

JOURNAL OF THE FACULTY SENATE (Norman campus)  
The University of Oklahoma

Regular session - October 8, 1984 - 3:30 p.m., Conoco Auditorium,  
Doris W. Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Tom J. Love, Chair.

PRESENT: Atherton, Baker, Beesley, Biro, Black, Bredeson, Caldwell, Cameron, Canter, DuMont, Eliason, Emanuel, Friend, Goodman, Grant, Graves, Hawley, Hayes, Hengst, Hopkins, Huseman, Karriker, Knapp, Kudrna, Kuriger, Larson, Levy, Love, Magrath, Morgan, Murphy, Nicewander, Nuttall, Palmer, Pflaum, Poland, Reynolds, Schmitz, Tepker, Thompson, Tobias, Uno, Whitely

Provost's office representative: Ray  
PSA representative: McCarley  
UOSA representative: Stanhope  
GSA representative: Lawrence  
Liaison, Women's Caucus: Killian  
Liaison, AAUP: Turkington

ABSENT: Benham, Cozad, Fitch Hauser, Green, Horrell, Lehr, O'Rear, Parker, Smith, Tharp

PSA representatives: Nicely, Skierkowski  
Liaison, ABP: Butler

---

TABLE OF CONTENTS

Announcements by Professor Tom Love, Senate Chair:	
Fall General Faculty meeting . . . . .	2
Committee selected to study appeals process for student complaints about instructors' abilities to communicate in English . . . . .	2
Ad hoc committee on external affairs . . . . .	2
Faculty-at-large nominees for Arts & Sciences Dean Search Committee . . . . .	2
Remarks by Mr. Ed Vermillion, Chair, EEC . . . . .	2
Remarks by Mr. Bill Stanhope, President, UOSA . . . . .	3
Record of Presidential disposition of Senate actions . . . . .	3
Introduction of new members . . . . .	3
Report of Senate Executive Committee	
Meeting with President on faculty raises . . . . .	3
Small group sessions . . . . .	4
Meeting with OSU Faculty Council . . . . .	4
Selection of faculty replacements, University groups . . . . .	4
Committee reports . . . . .	5
Transfer credit policy . . . . .	5
Senate Journal distribution . . . . .	6
Evaluation of administrators . . . . .	6
Salary adjustments . . . . .	7
Counterfeit I.D.s . . . . .	8

---

## APPROVAL OF MINUTES

The minutes of the regular session of May 7, special session of August 29, and regular session of September 10, 1984, were approved.

## ANNOUNCEMENTS:

The fall General Faculty meeting will be held Thursday, October 18, 1984, at 3:30 p.m., in Botany-Microbiology 123.

The members of the committee to study the appropriate appeals process for students complaining of instructors' inability to communicate in English are Harry Tepker (Chair), Heidi Karriker, and William Kuriger.

The faculty members on the ad hoc committee to assist Vice President David Burr on external (particularly legislative) affairs are Stan Eliason, Kerry Grant, James Horrell, David Levy, Tom Love, Carolyn Morgan, and Paul Tharp. This committee also includes students and representatives from the Employee Executive Council.

Professor John Lancaster, Chair of the Faculty Appeals Boards, will address the Senate in November concerning the sequence and timing in the faculty appeals process.

The two nominees, from which one will be chosen, for the faculty-at-large position on the Arts and Sciences Dean Search Committee are Marvin Baker and Herbert Hengst.

Professor Love, in introducing Mr. Ed Vermillion, noted that the paper had misrepresented the Senate's relationship with the EEC. The Senate has a very good relationship with the Council members and looks forward to working with them throughout the year.

## REMARKS BY MR. ED VERMILLION, CHAIR, EMPLOYEE EXECUTIVE COUNCIL

Mr. Vermillion introduced Ms. Katie Pursley, the Administrative Coordinator for the EEC.

He reported that the first and foremost concern of the staff is the budget — wages and salaries. Another concern is the benefit package, in particular the medical insurance coverage. "We must keep all lines of communication open this year. The university community needs to be kept advised of all important matters."

He feels that the participation of the students, faculty and staff on the legislative coordinating committee has been beneficial to the university.

The Faculty Senate officers and EEC officers met during the summer to discuss issues of common concern. Mr. Vermillion stressed the importance of keeping the lines of communication open between the governance groups and to unite for the good of the university.

