

JOURNAL OF THE FACULTY SENATE (Norman campus)
 The University of Oklahoma
 Regular session - April 14, 1986, 3:30 p.m.
 Conoco Auditorium, Neustadt Wing, Bizzell Library

The Faculty Senate was called to order by Professor David Levy, Chair.

PRESENT: Baker, Beesley, Brown, Caldwell, Carr, Christian, Cohen, Cozad, Curtis, Dietrich, Economou, Eliason, Emanuel, Frech, Friend, Harper, Hill, Holmes, Hopkins, Karriker, Knapp, Kuriger, Larson, Levy, Lis, Livesey, Magrath, Mennig, Mills, Morgan, Murphy, Palmer, Parker, Peacock, Poland, Reynolds, Taylor, Tepker, Uno, Welpott, Wiggins

Provost's office representative: Ray
 PSA representative: McCarley
 UOSA representative: Conwell

ABSENT: Canter, Eisenhart, Horrell, Huseman, Kaid, Knehans, Kudrna, Marek, O'Rear, Tobias, Whitely

PSA representative: Burgeson, Hammond
 GSA representative: Mork
 UOSA representatives: Hickey, Poynor
 Liaison, AAUP: Turkington
 Liaison, ABP: Butler
 Liaison, Women's Caucus: Davis

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APPROVAL OF MINUTES

The minutes of the regular session of March 17, 1986, were approved.

ANNOUNCEMENT

The Spring General Faculty meeting will be held April 17, 1986, at 3:30 p.m. in Adams Hall 150.

ACTIONS TAKEN BY PRESIDENT FRANK HORTON

The President approved the February 10 (see 2/86 Journal) 1:1 elections:

Academic Program Council: Al Smouse (Education), to complete the 1984-87 term of Ramon Alonso (Management)

Energy Conservation Committee: Mary Whitmore (Zoology), to complete the 1984-86 term of Floyd Calvert (Architecture)

Research Council: Marilyn Flowers (Economics), to complete the 1984-87 term of Nancy Mergler (Psychology)

Rita Lottinville Prize for Freshmen Committee: Marcia Horne (Education), to complete the 1985-88 term of Philip Schwartz (University Libraries)

and selected the following faculty from the 2:1 nominations:

Athletics Council: Curtis McKnight (Mathematics), to complete the 1983-86 term of George Henderson (Human Relations)

Athletics Council: Michael Flanigan (English), to complete the 1984-87 term of Carl Locke (CEMS) [alternate]

Faculty Awards and Honors Council: Betty Atkinson (Physics and Astronomy), to complete the 1984-87 term of Arrell Gibson (History)

Publications Board: Mickie Voges (Law), to complete the 1985-88 term of Rosemary Dumont (Library Science)

The President approved the March 17 election (see 3/86 Journal) of Donald Secrest (Political Science), to complete the 1984-86 term of Donald Maletz (Political Science) on the Bass Memorial Scholarship Committee.

SENATE EXECUTIVE COMMITTEE REPORT

At the March 31 Executive Committee meeting the main item of business was the President's document for planning physical resources. Professor Kudrna, Chair of the Campus Planning Council, reported on the progress of the negotiations with the President and discussed certain questions that had been raised.

Topics of the April 7 Executive Committee meeting with Provost Morris and Associate Provost Ray included circulation of the Committee A document to the Deans, status of sabbatical leaves, maternity leave policy, "Accuracy in Academia," and the effect of changes in criteria on promotion, tenure, and evaluation. The Provost indicated sabbatical leaves would be granted as usual, but he emphasized that they should be carefully scrutinized during these troubled budgetary times to make sure critical courses would be staffed.

At the April 10 meeting with the OSU Faculty Council, discussion centered on budget matters, early retirement programs, and the possibility of drafting a joint response to the Task Force on Higher Education report.

The theme of the April 11 Oklahoma Conference of Faculty Organizations (OCFO) meeting was the Task Force on Higher Education.

U.S. Senator Moynihan sent a reply to the Faculty Senate's resolution opposing the provisions of the 1985 tax reform act affecting TIAA/CREF (see 3/86 Journal, page 2). He agrees with the Senate's statements but warns that it will be an uphill fight.

Letters responding to the Faculty Senate's resolution opposing the new travel law (see 3/86 Journal, page 6) were received from State Senator Cate, who favors amending the new law, and from State Representatives Cunningham and Cole, who resist changing the existing law.

