

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

Regular session - January 14, 1985 - 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, Beesley, Biro, Black, Bredeson, Caldwell, Cameron,
Canter, Cozad, DuMont, Eliason, Emanuel, Friend, Goodman, Grant,
Hawley, Hengst, Hopkins, Horrell, Huseman, Karriker, Knapp,
Kudrna, Kuriger, Larson, Levy, Love, Magrath, Morgan, Murphy,
Nicewander, Nuttall, O'Rear, Palmer, Parker, Pflaum, Poland,
Reynolds, Schmitz, Smith, Tepker, Tharp, Thompson, Uno, Wedel.

Provost's office representative: Ray
PSA representatives: McCarley, Nicely, Skierkowski
Liaison, AAUP: Butler
Liaison, Women's Caucus: Killian

ABSENT: Baker, Fitch Hauser, Graves, Green, Tobias, Whitely.

UOSA representatives: Rasnic, Wiseman, Zuberi
GSA representative: Lawrence
Liaison, AAUP: Turkington

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APPROVAL OF MINUTES

The minutes of the regular session of December 10, 1984, were approved.

ANNOUNCEMENTS

Professor Love introduced the new College of Arts and Sciences representative to the Faculty Senate, Kenneth Wedel (Social Work), who will complete the 1983-86 term of Maggie Hayes.

REMARKS BY DR. MARTIN JISCHKE, INTERIM PRESIDENT EFFECTIVE FEBRUARY 1

Dr. Jischke told the Senate that it was a special honor to make his first public presentation as Interim President to the Faculty Senate. He explained that his first experience in university governance was with the Faculty Senate and AAUP. "The Faculty Senate is a very important body, because it is the vehicle that tries to bring all the disciplines together," he commented. He reaffirmed his commitment to the role of the faculty in the governance of the university and to the procedures established to ensure that role.

He said he believes this year will be a pivotal year for the university because the \$12 million budget cuts have taken their toll. "However, we should not make the mistake of thinking that the direction of the institution is in question."

His three priorities as interim president will be 1) articulating the financial needs of the university to those who influence funding, 2) taking a role in soliciting private support for capital projects, and 3) creating a positive environment on the Norman and HSC campuses.

Dr. Jischke discussed the Governor's plans to raise an additional \$359-397 million in revenue, of which \$207 is targeted for education and economic development. In noting that the Governor had proposed a 6% salary increase for state employees, he remarked, "There is no question that a salary increase for faculty and staff should be the highest priority in the next budget." House Speaker Barker has endorsed the need for substantial funding for education, and Senate President Pro Tempore Randle has indicated that the Governor's plan is likely to be the Senate's plan. Although Dr. Jischke feels the revenue package should not be taken for granted, he still is encouraged by what he sees as an increased understanding about what's at stake for the state. The state's ability to diversify hinges on a strong educational system. Polls show there is substantial support for tax increases if it means keeping education on course in Oklahoma.

Whatever the level of funding, Dr. Jischke believes the priorities for the next budget should be 1) increasing the salaries for faculty and staff, 2) rebuilding the M & O budgets, and 3) funding research and creative activities, particularly graduate assistants. In addition, he would like to complete the Energy Center and move the Music building project along. He believes we should continue to reassure the annual donors and try the build the Associates' and President's Partners programs, because annual giving is critical to the university's efforts to enrich the programs on campus. Further, the private donors help advance the cause of education in Oklahoma.

Regarding the concern about the number of vacant administrative positions on campus, Dr. Jischke explained that, while he would try to move the searches on as expeditiously as possible, the faculty should not lose sight of the fact that the essential work of the university is not done in Evans Hall. The basic mission of teaching, research and service has not changed. Because of his concern that the younger faculty might become discouraged, he told the Senate, "The younger faculty are the future of the university, and we should do everything we can to encourage them." During his tenure he hopes to create as positive and forward-looking an atmosphere as possible. There have been some bright spots: special awards and honors the faculty have received and the superb new people recruited.

Dr. Jischke urged the Faculty Senate to become conspicuous in exerting a leadership role, especially in reaffirming, on behalf of the faculty, its commitment to excellence in teaching and research, for first-class teaching and research will favorably influence funding. It is a time of transition and uncertainty, as well as an opportunity to reaffirm the fundamental purposes of teaching, research, and service. In conclusion, Dr. Jischke said he feels the university does a remarkable job with the resources available, and that to serve as Interim President is a special honor.

REMARKS BY MR. DAN LITTLE, CHAIR, UNIVERSITY OF OKLAHOMA BOARD OF REGENTS

Discussing the presidential search process, Regent Little explained that the Regents had set the search committee structure, which complies with the Senate-initiated policy on administrative search committees approved last year. Of the 13-member committee, there will be 7 faculty (4 from the Norman campus and 3 from the HSC or Tulsa campuses), 1 student, 1 staff, and 4 at-large members. The Regents will select the committee members the week of January 14. (N.B. The composition of the Presidential Search Committee was modified later by the Regents to include one additional student and staff member, in order to have representation from the Norman and HSC campuses. Each of these four members would have one-half vote.) The deadline for applications will be March 1, the decision will be made by the end of May or June, and the new president will be appointed by July 1 or September 1. He remarked that, faced with the number of administrative vacancies and the economic downturn, it would be easy to get discouraged, but that the essential functions of the university - teaching, research and public service - are continuing to be performed by the faculty. He expressed his appreciation to the faculty, adding that he believes the university has the strongest faculty in its history, and asked for their support, suggestions, and leadership.

Professor Pflaum asked how active a role would be taken on issues such as the lottery. Dr. Jischke said he believes the role of the president is to articulate the needs of the university and to leave to the political leadership of the state the question of how that is brought about. Regent Little said he would support the Governor in his efforts to increase the funding for higher education.