He urged everyone to attend the October 19 Friday Focus program, a forum of area legislative candidates.

Mr. Vermillion extended an invitation to the Senate and the UOSA to meet with the EEC to promote unity within the university.

REMARKS BY MR. BILL STANHOPE, PRESIDENT,  
UNIVERSITY OF OKLAHOMA STUDENT ASSOCIATION

Mr. Stanhope noted that the major concern of UOSA was funding of OU. The temporary sales tax, which helped avert major cuts in education, will expire December 1985; therefore, the university community must unite to make the legislature aware of the importance of quality higher education in the State of Oklahoma.

Another issue affecting the University is the declining enrollment and inability to retain students. "We must find ways to retain students and recruit more students, especially minority students."

Mr. Stanhope explained that the students still are interested in making student evaluations of faculty available to the students. He thanked the Senate for agreeing to arrange for some faculty members to meet with the students on this issue, so that a compromise might be reached.

In conclusion, he stressed the need to devise a plan for influencing the spring's legislative session regarding funding for higher education.

Professor Love agreed that it would be necessary for the university community to improve our public relations and to work with the legislators to increase appropriations for higher education and to make them aware of the real needs of higher education in the state. He expressed his appreciation to the students for their effective letter-writing campaign of last year.

RECORD OF PRESIDENTIAL DISPOSITION OF SENATE ACTIONS

The record of President William S. Banowsky's disposition of Faculty Senate actions taken during the period September 1983 through August 1984 appears on page 9 of this Journal.

INTRODUCTION OF NEW MEMBERS

Professor Love welcomed two new Senators: Edgar O'Rear (CEMS) and William Graves (Education).

REPORT OF SENATE EXECUTIVE COMMITTEE

The Executive Committee, in two meetings with President Banowsky and the Vice Presidents of the University, discussed primarily the manner in which faculty raises were allocated. The administration acknowledged that perhaps there were some breakdowns in communication in some colleges, and gave assurances that this would not happen again. Provost Morris had talked with Deans and department Chairs regarding this issue and would be writing a letter explaining that any future salary adjustments would be made according to the peer review system. Professor Love urged that any publicity make it clear that this money came from cannabilized positions. "The raises do not mean that we have excess funds, but on the contrary, that we are tightening our belts and adding to our work loads, when we were already understaffed compared to other major universities." The President had expressed concern that widespread publicity of these raises would give the impression to the legislature that we have funds for raises and therefore do not need additional appropriations. Professor Love explained that the Executive Committee has been working toward a better understanding with the administration concerning how to distribute funds when they become available.

The Executive Committee and Committee on Funding Priorities will be looking at various funding scenarios and formulating long-range plans.

Professor Love thanked the Senators for participating in the small group sessions held September 17-25. Suggestions that arose from these meetings included rejuvenating the Committee A system, reinstating the evaluation of administrators, improving our public relations, and following up on previous Senate studies. In response to the suggestion to follow up on the recommendations in the report on general education requirements, Professor Love asked three faculty, Henry Tobias (Chair), Susan Caldwell and William Huseman, who had served on the original committee, to assess the present status of the general education requirements.

It was the consensus that to raise money for the heart-lung transplant for Legh Burns' daughter, the Faculty Senate would support the College of Fine Arts benefit concert, rather than conducting a separate fund-raising event. Professor Magrath, Chair of the Fine Arts benefit committee, explained that the College of Fine Arts is planning a grand gala evening on Wednesday, November 14 beginning at 7:00, with the proceeds to go toward the heart-lung transplant. The benefit will include an art auction and a "Grand Night in Vienna" concert. Tickets will be \$15 per person and will be available through the FACTS box office. Professors Love and Magrath urged the Senate to support this event and encourage their colleagues to participate. Professor Love noted that the EEC also is interested in participating and we probably could count on support from the students also. He expressed his appreciation to the College of Fine Arts for providing a route by which we could help.

The Executive Committee will be meeting with the OSU Faculty Council on October 25. Professor Love asked the Senate to forward to him any suggestions of common problems, in addition to funding, which should be discussed with OSU. He reminded the Senate that these joint meetings occur once each semester, and they have been very helpful in gaining insights into mutual problems.

#### SELECTION OF FACULTY REPLACEMENTS, UNIVERSITY GROUPS

After an additional nomination was made from the floor, the following faculty were elected, by written ballot, to fill vacancies on the University groups listed below:

Budget Council: Malcolm Morris (Marketing)  
replacing Raymond Dacey (1984-87)  
Council on Continuing Education & Public Service: Homer Brown (Acct.)  
replacing Kenneth Merrill (1984-85)  
University Libraries Committee: Gordon Atkinson (Chemistry)  
replacing Russell Buhite (1984-87)  
and Kenneth Taylor (History of Science)  
replacing John Worobey (1983-86)  
Investigative Council on Sexual Harassment: Judith Lewis (History)  
replacing Alexis Walker (1983-86)

At the November 12 meeting the Senate will be voting on a replacement for Professor Beesley on the Parking Violations Appeals Committee. Professor Levy asked that any suggestions on a replacement be forwarded to him, and noted that the nomination(s) would appear on the agenda for the November 12 Senate meeting.

## REPORT OF THE FACULTY COMPENSATION COMMITTEE

Reporting for Professor Holmes, Professor Love commented that the Faculty Compensation Committee is planning to develop statistics regarding the financial welfare of the OU faculty compared with faculty at other institutions.

## REPORT OF THE FACULTY WELFARE COMMITTEE

Professor Black reported that the Faculty Welfare Committee had discussed what directions they should take and what subcommittees should be established. They plan to meet with the Faculty Compensation Committee regarding the Committee A issue.

## REPORT OF THE FUNDING PRIORITIES COMMITTEE

Professor Biro commented that the Funding Priorities Committee had met twice since the last Senate meeting to develop machinery and questions. They have scheduled seven meetings with the heads of all academic units to discuss concerns of the committee. He asked the Senate to urge their unit heads to attend these meetings and take them seriously and to discuss the matters with their colleagues prior to the meeting.

## TRANSFER CREDIT POLICY

Professor Love reminded the Senate that the following proposal had been approved at its December 1983 meeting:

"That the University policy on transfer credit be modified to accept courses taken at accredited universities and colleges to make up for courses failed at the University of Oklahoma, regardless of where the makeup credit was obtained and that such courses be accepted by the University of Oklahoma at face value."

Provost Morris had urged the Senate to reconsider its proposal, saying that he did not consider this proposal to be in the best interest of the academic standards of the University. After some debate at the September 10 meeting, the vote on whether to retain or rescind this proposal was postponed until the October 8 meeting to give the Senate members time to discuss it with their colleagues.

Professor Emanuel moved that the Senate rescind the above action taken at its December 1983 meeting. The motion was seconded by Professor Eliason. A vote to withdraw the motion would, in effect, retain the present policy on transfer credit. Professors Eliason and Emanuel noted that their departments favored retaining the current policy. The motion to withdraw the December 1983 resolution passed.

## SENATE JOURNAL DISTRIBUTION

Professor Love reiterated the proposal made at the September 10 meeting to distribute the complete Senate Journal to members of the Faculty Senate and a summary version to the general faculty and Faculty Senate. In addition, at least one complete version would be sent to each department and to any faculty member requesting one. Based on cost figures for printing the complete journal last year and including the cost of printing the summary, the Senate would save approximately \$1,000 per year by adopting the proposal. The motion was made by Professor Larsen that the Senate accept the proposal. There was some discussion on whether it would be necessary to provide more than one copy of the complete version to chairs of large departments. It was felt that the problem could be resolved by noting on the summary version that faculty members (including chairs) could request copies of the complete version. The motion to provide a complete version of the Journal to Senators, departments and those who make a special request, with a summary sheet provided to the general faculty, passed unanimously.

## EVALUATION OF ADMINISTRATORS

Professor Love discussed the background of the faculty evaluation of departmental chair/division heads, deans and Provost. The policy had been developed by the Faculty Senate and accepted by the Administration, but the evaluations had not been conducted in recent years. As a result, the Senate Executive Committee presented the following resolution:

"As regular evaluation of key academic administrators has been an integral part of the University's incentive system since 1975, the Faculty Senate requests that the scheduled faculty evaluation of departmental chairs, division heads, deans, and Provost be maintained during the year 1984/85."

The motion was made by Professor Nuttall and seconded by Professor Baker that the Senate accept the above proposal. There were suggestions on how to note in the motion that there is a regular schedule for these evaluations already in place and that the Senate was asking not only for an evaluation in 1984/85, but also regularly thereafter.

In response to a question on when these evaluations are to be conducted, Associate Provost Ray explained that an administrator is to be evaluated every two years. He said he believed, in the past, that the Chairs/Directors were evaluated one year and the Deans and Provost the next year. Some concern was expressed about the way in which the evaluations have been conducted in the past and how to ensure that evaluations will be carried out in the future. Professor Love suggested considering these problems separately from the motion and appointing an investigating committee to look at the instruments being used and the frequency of the evaluation. Professor Love explained that these points would be raised in the resolution's cover letter and he hoped to meet with the Provost concerning these issues.

After some minor changes in wording, which Professor Nuttall agreed to accept, the following resolution was passed unanimously:

"As evaluation of key academic administrators has been an integral part of the University's incentive system since 1975, the Faculty Senate requests that the scheduled faculty evaluation of departmental chairs, division heads, deans, and Provost be reinstated during the year 1984/85."

Professor Murphy suggested having the committee consider including the President in the evaluation.

## PROPOSED RESOLUTION ON SALARY ADJUSTMENTS

Professor Murphy moved that the Senate approve the following proposal, sponsored by approximately 50 faculty members:

"The Faculty Senate goes on record as strongly disapproving the University Administration's special selective faculty (a) awards from Associates Funds labeled "Distinguished Lectureships", and (b) salary adjustments from reallocated college funds, based on questionable criteria, apparently hastily devised and executed and departing from established procedures set forth in the Faculty Handbook, with little or no regard for the deserving needs of the faculty as a whole, without proper consultation with established faculty groups, including the Faculty Senate as a whole, often with little or no input from departmental Committees A, without properly informing the faculty as a whole, conducting these acts at a time of the year when many faculty were not on campus, and within weeks after the Administration had been called to account for special mid-year salary adjustments in the preceding year for selected members of the administrative staff."

Professor Baker seconded the motion. Professor Grant pointed out that the Senate Executive Committee had expressed these sentiments to the President at two lengthy meetings. The Committee had explained to the President that the issue of process was particularly important to the faculty. He noted that the September 12 Budget Council meeting was devoted almost entirely to reviewing raises and the process issue. The Budget Council voted to issue a formal advisory report to the President on these issues, and will refer the final report to the Budget Priorities Committee, Faculty Compensation Committee, and other boards. He reminded the Senate that, although it may appear publicly that no discussion has gone on, the Senate Executive Committee and Budget Council have been arguing the case. He urged the Senate to table the resolution for 30 days, since the issue was still in process. He pointed out that too much publicity could give the impression that funds were available for raises and that we did not need additional funding. Professor DuMont commented that she did not think her department would be pleased with tabling the resolution another 30 days.

Professor Grant explained that the process could not be redone, the only redress possible at this stage is getting an assurance that it will not happen again. He explained that he felt that already there was a recognition that the process didn't work well in all cases and assurances that should another situation arise calling for quick budgetary action, the Provost instructions would carry the stipulation that the normal peer review process shall be followed. He thought it was worth showing a little temperance for 30 days in order not to undercut the negotiation progress made thus far. Professor Karriker commented that she felt "a resolution of this type would just strengthen what the Executive Committee has been doing -- that we are wholeheartedly in support of that, and that we do not agree with the process that has been violated."

There was some discussion about whether there were irregularities in how the Distinguished Lectureships were awarded or just in the salary adjustments. Professor Biro suggested that the resolution be made less detailed and simply express general unhappiness over the salary adjustments, and if at the end of negotiations there are issues that remain unresolved, then the Senate can address those specific issues.

Professor Emanuel moved that the resolution be tabled until the next Faculty Senate meeting. The motion carried 26 to 7. Professor Kuriger asked that more information on how the Distinguished Lectureships were awarded be sought.