The Student Code Committee was split on whether to approve the Senate's recommendations concerning appeals about the English proficiency of instructors. The Senate's position is that this matter is a personnel matter and should not be grounds for a grade appeal. Now President Horton will make the final decision.

In preparation for the new edition of the Faculty Handbook some non-substantive changes in the Senate By-laws were submitted in order to restore two items believed to have been inadvertently omitted from the last printing and to make it clearer to read. These changes seemed so trivial as to not make it necessary to bring them before the Senate for approval.

SENATE COMMITTEE ON COMMITTEES REPORT

Professor Hopkins spoke on the end-of-year elections, which will be held at the May 5 Senate meeting. The preliminary list of nominees was distributed at this meeting. She reminded the group that elections also would be held for Chair-elect, Secretary, and Senate standing committees (Faculty Welfare Committee, Faculty Compensation Committee, and Committee on Committees), with those nominations coming from the floor.

SPEAKERS SERVICE REPORT

Ms. Carolyn Thompson, assistant director of the Alumni Association, and coordinator of the Speakers Service, reported on the positive response to this program. For the academic year 1985-86 74 programs were presented by 32 faculty members. She commented that some talks had been given at high school gifted student programs, serving as an excellent student recruitment device.

AUXILIARY SERVICES

Professor Larry Hill, Chair of the Budget Council, discussed what efforts had been made toward determining a method for studying whether revenues from auxiliary services could be used for educational programs. He remarked that there probably would not be large pockets of untapped money, but that it might be possible to generate additional funds by raising the overhead charge (currently 2%) paid to the University by the auxiliary services. He expects the Budget Council to recommend that a joint Budget Council and Faculty Senate study committee be appointed.

MATERNITY LEAVE POLICY

Professor Heidi Karriker, Chair of the Faculty Welfare Committee, expressed her appreciation to Constance Lindemann, John Burgeson, and Rick Tepker for their advice and suggestions. She explained that it is illegal to impose a burden on a woman because she is pregnant. The intent of the proposed policy is to prevent a woman from losing seniority, tenure, or from being otherwise penalized on account of pregnancy.

Since any nurturing policy over and above the disability policy must be available to all males and females alike, the document was confined to spelling out pregnancy disability leave. She moved approval of the following policy (to replace section 3.18.2(6) of the Faculty Handbook).

Provisions governing pregnancy disability do not differ from policies governing other temporary disabilities. A teaching or non-teaching staff member may opt to continue her normal duties through pregnancy or use accumulated sick leave as needed for prenatal, delivery and post-delivery care while physically unable to perform regular duties.

It is against university policy and federal law for any supervisor to coerce an employee to return to work who is disabled on account of pregnancy. For example, it is not unusual for an individual to be disabled for six (6) weeks, although nothing in this policy should be construed as establishing a minimum or maximum time of pregnancy disability. Pregnancy disability is to be determined in the same manner as all other temporary disabilities as stated in the sick leave policy.

It is the university's policy and federal law that no one shall suffer any penalty, retaliation or other discrimination because she took advantage of the university's disability benefit policy during pregnancy. An employee returning to work after pregnancy disability leave must be treated like any other employee returning from disability leave. For example, consistent with the leave policy described above and in section 3.7.3(g), if a tenure track faculty member takes pregnancy leave, the probationary period prior to a tenure decision may be extended for one year at the written request of the faculty member with the approval of the academic unit, dean and Provost.

An employee who plans to take advantage of the pregnancy disability benefit policy should notify the university as soon as possible, so that appropriate plans can be made.

The motion carried. The Faculty Welfare Committee will continue to work on policies governing leaves to care for adopted or ill children.

EVALUATION OF TEMPORARY INSTRUCTORS

Professor Lex Holmes, as Chair of the Faculty Compensation Committee, represents the Senate on the Provost's Faculty Salary Audit Committee. During this year's audit process it became apparent that many temporary faculty are not evaluated from year to year, and that salary changes are assigned to them without any kind of documentation. He explained that the following resolution had been accepted by the Faculty Compensation Committee and was being presented as a motion from that committee. Temporary faculty would include, for instance, instructors and adjunct professors, but not graduate teaching assistants. Answering Professor Eliason's question, Professor Holmes commented that the resolution was not meant to change the existing evaluation methods, but to extend them to the temporary people, recognizing that some flexibility would be employed for situations where the department does not expect service or research from temporaries. There was some discussion on the logistics involved in evaluating the additional faculty, many of whom are appointed on a short-term basis. Conversely, it was pointed out, a few people have been in temporary status for 5-10 years, with a large number of the positions held by females, raising questions

about equity and due process. Professor Murphy expressed the view that the large number of temporary appointments on campus was, in itself, a matter of serious concern. Professor Holmes noted that, in view of the growing number of temporary faculty on campus, the Faculty Compensation Committee will consider whether to recommend forming an ad hoc committee to study all aspects of employment of temporary faculty at OU. Professor Holmes agreed to Professor Hopkins' friendly amendment to change "follow" to "be subject to." The following resolution, as amended, carried.

