

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – September 8, 2014 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

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Note: The remarks of the Senators and others are summarized and not verbatim. A recording of this meeting is available in the Faculty Senate office.

The Faculty Senate was called to order by Professor Randall Hewes, Chair.

PRESENT: Barker, Bemben, Bergey, Bradshaw, Burcham, Burke, Coleman, Cracknell, Cravey, Stanley, Elisens, Fiedler, Fincke, Forman, Frickenstein, Goode, Halterman, Harm, Hart, Hewes, Hirschfeld, Johnson, Johnson, , Kornelson, Kutner, Laubach, Lawson, Liu, Livingood, Lupia, Mackey, Marcus-Mendoza, Merchan-Merchan, Miller, Mortimer, Raman, Refai, Riggs, Schmeltzer, Schmidt, Scrivener, Sharma, Sikavitsas, Smith, Snell, Terry, Weaver

Provost's Representative(s): Kyle Harper

ISA representative(s): Chris Cook

SGA Representative(s): Sarah Campbell, Crystal Nguyen, Patrick, McSweeney

Others: Melany Dickens

ABSENT: Ayres, Irvine, Kong, Stock, Strout

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of May 5, 2014 was approved.

ANNOUNCEMENTS

A list of the Faculty Senate members is attached. The new and reelected members were introduced at the meeting.

The regular meetings of the Faculty Senate for 2014-15 will be held at 3:30 p.m. in Jacobson Faculty Hall Room 102 on the following Mondays: September 8, October 13, November 10, December 8, January 12, February 9, March 9, April 13, and May 4.

The Senate Executive Committee elected Peter Kutner (Law) as parliamentarian of the Faculty Senate and Regular Faculty.

The compilation of the 2013-14 annual reports of University councils was distributed via email on August 12, 2014 to the Faculty Senate members and to chairs, directors, and deans to be made available to the general faculty. The reports are available at <http://faculty senate.ou.edu/cnclrep14.pdf>.

The 2014-15 list of faculty appointments to committees is available on the Faculty Senate website at <http://faculty senate.ou.edu/commem14.htm>.

The Faculty Senate is sad to report the death of retired faculty members Leonard Beevers (Botany and Microbiology) on May 7, 2014, Tibor Herczeg (Physics and Astronomy) on July 7, 2014, and Kenneth Crawford (Meteorology) on July 23, 2014, as well as faculty member Peter Lamb (Meteorology) on May 28, 2014. Prof. Lamb was serving on the Faculty Senate at the time of his passing.

The Faculty Senate Executive Committee nominated three faculty members for the Mewbourne College of Earth & Energy dean search committee. From the nominations, the administration selected two nominees to serve, Sheena Murphy (Physics & Astronomy) and Robert Griswold (History). The search committee will be chaired by Dean Joseph Harroz from the College of Law.

The New Faculty Seminar dealing with University Assessment & Governance, "Service: Why get involved?" will be held on Tuesday, September 30, 2014 at noon in the OMU Heritage Room. Visit the Center for Teaching Excellence at <http://teach.ou.edu> to register.

The University Libraries is offering a series of sessions on promoting your professional presence in a digital world. Four free sessions will be held from 2:30 - 3:20 on September 10 and 24, October 8 and 22 in the Travis Conference Room of the Bizzell Memorial Library. No registration is necessary.

The Athletics Department is once again offering the Faculty and Staff All Sports Package, which gives OU faculty/staff the opportunity to attend many athletic events (not including Football or Basketball) during the 2014-2015 athletic year for just \$40.00. For further information, contact the OU Athletics Ticket Office at 325-2424.

Students 8th grade and under are invited to join the Sooner Jr. Kids Club. By joining this club, they can receive free admission to select OU Athletic events along with other benefits. Membership is \$30 per child (each additional child is \$25) for July 1, 2014 through June 1, 2015. For further information, contact the OU Athletics Department at 325-6353 or e-mail sjkc@ou.edu.

REMARKS BY KYLE HARPER, INTERIM SENIOR VICE PRESIDENT AND PROVOST

Prof. Hewes introduced Kyle Harper, the Interim Senior Vice President and Provost. Prof. Harper expressed his appreciation of being invited to speak to the Faculty Senate about the new directions and priorities in the Provost's Office. His team has spent the majority of the summer conversing with the leadership of each college about opportunities they see and their vision.

Prof. Harper announced the members of his team. Simin Pulat is the Vice Provost for Faculty Development and her role focus around interaction with faculty members. Glen Krutz is the Vice Provost for Academic Initiatives, and will be focusing on student-orientated project programs. Stewart Berkinshaw is the Associate Provost for Academic Financial Operations, and his goal is to facilitate an effective budget management system across the university. Mechelle Gibson is the Director of Operations in the Provost's Office. Mark Morvant is the Associate Provost for Teaching and Technology. While he is still the Director of the Center for Teaching Excellence, the title of Associate Provost was added so that he could have a stronger voice on behalf of faculty. Felix Wao is the Director of Assessment and is responsible for all of the assessment functions of the University.

