

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – February 10, 2020 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

office: Jacobson Faculty Hall, Room 206 phone: (405) 325-6789
e-mail: facsen@ou.edu website: <http://facultysenate.ou.edu/>
facebook: <http://www.facebook.com/OUFacultySenate>

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

The Faculty Senate was called to order by Professor Joshua Nelson, Chair.

PRESENT: Anderson, Ashby, Baumgartner, Bradshaw, Burge, Burns, Butler, Carpenter, Cerato, Cuccia, Dunn, Fuenzalida, Golomb, Hambright, Jiran, Kornelson, Lai, Lamothe, Lifset, Lyst, Miller, Moore-Russo, Mortimer, Muller, Natale, Nelson, Parsons, Randall, Raymond, Remling, Riggs, Rubenstein, Schmeltzer, Shehata, Sikavitsas, Smith, Stetson, Stevenson, Stock, Tabb, Weaver

Provost's Representative: Kyle Harper, Jill Irvine

ISA representative(s): Chris Cook

SGA Representative(s): ---

Other Guests: Mark Morvant, Susanna Gattoni,

ABSENT: Allen, Ellis, Heyck, Hoagland, Nollert, Shotton, Teodoriu, Ward, Wert, Worley

TABLE OF CONTENTS

Announcements:.....	2
Introduction of New Senators	
Call for Committee Nominations	
Call for Faculty Senate Officer Nominations	
Ed Cline Faculty Development Awardees	
Senate Chair's Report.....	2
Information on the California Travel Ban from the Legal Counsel's Office	2
Remarks by Vice Provost Mark Morvant regarding student retention and space planning	3
Pathways to Leadership resolution from the Faculty Welfare Committee	7
New Business – VPRP's Working Groups	7

APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of December 9, 2019 was approved without revisions.

ANNOUNCEMENTS

There will be a retirement reception for former Faculty Senate Chair Prof. Al Schwarzkopf on April 10, 2020 from 3:00 – 5:00 pm in the OMU ballroom.

Introduction of new senators, Chris Baumgartner from the College of Fine Arts, Kate Raymond from the College of Education, and Dave Parsons from the College of Atmospheric & Geographical Sciences.

The call for nominations for faculty volunteers for University and Faculty Senate councils, committee, and boards went out by email on January 23, 2020. Nominations are due to the Faculty Senate office by Friday, March 6, 2020 via the online form https://ousurvey.qualtrics.com/jfe/form/SV_9sfROBYaJLJ6eUt.

Former and current Faculty Senate Executive Committee members should contact Chair-elect Amy Bradshaw if interested in running for Faculty Senate Chair-elect or Secretary for 2020-21.

The recipients of the Ed Cline faculty development awards for 2019-20 are:

Rodney Ackmann (Music), Marilyn Byrd (Human Relations), Meta Carstarphen (Journalism & Mass Communications), Jessica Cerezo-Roman (Anthropology), Charlene Dell (Music), Tess Elliot (Visual Arts), Courtney Hofman (Anthropology), Rita Keresztesi (English), Nian Liu (Modern Languages, Literatures, & Linguistics), Robert Nairn (Civil Engineering & Environmental Science), Susan Schroeder (Microbiology & Plant Biology / Chemistry & Biochemistry), and Doyle Yoon (Journalism & Mass Communications).

SENATE CHAIR'S REPORT, by Prof. Joshua Nelson

The Senate Chair's Report was distributed to all regular faculty members prior to this meeting along with the meeting agenda; it is attached. Prof. Nelson asked if there were questions or comments about any of the items in the report. There were none.

INFORMATION ON THE CALIFORNIA TRAVEL BAN FROM THE LEGAL COUNSEL'S OFFICE

Prof. Nelson introduced Susanna Gattoni from the OU Legal Counsel's office. She joined the Senate to speak about the state's travel ban to California. She said that in terms of the ban, funding source is important. If travel is federally or privately funded, then the ban does not apply. It only applies to state-funded travel. There is also an exemption for activities that are core to the university's mission. The mission of OU includes teaching, research, and service.