It should be the policy of the University of Oklahoma (Norman campus) that all "A" budget salaried faculty, temporary and permanent, tenure-track and non-tenure-track, be subject to the same performance evaluation process currently in place, starting school year 1986-87.

ELECTION, SEARCH COMMITTEE, ENGINEERING DEAN

Professors Stanley Neely (Chemistry) and Gregory Parker (Physics and Astronomy) were elected as nominees for the faculty at-large position on the Engineering Dean Search Committee.

UOSA ACTION ON FINANCIAL CRISIS

Mr. John Conwell, UOSA representative to the Faculty Senate, read a resolution concerning intra-university budget cuts passed by Student Congress April 2; endorsing the Senate's February 24 budget recommendations #2-5. He said he hoped the students and faculty could continue to come together on other issues.

Whereas: The central mission of the University of Oklahoma is to provide the opportunity for higher education, the legitimacy of which is determined by the quality of its teaching, research, and resources; and,

Whereas: Adequate funding for higher education in general is being placed in jeopardy by a sagging state economy; and,

Whereas: The University of Oklahoma is faced with possible detrimental losses in human as well as fiscal resources, undermining the institution's ability to fulfill its mission.

LET IT THEREFORE BE RESOLVED THAT:

Section 1: As a general principal, budget cuts exacted from the academic side of the university should be less severe than those exacted from the non-academic side.

Section 2: That if it should prove necessary to terminate personnel, such terminations should be made, wherever possible, from the non-academic rather than from the academic side of the university.

Section 3: That if it should still be necessary to terminate personnel in the academic areas, non-teaching personnel should be terminated, wherever possible, before those who perform teaching functions.

Section 4: That for the year ahead, the university meet the shortfall by a combination of base reductions and one-year (non-base) reductions.

TIAA-CREF DIVESTMENT

Professor Frech moved approval of the following resolution:

Recognizing that the legally sanctioned system of racial domination in the Republic of South Africa is abhorrent to our membership; and

Recognizing that the overwhelming majority of the members of the faculty at the University of Oklahoma, Norman Campus participate in the pension system of the Teachers Insurance and Annuity Association (TIAA) and College Retirement Equities Fund (CREF) and have a personal stake in the socially responsible investment of their savings,

The Faculty Senate of the University of Oklahoma call on TIAA-CREF to begin to divest immediately from those companies operating in South African and/or Namibia and to complete the process within three years.

The Faculty Senate of the University of Oklahoma contributes financial support to the TIAA-CREF Divestment Campaign; urges other professional associations to take these steps; and encourages its members individually to support this campaign.

A copy of this resolution shall be transmitted to James MacDonald, Chairman and Chief Executive Officer of TIAA and CREF.

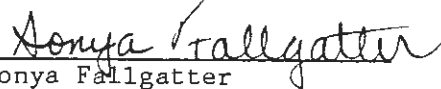
Professor Baker asked how much investment was required to come under the definition of "operating in South Africa and/or Namibia" and what was TIAA-CREF's current position. Professor Betty Harris (Anthropology), who was invited to answer questions, commented that TIAA-CREF had asked the 20 companies with subsidiaries in South Africa to sign the Sullivan Principles. Those companies not signing were threatened with shareholder resolutions. Responding to Professor Holmes' question on the meaning of the first sentence in the fourth paragraph, Professor Harris explained that the Faculty Senate could contribute to the campaign if it wished to do so. Following some comments about OU's current budget crisis, Professor Cohen moved to change the paragraph to:

The Faculty Senate of the University of Oklahoma supports the TIAA-CREF Divestment Campaign and encourages its members individually to support this campaign.

The amendment carried. The resolution, with the amendment, carried.

ADJOURNMENT

The Faculty Senate adjourned at 4:50 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, May 5, 1986, in the Conoco Auditorium, Neustadt Wing, Bizzell Library.


Sonya Fallgatter
Administrative Coordinator


Sherril Christian
Secretary