In response to questions on how President Banowsky's resignation would affect the other administrative searches, Regent Little reported that the Regents would be working out a time frame for filling the vacancies in the near future. He remarked that, other than trying to fill the Presidency by no later than September 1, the Regents had not made any decisions yet on whether to go ahead with any of the other searches or wait until the new president is appointed. Dr. Jischke noted that he would be making some recommendations to the Board at their January meeting, but declined to report any specifics.

REPORT OF SENATE EXECUTIVE COMMITTEE

Professor Love reported that President Banowsky had notified the Senate Executive Committee of his resignation the day before it was publicly announced.

The results of the Committee A survey conducted by the Faculty Welfare Committee are being tabulated. Professor Love urged the Senate to take action this semester to put a stronger faculty governance system in place. He expressed his appreciation to the Faculty Welfare Committee for their efforts in studying the Committee A system.

The External Affairs Committee is scheduling meetings to plan its campaign for influencing the legislature.

ELECTION OF NOMINEES FOR PRESIDENTIAL SEARCH COMMITTEE

Professor Levy explained that the Senate had been directed to elect eight nominations for the search committee, from which the Regents would select 4. The condensed vitae of the candidates were provided at the meeting. In selecting the candidates, the objectives of the nominating committee were to nominate 8 outstanding individuals and to achieve some sort of balance. The main distinguishing characteristic of the nominees is the youthfulness, although together they represent 70 years of service at OU. Professor Levy remarked that he feels it is important to allow the "rising generation" of professors have their say about the future of the institution.

After an additional nomination, the following nominees were elected by written ballot for the Presidential Search Committee:

Larry Canter (CEES)	Roger Frech (Chemistry)
Carol Brice Carey (Music)	Jeff Kimpel (Meteorology)
George Economou (English)	Nancy Mergler (Psychology)
Teree Foster (Law)	Donald Simonson (Finance)

(N.B. Professors Carol Brice^{*}Carey, George Economou, Jeff Kimpel, and Don Simonson were selected by the OU Board of Regents. Professor Kimpel will serve as vice chair.)

** After Carey's death, Teree Foster was selected 3/7/85*

ELECTION OF FACULTY REPLACEMENTS ON COMMITTEE ON COMMITTEES

Professor Levy prefaced the election by calling attention to the letter distributed at the meeting inviting suggestions for nominees to fill end-of-the-year vacancies on the University Councils and Committees. He noted that it was a very important matter and charged the representatives with the task of suggesting colleagues who would serve well.

Professors Penny Hopkins (Zoology) and Alan Nicewander (Psychology) were elected to complete the 1983-85 terms of Professors Maggie Hayes (Human Development) and Ted Hebert (Bureau of Government Research) on the Committee on Committees.

UPDATE ON HEALTH INSURANCE PLANS BY MR. LEONARD HARPER, CHAIR,
EMPLOYMENT BENEFITS COMMITTEE

The Employment Benefits Committee is distributing a questionnaire to determine the interest in a high benefit option health insurance plan. Mr. Harper explained that three types of high benefit options are under consideration, with different mixes of major medical deductibles and co-insurance ratios. Any of the high benefit options would provide increased coverage, but for a higher premium. He pointed out that a "co-insurance" ratio of 85/15 means the insurance company pays 85% and the patient pays 15% of the allowable costs. The "stop-loss point" means, after the deductibles have been satisfied and an additional \$2500 of covered expenses are incurred, the insurance company pays 100% of the additional allowable costs. The "Supplemental Accident Coverage" covers an accidental injury treated under emergency care at the hospital; e.g. with the high option plan 100% of the first \$400 would be covered by the insurance company with no deductible. He pointed out some of the changes with the high benefit options and explained that this type of plan would be offered only if 10% of the employees enrolled. Under the high benefit option, the University would pay an estimated \$67.25 toward the premium, which is equal to the estimated premium for the standard Blue Cross/Blue Shield plan, and the employee would pay the additional premium above that rate. Professor Thompson pointed out that the high benefit option plans are very expensive, and that they are being considered at the request of the HSC faculty.

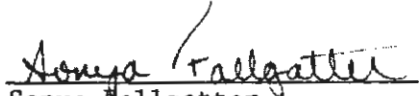
For employees who enroll in the standard program, three delivery systems would be available each time health care was needed. The premium for the policy would not change, but the benefits would differ depending on the health care system selected (see 12/84 Journal). Estimates of the monthly premiums for the new Blue Cross/Blue Shield policy, which would become effective April 1, 1985, are (1984 rates in parentheses): employee \$67.25 (61.00); spouse \$78.59 (72.84); children \$65.54 (60.74); spouse and children \$118.00 (109.36); medicare \$53.86 (48.85).

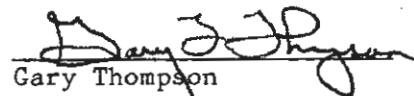
PruCare has agreed to defer their premium increase, but after the period of deferment, the rates are expected to go up substantially. Prior to the deferment PruCare had expected to increase the employee rate to an estimated \$72.56 (from a current \$64.52).

Mr. Harper asked the Senate representatives to share the new health insurance information with their colleagues and to forward the questionnaires to him as soon as possible.

ADJOURNMENT

The Faculty Senate adjourned at 4:40 p.m. The next regular session of the Senate will be held at 3:30 p.m., on Monday, February 11, 1985, in the Conoco Auditorium, Doris W. Neustadt Wing, Bizzell Memorial Library.


Sonya Fallgatter
Administrative Coordinator
Faculty Senate


Gary Thompson
Secretary
Faculty Senate