Prof. Nelson asked if faculty members should consult with their chair or dean if there is any ambiguity, and Ms. Gattoni agreed that they should. Prof. Burns said that there have to be better ways to express differences of world views than banning state-funded travel.

Prof. Muller asked what the repercussions are to faculty that spend funds on travel that is later determined to be unnecessary. Ms. Gattoni said that if there are concerns, then faculty should contact their chair/dean and if necessary, they can include the Legal Counsel's office in that discussion. Prof. Nelson stated that it is always good to have a paper trail.

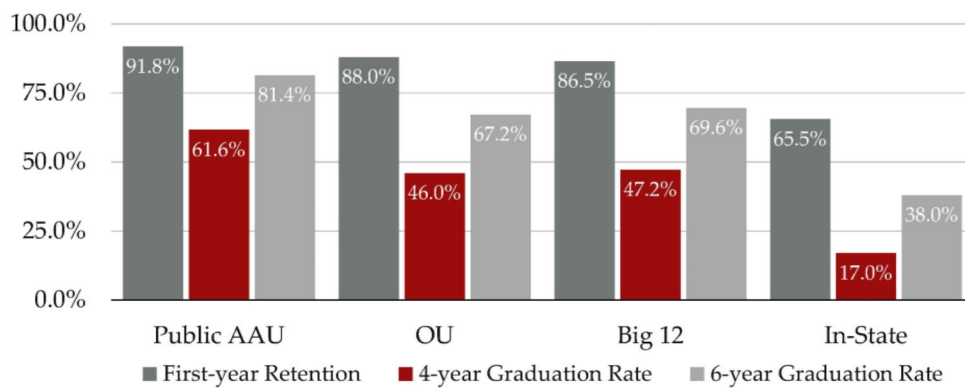
Prof. Shehata asked if research is mission-critical, that means he can speak at conference in California. Ms. Gattoni said that in general that is the case, but it is always good to discuss it with department chairs. There were no further questions.

REMARKS BY VICE PROVOST MARK MORVANT REGARDING STUDENT RETENTION AND SPACE PLANNING

Prof. Nelson introduced Vice Provost Mark Morvant. Prof. Morvant spoke to the Senate about student retention and space planning. Prof. Morvant presented the following charts:

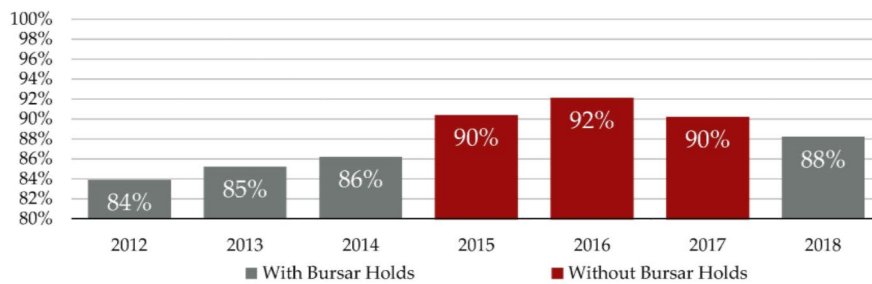
	OU	Goal
Retention Rate (2018)	88.2%	92%
4-year Graduation Rate (2014)	46.0%	60%
6-year Graduation Rate (2012)	67.2%	75%