Prof. Harper described several opportunities for the University. He stated that the most substantial opportunity is to continue to improve retention and graduation rates, and remarked that this starts with admissions. There have been many changes in the admission systems and technologies over the last few years. The first-year student success rate for the 2013-2014 year is 84.4%. About 615 students did not return for their second year, and the Provost's Office is currently evaluating ways to improve those numbers. One option is increased professional development for faculty members who teach larger 1000-level classes. Prof. Harper discussed the importance of a liberal arts education, saying that putting tools in the hands of people who are teaching general education courses is fundamental.

The retention of students in STEM disciplines is below benchmark levels, so Prof. Pulat is leading a team to address that situation. Prof. Harper mentioned the importance of giving students opportunities to be creators. A group of faculty is currently assessing the new minors or programs that are interdisciplinary and problem-based, and possibly creating new majors. Prof. Harper expressed that citizenship in the form of civil education and community engagement is an important part of OU's mission as a public university. Prof. Krutz is leading a campus-wide conversation about how to empower faculty to integrate community engagement in their courses.

Prof. Harper then discussed the opportunity to expand in the Graduate College. He indicated that master's degrees are becoming a more important segment of the American higher education system. However, in order to broaden the base of Masters-level education at OU there must be incentives to do so. Tuition sharing is a possibility. This will allow departments to keep a percentage of the growth in master's enrollment, which will allow the department to use it as they see fit.

Prof. Harper also has as a goal a culture of excellence in research and is looking for ways to build broad-based culture of excellence. He states that it begins with the annual and program evaluation processes and requires faculty development and empowerment. Currently, there is a pilot program testing support for dependent care, which would allow faculty members to more easily travel to conferences and other professional development opportunities. The Leadership Academy for new chairs and directors will help first and second year chairs who are facing important and challenging jobs.

Prof. Harper stated that the Provost's Office needs to facilitate program development in interdisciplinary areas, not only within departments, but across colleges as well and that technology could prove to be a powerful tool. He remarked that the University Libraries has new leadership, which is taking the library into new directions with will potentially benefit faculty. He concluded his presentation by stating that elements for success include empowering, rewarding, and finding great people, fostering a culture of creativity, communication, and accountability, and providing resources. He stated that he is honored to be Interim Provost and to have the opportunity to serve the University.

Prof. Johnson asked if there was any interest in re-evaluating the multitier advising system. Prof. Harper mentioned that technology is a significant part of the problem as there are continuing issues with Degree Navigator. He would like to see technology in place and working that would allow advisors to be less of a navigator and more as a coach to their student advisees.

Prof. Raman asked if one reason that masters enrollments are lower at OU compared to the national average is that departments feel they cannot support any more students in terms of funding, infrastructure, and availability of resources. Prof. Harper answered that there are a variety of reasons, but by providing a positive financial incentive, departments may be able to grow.

Prof. Refai described an option that allows students to pursue a condensed master's degree in just one year by gaining hands-on experience in research for a particular field. Prof. Harper said that he appreciates creative ideas such as this. He noted that tuition sharing is a one-size-fits-all model, but understands it will not fit every place on campus, so he is interested to hear ideas such as Prof. Refai's.

Prof. Mackey asked if tuition sharing is the main incentive to foster growth of masters enrollments. Prof. Harper confirmed that tuition sharing is the primary incentive. He was then asked how he suggests attracting more doctoral students. Prof. Harper mentioned that the office is not presently focused on that since it is a separate issue. OU is very similar to other institutions in that aspect and the main concern is increasing the number of Masters students.

Prof. Halterman said that as department head for Chemistry and Biochemistry, he has discussed tuition sharing with his department faculty. They suggested that an important incentive to teach graduate courses is that the students will give back by doing research in their labs. By increasing the number of master's students, there will be additional work for faculty and those students will not be giving back to research. Prof. Harper replied that tuition sharing is a tool for the department chairs and that it is an easy way to increase a class size from seven to fifteen, but it is ultimately the department's decision. He also suggested considering different levels of funding for students.

Prof. Marcus-Mendoza asked if tuition sharing was similar to that for Advanced Programs courses in her department of Human Relations where they receive a portion of the tuition per credit hour. Prof. Harper confirmed that it is similar. There were no additional questions, so Prof. Hewes thanked Prof. Harper for taking the time to speak to the Faculty Senate.

