



AGENDA OF THE FACULTY SENATE
The University of Oklahoma (Norman Campus)
October 14, 2024 | 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 “Hasinai” Caddo Nation and “[Kirikirʼis](#)” 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 September 16, 2024
5. Questions regarding the Chair’s Report
6. Vote on postponing faculty senate reapportionment until charter/bylaws due to revision of Charter and Bylaws
7. Resolution thanking Sean Burrage, Vice President of Executive Affairs and Chief of Staff, for service to the University
8. Marilou Bento, Faculty Senate Student Representative, Voting Day legislation
9. Lee Camargo-Quinn, Health Insurance updates
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 - The next Faculty Senate (Norman Campus) will be November 11, 2024, location to be announced.

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman Campus)
Regular session – September 16, 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 3:34 pm by Chair Jervis. Senators were asked to read the [Land Acknowledgement](#).

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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 13, 2024 was approved without revisions. Senator Lee Fithian moved to approve. Sarah Tracy seconded. Vote was approved. There were 0 no votes and 3 abstentions.

ANNOUNCEMENTS

a) The Faculty Senate is sad to report the deaths of Angela (Anne) Million, Professor Emeritus of Bibliography on July 4, 2024, Fred Morgan Siegfried, Professor in Marketing, on August 23, 2024, and Dr. Stewart Ryan, Professor of Physics on September 7, 2024. The Senate extends condolences to their colleagues and family.

b) André Wright and Dean Denise Stephens (University Libraries) invite university faculty to a reception in their honor on Thursday, September 19, from 3:30pm to 5:00pm in Bizzell Memorial Library, Scholars Lounge, Zarrow Family Faculty and Graduate Center.

c) We welcome Staff Senate Chair Crystal Ary, and Student Government Association Representatives Marilou Bento and Caleb Richardson to our meetings.

SENATE CHAIR'S REPORT, by Chair Jervis

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

INTRODUCTIONS

A motion was introduced to have Senatorial introductions. The motion was seconded and passed. Introductions of Senate Faculty officer, Senators, and student representatives commenced.

REMARKS FROM FAITH MARTIN, DIRECTOR OF CIVIC ENGAGEMENT, OK VOTES

Faith Martin (Director of Civic Engagement at Car Albert Center and Advisor to OK Votes) and Michael Stoyak, (President of OK Votes student organization) presented information to Faculty Senate about student voter registration and participation. The OK Votes organization would like faculty members to consider offering an excused absence for voting day. One of the biggest student concerns with voting is accessibility and getting to the polls. During voting day, campus remains open, which may inhibit student voting if they cannot find time to vote in between their classes. Martin and Stoyak also noted that there is a presentation on Canvas Commons area, related to voting accessibility, why we should vote, registration, eligibility and deadlines, if faculty are interested in accessing those materials.

REMARKS FROM DEAN RANDY HEWES, DEAN OF THE GRADUATE COLLEGE AND INTERIM DEAN OF DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Dean Hewes offered remarks on graduate stipends, as well as Stellic (a new system for advising students). Considerable progress has been made on graduate student fees and stipends. When Dean Hewes began in the Graduate college, OU fees for graduate education were nearly \$5000 annually, which was well above average of AAUP universities. In 2021-22, with considerable decrease in graduate student fees, OU ranked at the average of AAUP universities. In addition, in 2018 OU graduate stipends were approximately 60 percent of R1/R2 schools (approximately \$9,500 for 9 months). Currently, OU graduate stipends are equivalent to 100% of R1 schools (equivalent universities or better), and offer approximately \$19,260 for 9 months. Dean Hewes is collecting data from departments regarding how these changes in fees and stipends affect graduate recruitment. Many AAUP universities are unionized, which may push stipend rates upward, which means this keeping pace with recruiting and competing for graduate students applying to top universities remains a moving target.

Dean Hewes also discussed changes in advising and degree management tools, and introduced a new tool used by OU (Stellic). Stellic (OU's new degree management tool) will allow students to track progress to degree, modify their schedules, and provide transparency of program requirements. OU has moved away from degree navigator, especially for graduate education, because it is not intuitive for students to use. Currently, the Graduate College uses over 300 forms (programs of study) available on the Graduate College website, which is both laborious for the Graduate College and also inhibits students from efficiently tracking their progress to degree. Stellic will be introduced to eliminate programs of study for graduate degrees. Master's degrees have already been programmed in Stellic, and as such will be soft-launched first. The Graduate College will be working with departments to program programs of study within Stellic so that this software can be used to assist students with planning their degrees.

Stellic will also offer departments opportunities for more proactive advising tools, including developing pathways that will show students which classes they need, along with options for courses to fulfill those requirements. Stellic will also offer opportunities for exception requests (e.g. subbing in alternative courses that meet requirements or exceptions to degree requirements). Advisors will also have access to additional advising tools, such as the ability to search students who have not yet met a key requirement or who have a GPA that puts them in academic jeopardy, etc. Stellic will also eventually allow for additional graduate milestones (e.g. ACR forms).

Senator Burns posed a question regarding part-time vs. full-time students and time to degree, noting that part-time may take students longer to degree. Dean Hewes responded that the Graduate College tracks time to degree, completion, and context is needed to understand those statistics. For example, professional programs that attract individuals who are also working full-time may take more time. Senator Burns also inquired whether time to degree might be shorter for hard sciences compared to Humanities and Social

Sciences. Dean Hewes stated that time to degree was not clearly patterned by field of study (e.g. hard sciences as compared to social sciences, humanities, and fine arts).

Another senator inquired about sources for the increases in funding for graduate stipends. Dean Hewes said that graduate fee reductions go back to his early efforts in 2016-17, and he looked for ways to increase the rate of tuition to grants that would offset some of the reduction in graduate fees. After that, a central commitment of funds (from a variety of sources, but stemming from OU's budget), allowed for permanent increases to stipends. About \$3 million came from grants, about \$1 million from DFCAS, and the rest (\$7 million) is from central investment.

Senator Hougen asked a question about the training of faculty and staff on Stellic, as well as whether Stellic integrates into undergraduate education advising. Dean Hewes answered that Stellic will include both undergraduate and graduate education, as well as OU-Norman and OUHSC degree paths. Dean Hewes also noted that Stellic is very intuitive and a mobile-friendly program, which may help people to become comfortable with this new program. The Graduate College will also work on education campaigns and have trainings for faculty, staff, and students. Senator Hougen also inquired whether departments should reach out to the Graduate College to assist with creation of Pathways. Dean Hewes said to reach out to Graduate College staff who work with program of study.

Senator Sharma asked about the feasibility of graduate stipend increases when granting agencies do not necessarily increase granting amounts. Dean Hewes discussed the difficulty in recruiting talented graduate students in an environment where stipends are increasingly competitive and where OU is trying to compete nationally for graduate student talent. Dean Hewes noted that OU has been a little low on the numbers of post-docs, and that this might be an avenue for potential growth.

Senator Grinnell Davis asked about insurance support for graduate students, given that heavily unionized institutions focus on both stipends as well as insurance. Dean Hewes responded that OU graduate students receive insurance as a part of their graduate stipend package, which they automatically receive as GTA's, but if they are not appointed as GTA's, they are eligible to sign up for a modest cost.

NEW BUSINESS

Chair Jervis asked regarding new business and no new business was introduced.

ADJOURNMENT

The meeting adjourned at 4:45 pm. The next regularly scheduled Faculty Senate Meeting of this academic year will be held on October 14, 2024 at 3:30 pm.

Stephanie Burge, Faculty Senate Secretary, 2024-25



Chair's Report – October 10, 2024

For the most part, this has been a quiet month. The Faculty Senate Officers and Faculty Senate Executive Committee have been working hard on the revision of the Faculty Senate Charter and Bylaws. As a reminder, there are two primary motivations for this revision: 1) The desire to extend Faculty Senate Representation to Nonregular Faculty, and 2) The need to update outdated verbiage and procedures throughout. With respect to the former motivation, even determining who falls into the category of Nonregular Faculty is challenging due to different definitions across OU, but we are working to figure it out. This is a philosophical and practical change for Faculty Senate, expanding our understanding of who we represent to include Nonregular faculty. In terms of voting on the revisions, the Charter must be approved by Regular Faculty, while the Bylaws are approved by Faculty Senate. Expect continued conversations about Charter and Bylaw revisions over the next several months.