Student Success Comparison

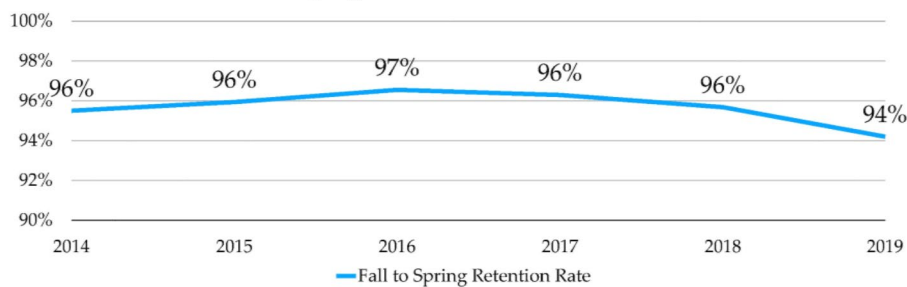


First-Year Retention Trend

First Year Retention Rates, Cohorts with and without Bursar Holds



Fall to Spring Retention Rates for Cohort Students



Prof. Morvant listed the following factors that affect student retention:

- Financial, as a Bursar Hold = No Enrollment
- Academic
 - Probation = Academic Assistance
 - Loss of Scholarships, Motivation, Self-Efficacy
- Belonging/Community/Experience
 - A choice
 - Expectations vs. Reality
 - Often Emotional and Strong
- Life Events
 - Unexpected
 - Often Traumatic

He said that some of the increasing challenges to retention and persistence include unmet financial need, mental health issues such as anxiety and depression, students with registered disabilities, and spring transfers.

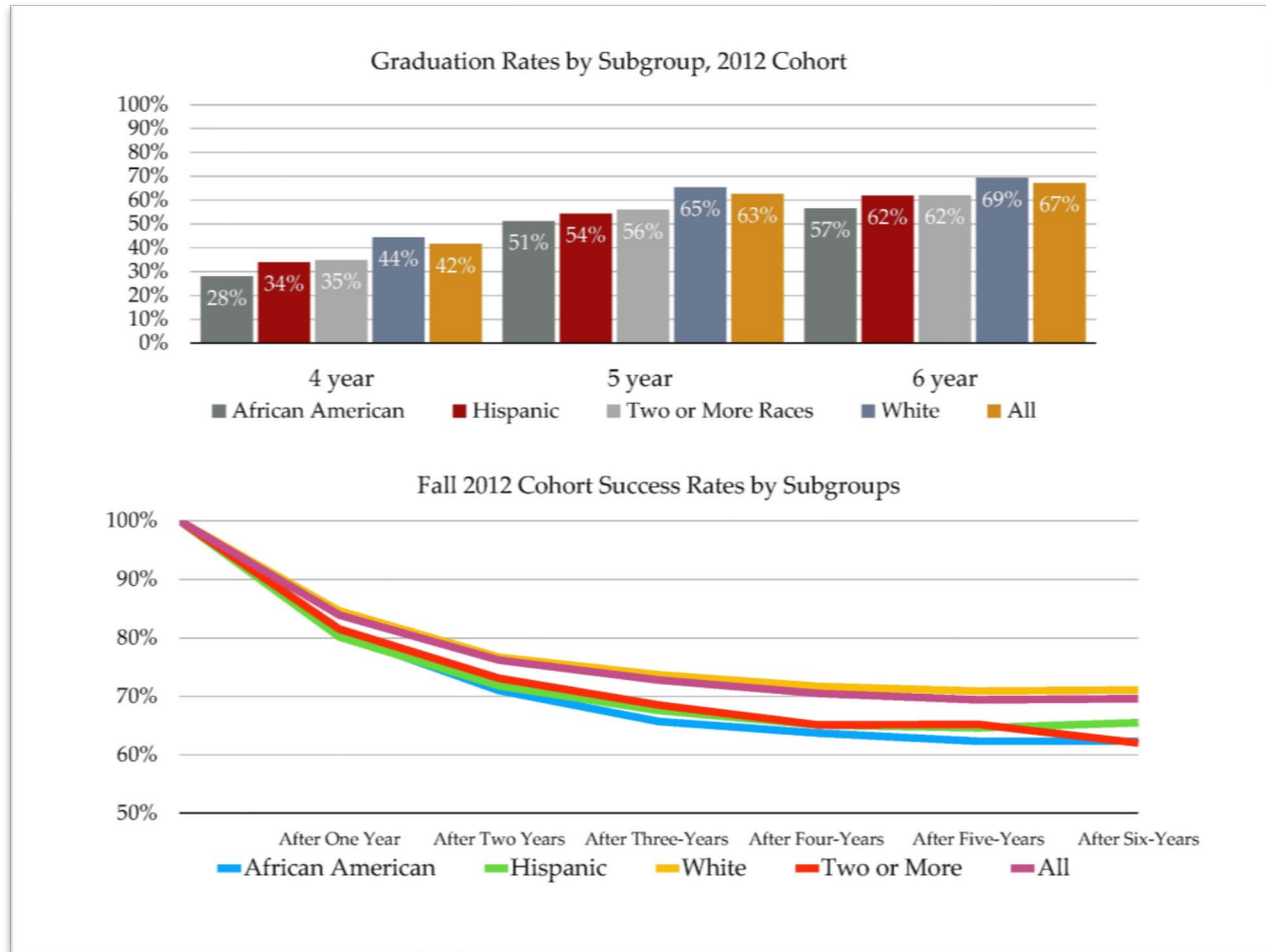
During the discussion there was mention of OU providing mental health counseling services. Prof. Morvant said that there has been a consistent growth in the number of university counseling center appointments over the last 5 years. Our current counselor to student ratio is 1:2139, while 1:1600 is recommended. Prof. Nelson asked if providing additional counselors can pay for itself by increasing the rates of student retention. Prof. Morvant said that they could, and he added there has also been an increase in the number of students registered with the Accessibility and Disability Resource Center (ADRC) over the last few years.