REMARKS BY MELANY DICKENS, 2014 OU UNITED WAY CO-CHAIRS

A video promoting the 2014 OU United Way campaign was shown. A link to it has been emailed to all OU employees; it is available at <http://youtu.be/IjgqPYpFnQM>. Prof. Hewes introduced Melany Dickens, Associate Vice President for Research and one of the co-chairs of the 2014 OU United Way campaign. She stated that OU's goal for this year is to raise \$250,000. To date, \$57,000 has been raised to support 42 programs through 26 agencies. There were no questions. Prof. Hewes encouraged faculty to participate in this campaign.

SENATE CHAIR'S REPORT, by Prof. Randall S. Hewes

“Changes in Academic Program Review (APR) were discussed at the June 4, 2014 meeting of the Deans' Council. The APR process itself has not changed, but the guidelines for self-study reports have been updated. General information about the APR process, guidelines for the self-study reports, timeline for the 2014-2015 review cycle, and the APR committee membership and units to be reviewed can be found at <http://www.ou.edu/provost/academic-program-review.html>.

“The Faculty Senate Executive Committee met on August 25, 2014. After electing Professor Peter Kutner to serve as the parliamentarian, the committee turned to discussion of short-term and long-

term issues for the Faculty Senate in 2014-2015. These include proposals for elimination/inactivation of the Film Review Committee, Student Code Revisions Committee, and Patent Advisory Committee, for creation of a Financial Aid Appeals Committee, for expansion and reapportionment of the Library Committee, and for increasing the terms of Faculty Senate-appointed members of the Athletics Council.

“Other issues for consideration this year will include national searches for key administrative positions, campus-wide fellowships for graduate students, continued work in the Faculty Welfare Committee on a Family Fairness Policy, further work to address faculty salary compression and inversion, and efforts to encourage completion of the reforms to the medical premium structure for employees and dependents that were initiated before the 2008 recession.

“At the September 3, 2014 Deans’ Council meeting, Associate Vice President & Chief Human Resources Officer Les Hoven described how the Affordable Care Act (ACA) changes how medical insurance eligibility is determined and how work hours are tracked and reported. Effective January 1, 2015, OU must offer “affordable, minimum value” medical insurance to employees working an average of 30 hours or more per week. In addition, departments must track hours of service for all employees. Human Resources has developed new workplace management rules, with input from the Graduate College concerning graduate assistants (GAs), and will be meeting with departments to discuss new procedures for tracking work by GAs. We have invited Associate VP Les Hoven to speak to the Faculty Senate in October.

“The Faculty Senate Executive Committee met with President Boren on September 3, 2014. President Boren noted that this is the biggest entering class of freshman we have had, by about 50 students, with the largest number of National Merit Scholars (311) ever enrolled at OU. One factor that may have played a role in boosting scholar recruitment was the greater engagement of current National Merit Scholars in the recruiting process. The average ACT score for this incoming class is 26.7.

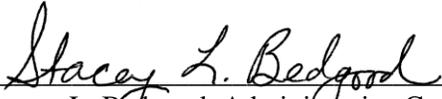
“The university budget ended up better this past year than anticipated, but even with a flat budget from the state, this was in effect a cut due to increases in fixed costs. The increase in fixed costs was funded with increased tuition. OU funded the recent 2% across-the-board raise for faculty and staff with internal budget cuts of 5% within most of the colleges. The college deans were given discretion over how to implement the cuts.

“The implementation of flat rate tuition has been smooth, with very few student complaints and an increase in student enrollment hours during the fall and spring. Costs incurred due to student use of flat rate “banked hours” in the summer were offset by an overall increase in summer session enrollment. However, relatively few students are taking advantage of the Work Assistance Tuition Waiver scholarships, which were designed to assist undergraduate students that work 25+ hours per week during the academic year. Following on the heels of the success of flat rate tuition at OU, Oklahoma State University has implemented a very similar flat rate plan.

“We have scheduled informational speakers for each of the next two Faculty Senate meetings. President Boren will present his State of the University address on October 13. Associate VP Les Hoven will also attend that meeting to provide an update on open enrollment and benefits changes for 2015, and changes needed for University compliance with the Affordable Care Act. On November 10, Dean Rick Luce will provide an update on the library master plan. Invitations for several other informational speakers for this year are in progress.”

ADJOURNMENT

The meeting adjourned at 4:39 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, October 13, 2014, in Jacobson Faculty Hall, Room 102.



