FACULTY SENATE
The UNIVERSITY *of* OKLAHOMA

AGENDA OF THE FACULTY SENATE

The University of Oklahoma (Norman Campus)

February 10, 2025 | 3:30 p.m.
Thurman J White Forum Building – Conference Room B

1. Determination of a quorum

2. Land Acknowledgement

   Long before the University of Oklahoma was established, the land on which the University now resides was the traditional home of the "Hasinais" Caddo Nation and "Kirikirʔi: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."

3. Call to order

4. Approval of the Senate Journal for the regular session of December 9, 2024

5. Announcements

   a. The Faculty Senate extends its deepest sympathy to the family and colleagues of Dean Berrien Moore III. His passing on December 17, 2024, was a loss to those who knew him and the University Community. The senate also extends sympathy to the friends and colleagues of Dr. KT Thulasiraman, Professor Emeritus of Computer Science.

6. Questions regarding the Chair's Report

7. Closed Session (Senators, Faculty Senate Executive Committee Members, and invited committee guests only)

8. Old Business – Charter Revisions

   a. Brief Presentation by Stephanie Burge, Faculty Senate Secretary
   b. Discussion
9. Vote – Involving Non-Regular Faculty in Shared Governance
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

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman Campus)
Regular session – December 12, 2024 – 3:30 p.m.
Thurman J White Forum Building – Conference Room A
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

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The meeting was called to order at 3:33 pm by Chair Jervis. Senators were asked to read the Land Acknowledgement.

PRESENT: Edgerton, Schmeltzer, Nollert, Kang, Litov, Liu, Wood, Burns, Fithian, Hougan, Warnken, Grigo, Rai, Cuccia, Ernest, Malestein, Hill, Cortest, Muraleetharan, Tracy, Kibbey, Lamothe, S., Beaulieu, Deacon, McLeod, Demir, Lungmus, Jones, Weaver, Sharma, Grinelle-Davis, lamamothe, M., Cavazos, Hennessey, Beautel

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

Guests: Jim Morrison, Chief Strategy Officer
Jeff Miller, CISO

ABSENT:

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 November 11, 2024 was approved without revisions. Senator Demir moved to approve and the motion was seconded by Senator Lorraine Ernst. The vote passed and the journal was approved.

ANNOUNCEMENTS
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 not be a regular Faculty Senate meeting for the month of January.

SENATE CHAIR'S REPORT, by Chair Jervis
The report was distributed via email. Chair Jervis opened the floor to questions. There were no questions.

COMMENTS FROM JIM MORRISON, CHIEF STRATEGY OFFICER

Jim Morrison provided comments concerning the strategic plan refresh. OU launched the strategic plan in 2019-20, and the plan was approved by Board of Regents in 2020. OU has made a lot of progress on the strategic plan, having completed 38 tactics, and is currently in progress on 84 tactics. Some tactics have been put on hold due to the changing nature of political environment. The original planning framework had 5 pillars: Be a top-tier public research university, prepare students for life of success, meaning, services, and positive impact, make OU excellent and affordable, Be a place of belonging and emotional growth; Drive economic growth. The strategic plan refresh is focused on assessing whether goals have been met. Furthermore, the strategic plan refresh is trying to address the changing landscape of higher education, which emphasizes issues of access and affordability, changing workplace skill demands, and sustainable business models. The strategic plan team is building on momentum from past accomplishments and looking to update rather than redo the strategic plan.

One area of emphasis is focused on integrating all of OU's campuses, in line with the idea of ONE OU. The updated strategic plan also integrates more actionable and measurable outcomes, as well as scalable goals that are aligned with colleges and division level planning, to begin in the spring semester. The refresh emphasizes formalizing core values, as well as looking at new areas of emphasis such as employee engagement, ONE OU, emerging technologies (AI), signature experiences, applied learning, and operational excellence.

While the updated pillars remain fairly similar, pillar 4 has changed, now focused on lifting the health of Oklahomans and the world. This pillar also serves to emphasize integrating OU's 3 campuses. Jim Morrison noted that core values underlie decision making. Each of 5 pillars has many strategies and tactics to help reflect those pillars. In looking at enrollment goals, OU is trying to grow while maintaining the same level of experience and quality of education. OU currently serves a freshman class of 5,700. Extending our freshman class beyond 6,300 would require significant investment in infrastructure expansion. Morrison noted that OU Online remains an opportunity to grow as well. Morrison reviewed each of the 5 pillars as well as strategies and tactics for meeting the goals associated with those pillars.

Morrison noted that in January, the Strategic Plan refresh committee will finalize details of the strategic plan refresh (after meeting with stakeholders in December) and submit the plan to the Board of Regents by the end of January. During the Spring Semester, OU will engage with College and Division leadership to continue to implement the updated strategic plan.