In terms of the 6-year graduation rate, Prof. Morvant said that about 67% of OU students do graduate in 6 years. However, the goal is for students to graduate in 4 years, and the 4-year graduation rate is currently 42%. He said that OU's 4-year graduation goal is 50%. Prof. Morvant listed the following challenges to the 4-year graduation rate:

- Financial need and resilience
- Number of required hours by program
- Challenges in persistence with subgroups
- Number of hours completed a year (averages for Fall 2019: 13.9 enrolled, 13.1 earned)
- Distribution of required courses across semesters (Fall, Spring, Intersession, Summer)
- Courses sequencing and capacity
- Late changes to majors
- Lack of metrics to find success or challenges in units
- Process and procedures

Prof. Morvant said that there is a strong relationship between family income and how long it takes an OU student to graduate. He added that the average hours at graduation at OU is 144 hours. In comparison, the average hours at graduation at the University of Texas is 129 hours, and at Texas A&M it is 134 hours. This may put us at a competitive disadvantage when attracting the best students. Prof. Morvant said that OU saw a jump in Spring transfers this year, based on the numbers of transcript requests.

Prof. Morvant then shared a chart showing graduation rate by ethnicity subgroup:



He said that we need to figure out the factors impacting URM retention; it could be financial or it could be based on community belonging. Prof. Natale asked that in the future data on Native American retention be included. Prof. Morvant said that the total numbers are small and so he did not include it in the chart but will make the data available.

Prof. Morvant then shifted his presentation to the new Campus Space Committee. The members are:

- Eric Conrad, Vice President of Operations
- Brynn Daves, Assistant Vice President for Student Affairs
- Melany Dickens-Ray, Associate Vice President for Research
- Mark Morvant, Vice Provost for Instruction and Student Success
- Jennifer Pike, Shared Services Program Manager
- Robin Stroud, Assistant Vice President for Administration and Finance
- Kacey Clark, Norman Campus Space Manager
- Brian Holderread, Director of Architectural & Engineering Services
- Beau Jennings, Director of Real Estate
- Pam Ketner, Associate Vice President of Operations
- