

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - November 8, 1993 - 3:30 p.m.
 Jacobson Faculty Hall 102

The Faculty Senate was called to order by Professor Bruce H. Hinson, Chair.

PRESENT: Ahern, Anderson, Badiru, Barman, Boyd, Cornelius, R.C. Davis, Faulconer, Fonteneau, Friedrich, Genova, Gordon, Gutierrez, Harper, Havener, L. Hill, Hinson, Holmes, Jordan, Kincade, Lakshmivarahan, Landes, Latrobe, London, R. Miller, Mock, D. Morgan, Mouser, Ogilvie, Pailes, Reeder, Sankowski, Stock, Sutton, Tepker, Watson, Weaver-Meyers, Wedel, Weinel, Whitecotton, Wiegand

PSA representatives: Barth, Marshall, Spencer, Streller

UOSA representatives: Brasel, Moon

ABSENT: Dillon, Johnson, Koger, Kukreti, D. Miller, Rhodes, Roegiers, Schubert, Sullivan, Tiab

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of October 11, 1993, was approved.

ANNOUNCEMENTS

Provost Kimpel encourages faculty, staff, and students to attend a live teleconference entitled "We Can Get Along: A Blueprint for Campus Unity" on Wednesday, November 10, 1993, from noon until 2:00 p.m. in the Forum building, OCCE, 1700 Asp Avenue. The teleconference will be followed by one hour (2-3 p.m.) of small group discussions focused on the OU setting. With Julian Bond as moderator, content experts and campus leaders from across the country will explore how we can make differences work as positive instead of negative forces.

Professor Edmund Marek (Instructional Leadership and Academic Curriculum) will serve on the Oklahoma Memorial Union Director search committee.

SENATE CHAIR'S REPORT, by Prof. Bruce Hinson

"Since I assume no one in this group has been living in a cave deprived of newspapers, radio and television, there is no need to recap recent history. The search for a new president will be in or near the headlines for the next few months. Our concern with the search, as representatives of the general faculty, is obvious and appropriate, but it is not and should not be the only focus of our attention. In a couple of minutes, under the heading of new business, you will be asked to address two items that bear directly on the search and we can, if you wish, pursue the issue at that point.

"Tunnel vision about issues might, for example, cause us to give scant attention to the proposal to separate the Health Sciences Center from the Norman Campus administratively. The apparently 'sudden' announcement last week was the only 'sudden' part of the plan. This has been an item on the personal agendas of several of the key players for quite some time and moves to the top of those agendas because of the presidential search. The implications of such a 're-structuring' or 'realignment of reporting,' as the proposal is variously called, are potentially far-reaching in terms of funding, of administrative costs, of political influence and of public image. Provost Kimpel has requested a meeting with the Senate Executive Committee to go further into the details of the plan and to evaluate faculty opinions and advise. I urge you to communicate your views to the committee and in turn we will report back what we know when we know it. The regents' intention to vote on the matter in their December meeting is the clearest possible indication that our input is, to put it politely, not highly valued, but it does not absolve us of our responsibility to provide it.

"The executive committee's two recent meetings with state legislators also reminded us of continuing problems not necessarily connected to administrative changes. For one thing, they reminded us of the obvious: we need to provide information to our supporters in the legislature that they in turn can use to advance OU's interests. We need to talk accomplishments before we talk about needs; one justifies the other. Some of their very specific suggestions are already being pursued, but here again, you need to tell us what we should be, pardon the expression, bragging about. They also cautioned against overconfidence in the successful endowed chairs and professorships program. Political realities and academic goals coexist very uneasily. Following their suggestions, the executive committee hopes to bring a recommended action to the senate at next month's meeting. And in January, we hope to have several legislators attend the regular senate meeting. We have tentative agreement and will work to confirm it. This will be after the state equalization board consults its oracles and determines how much money goes in the pot for the next fiscal year. The legislators hope to provide us with some insights into the Byzantine world of Oklahoma government appropriations and also to take back information and opinions from this body that will make them more effective.

"In a meeting this past week with the executive committee of the OSU Faculty Council, some concrete steps were proposed to make our joint efforts more effective, to increase communication between comparable standing committees and, we hope, to create a united front in pursuing common goals with our respective administrations and regents and with the state regents and legislature.

"On Saturday, the faculty advisory committee to the state regents went through much the same exercise for all state colleges and universities, specifically discussing an agenda for the coming legislative session. Most of the items are perennials: funding, tuition, capital improvements, and the like. The one issue to which we can likely add some fresh ideas is in the area of measuring faculty productivity. By the best estimate of

legislature watchers on the regents' staff, some move to mandate levels of performance is lurking in the capitol corridors, waiting to jump out at us. Once again, your suggestions of constructive measures might help us preempt some counter-productive legislation.