Professor Baker said he felt that the full extent of unhappiness among the faculty has not been expressed and that he is "skeptical that without a broader based sense of concern by the faculty, expressed formally, this could happen again." Professor Grant felt that by Charter the job of the Councils and Committees was to advise ahead of time, not to react and review. Given the 30-day extension on the resolution, he hopes to put the Budget Council in a position of advising in advance with input from the faculty. Professor Love explained that this year the Executive Committee has been more active in speaking out on behalf of the faculty. He feels that the administration is listening to faculty concerns and should be given some credit for trying to work things out. Professor Murphy commented that he did not think it sufficient to rely on the Budget Council or the Senate Executive Committee for a matter of this sort, and that the Senate as a whole should have been consulted. He further stated that it appeared as though some of the reallocated funds came from the money taken away last year under the furlough plan. Professor Beesley stated that a notation in the minutes describing the nature of the resolution might alert the faculty to the problem. Professor Love explained, in response to Professor Murphy's comments, that the Senate Executive Committee was not informed of the problem with the raises before it happened, and that since it has occurred, the Executive Committee has discussed it with the Senators at the small group meetings and at the Senate meeting of September 10. He reiterated that the above proposal would be considered again at the November 12 meeting.

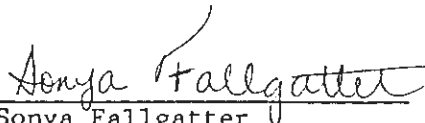
#### COUNTERFEIT I.D.'S


Professor Atherton explained that the College of Business Administration had found a student taking an exam under another student's name. He had produced a student I.D. with his own picture, but with the name of the student actually enrolled in the course. The College felt that the Senate should be made aware of the problem and encourage the Administration to find out how such a thing could take place and if there is some mechanism for preventing it in the future.

Professor Eliason suggested requiring signatures on the exams. Associate Provost Ray explained that this action involved not only academic misconduct, but potentially criminal action as well. He assured the Senate that the Administration would be very anxious to find the right solution. Professor Atherton moved that the Senate adopt a resolution requesting the University Administration "to investigate the matter of counterfeit student I.D.s on campus and make changes to rectify the situation." The motion was seconded by Professor Eliason. Professor Pflaum asked that the wording be clarified so that the Administration would consult the Senate before taking any action. Professor Love said he didn't think the Administration would institute a gestapo, but rather investigate the Bursar's office to see how these materials are getting out and who is doing it. After clarifying that the Senate merely would be calling the problem to the attention of the Administration, the resolution was passed unanimously.

## ADJOURNMENT

The Faculty Senate adjourned at 5:20 p.m. The next regular session of the Senate will be held at 3:30 p.m., on Monday, November 12, 1984, in the Conoco Auditorium, Doris W. Neustadt Wing, Bizzell Memorial Library.

  
 Sonya Fallgatter  
 Administrative Coordinator  
 Faculty Senate

  
 Gary L. Thompson  
 Secretary  
 Faculty Senate

RECORD OF PRESIDENTIAL DISPOSITION OF SENATE ACTIONS  
 (September, 1983 - August, 1984)

Number	Date	Item	Origin	Disposition
1	9/13/83	Faculty replacements, University groups	Senate	Approved
2	9/20/83	Faculty-at-large member, Search Committee, Education Dean	Senate	Approved
3	10/04/83	Faculty replacements, University groups	Senate	Approved
4	10/04/83	Attendance requirement, faculty on University groups	Senate	Approved
5	11/16/83	Final report, Senate/UOSA Committee, Instructional Improvement and Teacher Evaluation	Senate/UOSA	Acknowledged
6	12/13/83	Senate resolution: University budget crisis	Senate	Acknowledged
7	12/13/83	Faculty replacements, University groups	Senate	Approved
8	1/12/84	Proposed Revision: Policy, Transfer credit (failed courses)	Senate	Returned to Senate for further study
9	1/30/84	Senate Response to Regents: Regents' Furlough Plan	Senate	Acknowledged
10	1/30/84	Senate Resolution: Appreciation - Senator Gate, Representatives Deatherage, Hobson, Virtue	Senate	Acknowledged
11	1/30/84	Senate Resolution to House of Representatives: Tax-increase support	Senate	Acknowledged
12	2/14/84	Faculty replacements, University groups	Senate	Approved
13	2/14/84	Resolution: Final report of Committee, Instructional Improvement and Teacher Evaluation	Senate/UOSA	Acknowledged
14	3/07/84	Change in 9-month appointment period (Norman faculty)	Provost office	Approved
15	4/10/84	Faculty replacement, Budget Council	Senate	Approved
16	4/10/84	Charge to new council, Continuing Education & Public Service	Senate	Approved
17	5/08/84	Faculty elected to serve on CE & PS Council	Senate	Approved
18	5/10/84	Faculty replacements, end-of-year vacancies, University groups	Senate	Pending