Senator Muraleetharan noted that health and OUHSC is slated into 4th pillar, but noted that health could be integrated into other pillars as well. Morrison noted that gathering information from stakeholders is really important to be able to integrate these different viewpoints.

Senator McLeod noted the pillar 4 importantly addresses the role of mental health as well and noted that Social Work tends to address these needs. Senator McLeod asked whether there was institutionalized support for recognizing diversity in approaches to operationalizing strategic tactics and whether the strategic plan might account for this diversity in meeting those goals? Morrison noted that colleges and divisions would play a key role in trying to facilitate the strategic plan tactics and would be best positioned to help understand that diversity in meeting those tactics. Those administrative units would be critical in collecting information regarding how we are meeting those strategic tactics as well as facilitating departmental goals in meeting the strategic plan. Alignment between the university, college, and department goals will help facilitate the strategic plan.

Another Senator noted that new faculty would like to innovate, but are often stifled by red tape on campus and university systems frustrate this kind of innovation.

Jim Morrison noted that additional comments and concerns could be directed at the following email addresses.

Email address: leadon@ou.edu; Jmorrison@ou.edu

COMMENTS FROM JEFF MILLER, CISO

Jeff Miller, CISO, gave comments on development of an external email banner that would identify emails from outside entities. According to the FBI, the number one threat for organizations within OK is business email compromise (phishing). These types of activities accrue significant losses, accruing 500 to 600 million dollars in losses to higher education and research specifically. Higher education accrues almost 20 percent of the business email compromises by industry type. Miller gave some examples of external email banners from University of Central Oklahoma. Currently, they are testing this banner with IT only, but would like to present this idea to Faculty and Staff Senates, committees, and other stakeholders to brainstorm ideas. The banner would highlight the fact when an email might have come from an outside entity. Senator Muraleetharan noted that he has seen this in a lot of emails and that it makes emails cluttered. He asked if there was any evidence that the banner reduced losses. Miller replied that they working to compile this information and the organization has to track this information and many organizations do not. They are trying to investigate this with their internal test group. Miller also noted that security fatigue is an issue because people may start to ignore the warning. Senator Muraleetharan asked why they were trying to solve the issue without information concerning efficacy of the external banner. Miller noted that losses are documented, but the efficacy of the banner remains to be determined.

Another senator noted that security fatigue is a huge barrier to efficacy and inquired about OU's relative losses compared to the national losses. Miller noted that while OU has battled phishing year after year, a specific dollar amount remains to be calculated.

Senator Demir noted that IT often does not solicit faculty input when making decisions about security. Senator Demir noted that Office 365 is not a good platform and is consistently being targeted for hackers. Miller noted that this is one of the main reasons he is here and is looking to solicit information from faculty. It was also noted that users fall for phishing attacks quite a bit and trying to understand if a banner will be helpful. Senator Demir asked why IT is not trying to block problematic email addresses. Miller noted that blocking IP addresses is not effective because there are too many IP addresses. Looking at other tools to mitigate hacking concerns, but adding eternal banners would add another layer security. Miller said that more insurance carriers require this to acquire coverage, and federal grant agencies are increasingly inquiring about the presence of an external email banner. The team is looking for ways to gather input and then incorporate that input into this process. Banner is not a done deal. This is the second group of stakeholders that they have visited. For further inquiries, you may reach Jeff Miller at Jmiller25@ou.edu and interested parties should feel free to contact.

CHARTER DISCUSSION AND VOTE

Chair Jervis noted that we would be voting on moving forward with Charter revisions.

Senator Muraleetharan asked about straw poll results concerning the representation of non-regular faculty in the Faculty Senate. Chair Jervis noted that a significant majority of Senators indicated support for extending representation to non-regular faculty. Senator Muraleetharan noted that the timeline originally was proposed to vote in February and initiated a motion to table the vote until February. The motion was seconded. The motion passed.

Senator LaMothe inquired about how this would change apportionment. Senator LaMothe noted that his faculty expressed concern over this issue. Chair Jervis noted that apportionment had been postponed by one year, but this was an issue that the officers would investigate further and present to the Faculty Senate.

Senator Muraleetharan noted that he sensed a lot of concern at the Nov. meeting. Senator Muraleetharan asked whether we are voting to increase number of Senators. Chair Jervis noted that we have not proposed to do that at this point and noted that keeping the Faculty Senate the same size seemed more sensible.

Senator Schmeltzer asked about what kind of materials Senators would be provided with to help advertise this across campus. Ann Seely noted that we are working with MarComm for materials and we will be meeting with them the first week of January. Chair Jervis stated that we plan to do the vote with regular faculty in April.