"We have a lot to deal with, a lot to take care of. We just have to stand far enough back from the trees to see the forest."

ELECTION OF NOMINEES TO THE PRESIDENTIAL SEARCH COMMITTEE

The University of Oklahoma Board of Regents requested that the Norman Campus Faculty Senate forward the names of six Norman faculty, from which the regents shall select three, for the presidential search committee. Having received suggestions from the general faculty, the Senate Executive Committee recommended the following slate of nominees. In selecting the nominees the executive committee tried to assemble a balanced slate representing the various constituencies and to select individuals who have an institutional knowledge, are independent thinkers, and could present the faculty's case as strongly as possible. Prof. Hinson said the structure of the search committee would be discussed later (see resolution below). The slate was unanimously approved.

Lynda Kaid, Professor of Communication
 Fred Lee, Associate Professor of Electrical Engineering
 Andy Magid, George Lynn Cross Professor of Mathematics
 Roger Rideout, Associate Professor of Music
 Jay Smith, Professor of Educational Psychology
 Rennard Strickland, Professor of Law

The three Norman Campus faculty will be joined by two Health Sciences faculty, three students (one-third vote each), two staff members (one-half vote each), and seven at-large members.

RESOLUTION REGARDING PRESIDENTIAL SEARCH COMMITTEE

The Senate Executive Committee presented the following resolution for consideration.

WHEREAS, the University Policy on Administrative Search Committees approved May 12, 1983 by the OU Board of Regents states faculty members shall constitute a majority on presidential search committees;

WHEREAS, such representation assures candidates' academic credibility and focuses on the teaching and research missions of the institution in the search process; and

WHEREAS, search committees traditionally designate the qualifications of candidates, thereby guaranteeing the input of all constituencies within the institution and without;

BE IT THEREFORE RESOLVED that the University of Oklahoma Norman Campus Faculty Senate recommends the OU Board of Regents follow its approved policy of record and constitute a search committee that includes a voting majority of faculty members.

BE IT FURTHER RESOLVED that the appropriately constituted search committee, including faculty, staff, students, alumni and other Board of Regents representatives, be charged to formulate a list of qualifications and pursue the search efforts with all the due consideration that can be brought to the effort by a diverse group of representative individuals.

Prof. Hinson explained that during the three-hour executive session on October 22, the regents presumably put together the search committee and wrote a job description for the advertisement. Without discussion or explanation, the regents ignored the administrative search policy approved in 1983 (section 2.7.4 of the Faculty Handbook).

Prof. Weinel asked how the search committee was re-configured. Prof. Hinson said the 1983 policy stipulates a faculty majority on administrative search committees. The search committee the regents constituted is composed of five faculty (three Norman and two HSC), three students (one Norman graduate and one undergraduate and one HSC with 1/3 vote each), two staff (one Norman and one HSC with 1/2 vote each), and seven at-large. Prof. Weinel asked whether faculty could be appointed to the at-large positions. Prof. Hinson said they could. If the regents did not want to back down, they could appoint faculty as at-large. Prof. Sutton asked whether any reason was given for constituting the search committee this way. Prof. Hinson answered that the regents did not acknowledge that they were abandoning the rules. Prof. Tepker asked whether any of the at-large positions would go to administrators. Prof. Hinson said that was possible.

Prof. Fonteneau asked whether a policy existed for assuring that the composition of the committee would reflect the balance of women and minorities on campus. She said the policy on department chair searches contained some advice on how constituencies should be represented. Prof. Hinson said there were no such guidelines in the administrative search committee policy; however, legislation to that effect could be suggested to the regents, or nominations could be made from the floor. The executive committee had attempted to achieve some kind of balance with this slate, consistent with the other goals.

Prof. Wiegand said the executive committee had assumed when forming the slate that the regents would do the right thing. The nominees include a female, Asian male, and Native American male. The letter transmitting the nominations could bring attention to this issue, or the resolution could be amended to ask the regents to give consideration to the representation of women and minorities on the faculty positions and the at-large positions.

Prof. Holmes suggested that if the Senate was trying to guarantee a faculty majority on the search committee, then no names should be sent forward. The regents would not be able to fill the search committee if the Senate did not provide names. Only if they reconstituted the search committee would the Senate participate. Prof. Sutton pointed out that then the search committee could be composed of regents who could hire a general as president. Prof. Hinson noted that it would be an excuse for the regents to exclude faculty entirely. Prof. Weinel commented that such an approach would force the regents to explain why they abandoned the procedure. If the regents selected faculty without the Senate's input, that would give the Senate the moral high road. Prof. Hinson said there was a risk in that if other groups have forwarded their nominations.

