committee is responsible to the Faculty Senate for reviewing and recommending policy and practice on issues related to faculty diversity, equity, and inclusion. In carrying out these responsibilities, the Committee shall:

- (1) Investigate, discover, and promote best practices for faculty recruiting and retention.
- (2) Gather and review information on the allocation of university resources awards, research grants, prizes, etc.) and advancements (tenure, promotion, named professorships, etc.) relative to metrics of diversity, equity, and inclusion.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the goals of the committee.
- (4) Work with the Office of University Community to set priorities, advance policy, and follow up on the progress of proposed initiatives.
- (5) Report at least yearly to the Senate and, upon approval, the President and the Provost.

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

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.
- (3) Provision for liaison with all appropriate councils and committees.

Membership: 7 faculty members.

How Nominated: To be elected by the Faculty Senate

Term: 3 years (staggered terms)

Proposed Revision, with deletions redlined and additions in blue.

E. 1. e)

Committee on Faculty ~~Diversity, Equity, and Inclusion~~ Recruitment, Retention, and Development.

Charge: This Committee is responsible to the Faculty Senate for reviewing and recommending policy and practice on issues related to faculty ~~diversity, equity, and inclusion~~ recruitment, retention, and development. In carrying out these responsibilities, the Committee shall:

- (1) Investigate, discover, and promote best practices for faculty recruiting, ~~and~~ retention, and development.
- (2) Gather and review information on ~~the allocation of~~ university resources (awards, research grants, prizes, etc.), ~~and~~ advancements (tenure, promotion, named professorships, etc.), and faculty development initiatives. ~~relative to metrics of diversity, equity, and inclusion.~~
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the goals of the committee.
- (4) Work with ~~the Office of University Community~~ Vice Provost for Faculty to set priorities, advance policy, and follow up on the progress of proposed initiatives.
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