Senator Muraleetharan noted that we currently have 50 Senators, but one recommendation was to increase the non-regular faculty.

Senator Hougen noted about whether we could send information about current apportionment to the Senate and also inquired about Tulsa representation. Chair Jervis responded that the officers would do that.

EXECUTIVE SESSION, BYLAWS:

Chair Jervis asked if there was a motion to move to executive session to discuss changes to the bylaws. Senator Schmeltzer asked if Faculty Senate had confirmed with OU Legal that we are not subject to the Open Meetings Act, which would prohibit Faculty Senate from conducting executive session. Chair Jervis noted that she would contact OU Legal to confirm this.

NEW BUSINESS

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

ADJOURNMENT

The meeting adjourned at 4:51 pm. The next regularly scheduled Faculty Senate Meeting of this academic year will be held on Feb 10, 2025 at 3:30 pm.

Stephanie Burge, Faculty Senate Secretary, 2024-25

Chair's Report, 2-7-25

This has been a time of great change, uncertainty, and fear, and it is clear that many faculty are feeling it on all levels. Unfortunately, most of what is going on at the federal level is entirely beyond the control of Faculty Senate, but we are very much aware of the toll it is taking on faculty. The Faculty Senate Executive Committee met with Hollye Hunt, Vice President of Executive Affairs and Chief of Staff, and Jeff Peters, who is newly appointed to oversee Government Affairs, and discussed faculty concerns about the freezing of federal grants. Like everyone else, administration is trying to keep up with rapidly changing developments and working to understand how OU might be affected. Researchers who have been impacted should reach out to their agency Project Officers if they have questions about their grants.

Faculty Senate is documenting faculty impacts related to actions at the federal level and we ask that researchers forward any notifications of frozen funding and other negative impacts to facsen@ou.edu. It is important that we keep an archive on faculty impacts in order to put together a bigger picture of what is happening.

I spoke with Carol Silva, Interim Vice President for Research and Partnerships, about challenges PIs are facing with regard to federal funding. Interim VP Silva communicated that OU understands that these impacts are difficult and complicated for faculty, and they are working as hard as they can to make sure that PI concerns are heard. She made it clear that they are in constant communication with their team in Washington, and that PIs should consult the university FAQ for the latest information: https://ou.edu/resources/executive-order-faq. Most agencies are still accepting grant proposals, but be aware that due dates are changing. PIs should continue submitting proposals and follow the guidance provided in RFPs. Many federal agencies and project officers are communicating directly with PIs, not with ORS. If you are a PI and receive communication about a change to your grant or funding opportunity from an agency or project officer, please forward the email to ris@ou.edu to keep ORS in the loop.

On a different note, Faculty Senate is supporting the efforts of faculty, spearheaded by the History Department, to improve active shooter preparedness policies and procedures. These faculty have been working with Provost Wright and Brian Holderread**,** Vice President for Campus Operations, for several years to make the campus safer, and have put together a list of recommendations for improving classroom safety. Some of these recommendations have mostly been implemented (e.g., locks on classroom doors, phones in classrooms), others which are still in process (active shooter preparedness training), and yet others are on hold due to their expense (panic buttons, solid doors). There are other suggestions, though, which do not appear especially cost prohibitive (e.g., provide language on active shooters for syllabi, better publicize the Behavioral Intervention Team, encourage closed classroom doors). We support these efforts and will continue to encourage administration to move forward on implementing evidence-based strategies to keep the campus safe.

The security event on 1-31-25 seems to have caught everyone by surprise. We received reports of considerable confusion among faculty and students about what was going on that day. Students living in dorms reported being on lockdown, but faculty did not receive communication about this in our rave alerts. Students reported being unsure if they could leave their dorms, and some were too scared to do so. We raised our concerns to VP Hunt about inadequate communication and lack of clear guidance on how faculty should respond to these events (e.g., Should classes be canceled or held? Is it ok to pivot to zoom?). We asked for better communication and procedures going forward. VP Hunt informed us that administration has been debriefing the recent security event with an eye toward improvement, and that faculty perspectives are a welcome contribution to this effort.

Numerous dean searches and interviews are planned for the spring semester (e.g, PACS, Price College, CAS, Honors College, CAGS), as well as the VPR search. Some administrators have done a great job ensuring that Faculty Senate Executive Committee is able to interview candidates, but others have forgotten to include us, a perennial problem that we must continually work to combat. We are proactively reaching out to administrators to ensure faculty representation in upcoming searches.

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.

(5) Report at least yearly to the Senate and, upon approval, the President and the Provost.

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(1) The election of a chair from among the faculty members of the Committee.

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Term: 3 years (staggered terms).