Stacey L. Bedgood, Administrative Coordinator



Wayne Riggs, Faculty Senate Secretary

**The University of Oklahoma (Norman Campus)
2014-15 Faculty Senate**

Senators	Department	E-Mail (@ou.edu)	Representing	Term
Harm, Nick	(Architecture)	nharm	Architecture	2014-17*
Hirschfeld, Tassie	(Anthropology)	tkhirschfeld	Chair-elect/non-voting	2014-15*
Livingood, Patrick	(Anthropology)	patrickl	Arts & Sciences	2014-17*
Bergey, Elizabeth	(Biology)	lbergey	Arts & Sciences	2013-16
Fincke, Ola	(Biology)	fincke	Arts & Sciences	2014-17*
Hewes, Randall	(Biology)	hewes	Arts & Sciences/Chair	2012-15
Halterman, Ronald	(Chemistry & Biochemistry)	rhalterman	Arts & Sciences	2013-16
Liu, Qihong	(Economics)	qliu	Arts & Sciences	2014-15**
Coleman, Joyce	(English)	joyce.coleman	Arts & Sciences	2014-17**
Bemben, Michael	(Health & Exercise Science)	mgbemben	Arts & Sciences	2014-17**
Hart, James	(History)	jshart	Arts & Sciences	2014-17*
Snell, Dan	(History)	dcsnell	Arts & Sciences	2012-15
Barker, Peter	(History of Science)	barkerp	Arts & Sciences	2014-15*
Marcus-Mendoza, Susan	(Human Relations)	smendoza	Arts & Sciences	2013-15
Burke, Susan	(Library & Informational Studies)	sburke	Arts & Sciences	2014-15*
Kornelson, Keri	(Mathematics)	kkornelson	Arts & Sciences	2013-16
Schmidt, Ralf	(Mathematics)	ralfschmidt	Arts & Sciences	2014-17*
Elisens, Wayne	(Microbiology & Plant Biology)	elisens	Arts & Sciences	2013-16
Lawson, Paul	(Microbiology & Plant Biology)	paul.lawson	Arts & Sciences	2014-17*
Johnson, Emily	(Modern Lang., Lit. & Ling.)	emilyjohnson	Arts & Sciences	2013-16
Riggs, Wayne	(Philosophy)	wriggs	Arts & Sciences/Secretary	2012-15
Goode, Paul	(Political Science)	paulgoode	Arts & Sciences	2014-16*
Terry, Robert	(Psychology)	rterry	Arts & Sciences	2013-16
Miller, Christina	(Social Work)	crmiller	Arts & Sciences	2013-16
Irvine, Jill	(Women's & Gender Studies)	jill.irvine	Arts & Sciences	2013-16
Smith, Laurel	(Geography & Env. Sus.)	laurel	Atmos. & Geog. Sciences	2012-15
Fiedler, Brian	(Meteorology)	bfiedler	Atmos. & Geog. Sciences	2014-16*
Ayres, Fran	(Accounting)	fayres	Business	2013-15
Stock, Duane	(Finance)	dstock	Business	2014-17*
Lupia, Richard	(Geology & Geophysics)	rlupia	Earth & Energy	2014-15*
Sharma, Suresh	(Petroleum & Geological Engineering)	ssharma	Earth & Energy	2013-16
Mackey, Hollie	(Educational Lead. & Pol. Studies)	hmackey	Education	2012-15
Bradshaw, Amy	(Educational Psychology)	bradshaw	Education	2014-17*
Laubach, Timothy	(Instr. Lead. & Acad. Curr.)	Laubach	Education	2013-16
Merchan-Merchan, Wilson	(Aerospace & Mech. Engr.)	wmerchan-merchan	Engineering	2013-16
Sikavitsas, Vassillios	(Chem., Biol. & Mtrls. Engr.)	vis	Engineering	2014-17*
Weaver, Chris	(Computer Science)	cweaver	Engineering	2014-17*
Refai, Hazem	(Electrical & Comp. Engr.-Tulsa)	hazem	Engineering	2012-15
Raman, Shivakumar	(Industrial & Systems Engr.)	raman	Engineering	2013-16
Strout, Andrew	(Art & Art History)	alstrout	Fine Arts	2012-15
Cravey Stanley, Clara	(Dance)	clara	Fine Arts	2013-16
Cracknell, Lloyd	(Drama)	lloydcracknell	Fine Arts	2013-16
Burcham, Joel	(Music)	joel.burcham	Fine Arts	2013-15
Mortimer, Harold	(Musical Theatre)	hrmortimer	Fine Arts	2013-16
Ayres, Fran	(Accounting)	fayres	Graduate College/nonvoting	2013-16
Kong, Bo	(International & Area Studies)	bo.kong	International Studies	2013-16
Schmeltzer, John	(Journalism)	j.schmeltzer	Journalism & Mass Comm.	2013-16
Forman, Jon	(Law)	jforman	Law	12/2013-16
Kutner, Peter	(Law)	pbkutner	Law	2012-15
Frickenstein, Scott	(Aerospace Studies)	sfrick	Non-degree-recommending	2014-15*
Scrivener, Laurie	(University Libraries)	lscrivener	Non-degree-recommending	2014-17*
Johnson, Brian	(Honors College)	bjohn	Pooled--Liberal Studies	2014-17*

* New member

** Re-elected member