

## **In Case You Missed It: An Unofficial Recap of the November 14, 2022 Faculty Senate Meeting**

*These ICYMI meeting update notes do not replace the formal Journal of the Faculty Senate that will be distributed later, and that will be approved at the next monthly meeting. Rather, these are highlights interpreted and presented by the FS Secretary Sarah Robbins*

The meeting was called to order at 3:32 pm by Chair Hambright. Chair Hambright read the [Land Acknowledgement](#). The Faculty Senate Journal for the regular meeting of October 10, 2022 was approved without revisions.

### **Announcements** (via Chair Hambright):

- Introduced Ann Seely who will start as the Faculty Senate staff member in December.
- The Osher Lifelong Learning Institute (OLLI) at OU is a special program that offers non-credit courses to adults aged 50+. We offer about 50 courses each semester on the Norman campus, the HSC campus and on Zoom. They are currently looking for proposals for their Mornings with the Professor, Senior Seminars, and Sooner Station programs. The details were distributed via email on October 12th. Contact Chris Elliott ([celliott@ou.edu](mailto:celliott@ou.edu)) if you are interested.
- The Faculty Senate is sad to report the death of retired faculty member Lawrence (Larry) Larsen (MLLL).

**Senate Chair's Report** (via Chair Hambright). Distributed via email. Chair Hambright opened the floor to questions. Sen. Miller inquired about online training programs and sanctions for not completing training. Sen. Bemben indicated information has never been shared with him as chair about faculty completion. Chair-Elect Heyck indicated faculty get certificates that would be forwarded to him as a chair. Sen. Lifset asked about PACPEM. Chair Hambright indicated the timeline is being driven by the Regents with a mandate to develop a structure for merit raises moving forward. Chair-Elect Heyck noted who was appointed by the Faculty Senate to service.

### **Resolution in support of Free Speech**

A proposed resolution was distributed via email. Chair Hambright opened the floor to questions. Sen. S. Lamothe expressed concern about the Chicago Principles being written in 2014 and changes to the information environment since that time. Chair-Elect Heyck responded with the thought behind endorsing the principles: (1) known principles endorsed by many universities, (2) statements defending free speech is something we need to defend given recent legislation within a number of states, (3) they promote keeping the university free of censorship. They do not necessarily help us shut down disinformation; we can only guard against so many threats at once. Sen. Garofolo indicated it is timely to get behind such a statement given the current state of affairs. Sen. S. Lamothe agreed with Chair-Elect Heyck as pushing back against the state but is concerned it could be used against us to support the spreading of misinformation. Sen. Miller added that propaganda and misinformation is not new; the way to expose it is through open and free speech. Sen. Burns indicated we are supporting a norm, not a law; by approving, we are lending our voice to reasoned principles.

The Faculty Senate voted on this issue electronically; 40 senators voted in favor, 1 against, and 1 abstained. The resolution passed.

### **Resolution in support of Iranian Students**

The proposed resolution was distributed via email. FS DEI Chair Roksana Alavi discussed the issue in Iran and the population of Iranian students on campus. The committee was asked to write a resolution, and the Health Sciences Center is interested in a joint resolution with us. Chair Hambright opened the floor to questions. Sen. Garofalo asked a question about the typical process for such resolutions and how we choose. Sen. Muraleetharan asked if it was coming with the full support of FSEC in addition to DEI. Chair Hambright indicated that FSEC did support the resolution. Sen. Natale indicated that it was not uncommon for Faculty Senates to support similar resolutions for Iran because higher education is targeted.

The Faculty Senate voted 45 in favor of supporting the resolution; 0 opposed.

### **Remarks by Dorothy Anderson, Vice President & Chief Human Resources Officer**

Vice President Anderson discussed her challenges since arriving at OU. She noted that OU HR did not have a stellar reputation and that procedures and processes were not well documented. OU HR is now working towards shared processes between OU-Norman and OUHSC where possible. Funding is a struggle. A big accomplishment since she has arrived was finalizing a remote work agreement that helps make us more competitive for staff positions. For those working out of state, we must comply with those state laws and need to know from where individuals are working. Received approval for 2 weeks of paid parental leave and the addition of two paid vacation days over winter break. Facilitated the 3% across the board pay increase. Signed on a new benefits consultant; there is lots of room for improvement. VP Anderson has been actively involved in a number of executive searches. Length of time it takes to process a hire continues to be an issue; OUHR will be updating their website and will publish the pay grades for positions to help with transparency. OUHR has hired a Compensation Director.

Chair Hambright indicated how important staff are to the overall functioning of the university. Faculty cannot meet the goals of “Lead On” without the appropriate staff support. Chair Hambright opened the floor to questions. Sen. Hougen expressed concerns about struggles posting a research assistant position where HR added a number of physical requirements that were not actual requirements of the position. VP Anderson indicated that there is a legal requirement to list the physical requirements of the position, but they should match the requirements of the position itself. Sen. Hougen asked about the two systems for posting positions; he chose Taleo and expressed concerns about what is required for the system profile. VP Anderson indicated there are changes to the system that can be made. Sen. Benjamin asked about why we need to “hire” scholars who are speaking rather than offering them an honorarium; VP Anderson will connect with Sen. Benjamin offline. Sen. Busselle discussed three staff positions within the School of Drama that are mission critical but have not been able to be filled; how can the school try to recruit beyond raising the salary and advertising elsewhere? These vacancies compromise the integrity of the student experience; VP Anderson indicated we may need to hire a headhunter for these positions. We may also need to do better marketing OU as a place to work. We can also offer performance bonuses at a point in the future. Chair-Elect Heyck talked about jobs that do not fit neatly into the narrow boxes prescribed by OU; for staff positions that can be more difficult but should focus on the biggest need for posting. Sen. Schmeltzer hires in Washington DC a lot, and there is a need to improve the process for completing paperwork.

### **Remarks by Matt Marks, Director and Campus Care Coordinator, and Nitin Rangu, Student Director, OU Food Pantry**

Marks and Rangu made a presentation about food insecurity in Oklahoma and the OU Food Pantry currently housed in Cate Center. They offer fresh produce, shelf-stable foods, homegoods, and clothes. Clients may

place orders online. Run by student volunteers on one of six teams. Needs from faculty: help reduce stigma, help with awareness (syllabi statement), and donations.

Chair Hambright opened the floor to questions. Sen. Abramson asked if it would be possible to have the basic information about location, contact, etc. sent to the senators and asked senators if it would be helpful to have the Provost's office issue a statement for syllabi. Chair Hambright asked VP Morvant for the Provost's office to draft a standard statement to be available for people to use if wanted; Morvant agreed to take a look at the issue. Sen. Muraleetharan indicated we could include a voluntary statement now and indicated the statement could include info for those who have need as well as those who would like to volunteer. The slide deck was linked from the chat. Sen. Fithian indicated that you could also donate money to the OU Food Pantry through the OU Foundation website.

### **New Business**

Chair Hambright opened the floor for new business. There was none.

The meeting adjourned at 5:13 pm.

The official Faculty Senate Journal will be made available in draft form before the next regularly scheduled Faculty Senate Meeting (December 12, 2022 at 3:30 pm).

Sarah Robbins  
Faculty Senate Secretary