On 10-7-24, Faculty Senate Executive Committee met with Dorothy Anderson (Vice President & Chief Human Resources Officer), Kathy Agnew (Deputy Chief HR Officer Human Resources), and Patrick McClain Human Relations Manager), as well as Crystal Ary (Chair, Staff Senate) and David McLeod (Professor and Interim Director of Social Work; Senator, Faculty Senate) to discuss the evaluation of staff. Concerns were raised about the recent expectation that supervisors give some staff lower scores than they deserve. We learned that there is a new evaluation system in place for this year that provides seven (7) point score options rather than a five (5) point score. Human Resources hopes that this will solve some of the problems but acknowledges that the system is not perfect and that there is still more work to be done.

On 10-9-24 I sent out a message reminding faculty that in November 2022 Faculty Senate passed a *Resolution in Support of Free Speech and the Chicago Principles*. The motivation for sending this message was largely proactive, based on a small number of reports of student demonstrators being harassed by faculty. While hopefully not widespread behavior, the Faculty Senate Officers felt it was important to remind the campus community that as a governing body we have embraced these Principles as a guidepost for how to engage in free speech at OU.

Report of the Ad Hoc Committee on Faculty Senate Reapportionment

Michael Crespín
Hunter Heyck
Kate Raymond

Report prepared by Stacey Bedgood and approved by the voting members.

January 2022

The Ad Hoc Committee on Faculty Senate Reapportionment met to recommend a reapportionment of the Faculty Senate. It first considered the policies found in the Faculty Handbook. The rules for apportioning the Senate are stated in section 10.2.1 of the Faculty Handbook:

"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. Full-time administrative personnel above the department level shall be excluded from elections of the Faculty Senate.

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."

Recommended Reapportionment

The Committee followed a number of past practices. Included in the faculty count are renewable term appointments at the Assistant Professor level and above and part-time faculty at the Assistant Professor level and above, term or tenured/tenure-track, according to their FTE. For faculty who are budgeted in non-degree organizations, we allocated as many of them as possible to their home colleges (where they hold tenured or tenure-track appointments). They should, therefore, vote for their Senate representation with their academic department. The "Total" column in the table provides the total number of faculty in each unit when applying the above method of counting faculty.

There are 45.52 faculty members in non-degree recommending divisions who do not have joint appointments. That number represents 4.32 percent of the total faculty and entitles them to about 4.5 percent of the total numbers of Senators, or two to three Senators. Following both tradition and being justified by their numbers we recommend allocating one seat, each, to the Library and ROTC faculties. Faculty members in non-degree recommending divisions as well as the faculties of Professional & Continuing Studies (formerly Liberal Studies), Honors, and Aviation are left. We recommend they share that last seat.

We recommend the remaining 47 seats be allocated using a proportional method. The committee used the “Webster Method” of allocating seats. It basically gives each unit its whole number of seats and then allocates the remaining seats to the largest remaining fraction until all seats are allocated. The specific recommendation of the committee is found in the column labeled “Recommended Allocation” in the attached table. The only change in terms of senate representation by college will be for Arts & Sciences and Fine Arts to each lose one seat and Architecture and Engineering to each gain one seat.

We opted for the Webster method, in part, because it is more commonly used and generally perceived to produce the least bias. For a discussion, see: “Dividing the House: Why Congress Should Reinstate an Old Reapportionment Formula” (<http://www.brookings.edu/research/papers/2001/08/politics-young>). But, most convincing to the committee is the argument that the Faculty Senate has been apportioned using this method for as long as anyone can remember and absent a policy decision made above the committee’s level we felt we should follow tradition.

In conclusion, the Committee recommends the allocations in the table for the three years beginning with academic year 2022-23.