Prof. Ahern asked what the HSC Faculty Senate reaction had been. Prof. Hinson said they had sent in their nominees. Prof. Gordon said he did not think there was a lot to be gained by taking the high ground with a group (the regents) that had all the cards. He added that a resolution like this would allow the regents to constitute the committee with a faculty majority by appointing some of the at-large as faculty. Prof. Hinson said the regents would make the appointments next week. In the event the composition is not changed, the executive committee tried to nominate six faculty who could carry more weight on the search committee than their numbers would suggest. Prof. Holmes commented that the administration should have told the regents about the rules since none of these regents were regents ten years ago. Prof. Hinson reported that he had submitted a letter to the regents the day before their meeting reminding them of the rules. He said he attended the October 22 meeting, but the decisions about the presidential search were made by the regents in executive session.

Prof. Wiegand moved that the resolution be amended by adding the following paragraphs:

After the second Whereas paragraph: Whereas, representation on search committees must take into consideration the historical underrepresentation of women and minorities;

After the first Be It Therefore Resolved paragraph: Be it further resolved that the OU Board of Regents give serious and weighty consideration to the appointment of women and minorities among both the faculty positions and the at-large positions on the search committee.

The amendment was unanimously approved on a voice vote.

Prof. Havener asked whether the regents could be challenged in any legal way because they ignored the policy. Prof. Hinson said the regents are a constitutional body with the power to approve policies. He said he did not know of any recourse except to express our displeasure. Prof. Sutton suggested that the resolution should express more displeasure since the regents did not respect faculty opinion. Prof. Weinel remarked, "What good does it do for this body to exist...if our voice means nothing?"

Prof. Havener moved to add the following paragraph at the beginning of the resolution:

Whereas, the following of long established policies is an important aspect of maintaining public trust;

Prof. Boyd asked whether this would satisfy the concerns. Prof. Weinel said she thought the inclusion of "public trust" made it clear that this is a matter involving the larger community, not just the faculty. The amendment was unanimously approved on a voice vote.

Prof. Morgan moved to change "recommends" to "urges" in the fourth paragraph of the original resolution to strengthen the language. The amendment was unanimously approved on a voice vote.

The resolution as amended was unanimously approved on a voice vote.

WHEREAS, the following of long established policies is an important aspect of maintaining public trust;

WHEREAS, the University Policy on Administrative Search Committees approved May 12, 1983 by the OU Board of Regents states faculty members shall constitute a majority on presidential search committees;

WHEREAS, such representation assures candidates' academic credibility and focuses on the teaching and research missions of the institution in the search process;

WHEREAS, representation on search committees must take into consideration the historical underrepresentation of women and minorities; and

WHEREAS, search committees traditionally designate the qualifications of candidates, thereby guaranteeing the input of all constituencies within the institution and without;

BE IT THEREFORE RESOLVED that the University of Oklahoma Norman Campus Faculty Senate urges the OU Board of Regents follow its approved policy of record and constitute a search committee that includes a voting majority of faculty members.

BE IT FURTHER RESOLVED that the OU Board of Regents give serious and weighty consideration to the appointment of women and minorities among both the faculty positions and the at-large positions on the search committee.

BE IT FURTHER RESOLVED that the appropriately constituted search committee, including faculty, staff, students, alumni and other Board of Regents representatives, be charged to formulate a list of qualifications and pursue the search efforts with all the due consideration that can be brought to the effort by a diverse group of representative individuals.

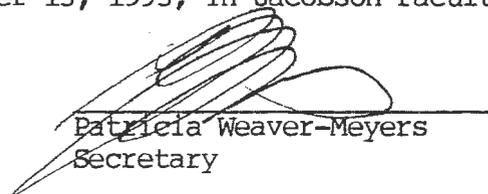
ELECTION, COMMITTEES

The Senate approved the nomination of Prof. William Sutton (AME) to complete the 1993-94 term of Prof. Doug Mock (Zoology) on the Senate Executive Committee and the Senate Committee on Committees' nomination of Prof. Monte Cook (Philosophy) to complete the 1993-96th term of Prof. Teree Foster (Law) on the Faculty Appeals Board. The election to complete Paul Kleine's 1991-94 term on the Committee on Committees was deferred until December.

ADJOURNMENT

The meeting adjourned at 4:15 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, December 13, 1993, in Jacobson Faculty Hall 102.


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