College/Division	Allocation
Architecture	2
Arts & Sciences	22
Atmospheric & Geographic Sciences	2
Business	3
Earth & Energy	2
Education	2
Engineering	7
Fine Arts	4
International Studies	1
Journalism & Mass Communications	1
Law	1
POOLED (Aviation/Honors/PCS)	1
ROTC	1
Library	1
Total	50

Ranked Instructional (Regular) Faculty by College and Recommended Apportionment for Faculty Senate for 2022-2025

<u>COLLEGE/DIVISION</u>	<u>Within College</u>	<u>Others see below</u>	<u>Total</u>	<u>% of FTE</u>	<u>% of 1008.75 x 47</u>	<u>2019 alloc</u>	<u>Base 2022</u>	<u>Fraction Over Base</u>	<u>Rank Fraction</u>	<u>Represent Rate</u>	<u>Recommended Allocation</u>	<u>Change</u>
Architecture	37.00		37.00	3.51%	1.7239	1	1	0.7239	3	2.70%	2	1
Arts & Sciences	457.14	11.11	468.25	44.41%	21.8169	23	21	0.8169	2	4.48%	22	(1)
Atmospheric & Geographic Sciences	39.35		39.35	3.73%	1.8334	2	1	0.8334	1	2.54%	2	0
Business	74.00		74.00	7.02%	3.4478	3	3	0.4478	6	4.05%	3	0
Earth & Energy	35.01	0.59	35.60	3.38%	1.6587	2	1	0.6587	4	2.81%	2	0
Education	47.00	5.00	52.00	4.93%	2.4228	2	2	0.4228	7	3.85%	2	0
Engineering	139.99	0.81	140.80	13.36%	6.5602	6	6	0.5602	5	4.26%	7	1
Fine Arts	87.75		87.75	8.32%	4.0885	5	4	0.0885	10	4.56%	4	(1)
International Studies	18.00		18.00	1.71%	0.8387	1	1	-0.1613	11	5.56%	1	0
Journalism & Mass Communication	25.50	1.50	27.00	2.56%	1.2580	1	1	0.2580	9	3.70%	1	0
Law	29.00		29.00	2.75%	1.3512	1	1	0.3512	8	3.45%	1	0
Graduate College						0	0					
TOTAL Non-Pool Faculty (FTE)	19.01	1008.75	95.68%	47.8412								
TOTAL Non-Pool Seats		47.00				47	42				47	0
POOLED PROGRAMS												
Honors	9.00		9.00	0.85%								
Extended Campus/PACS (was LS)	7.27		7.27	0.69%								
CCE Aviation	1.00		1.00	0.09%								
President	0.00		0.00									
Provost Direct / Other	20.51	1.50										
Ctr Faculty Excellence	0.50	0.50	0.50									
IT Engineering Lab	0.81											
Humanities Forum	1.00											
Okla. Mus. of Nat. Hist.	4.70											
Institute of Human Flor.	1.00											
World Literature Today	1.00											
Ctr for Intel & Nat Sec	1.00											
Office of Digital Learning	0.50											
Provost Office Admin.	2.00											
Univ. College (Gateway)	6.00											
Writing Center	1.00	1.00	1.00									
Research Admin. (Corix)	1.00						1					
Part Sum			18.77	1.78%		1					1	
Library	13.75		13.75	1.30%		1	1				1	
ROTC	13.00		13.00	1.23%		1	1				1	
TOTAL Pooled Faculty (FTE)			45.52	4.32%	2.1588							
TOTAL Pooled Seats						3						
Total Full-Time-Equivalent Instructional Faculty			1054.27			50					50	

Source: November 2021 payroll file & Institutional Research and Reporting



RESOLUTION HONORING SEAN BURRAGE

WHEREAS, Sean Burrage, Vice President of Executive Affairs and Chief of Staff, for service to the University

has made significant contributions to the advancement of the University of Oklahoma through his tireless efforts and dedication; and

WHEREAS, Sean Burrage has skillfully guided the University through a challenging political landscape, demonstrating exceptional leadership and expertise; and

WHEREAS, Sean Burrage has consistently provided wise counsel and support to Faculty Senate chairs, fostering a spirit of collaboration and shared governance;

THEREFORE, BE IT RESOLVED that the Faculty Senate of the University of Oklahoma hereby expresses its deepest gratitude and appreciation to Sean Burrage for his outstanding service and unwavering commitment to the University community.

BE IT FURTHER RESOLVED that we wish him great success in his new role as Chancellor of the Oklahoma State Regents for Higher Education.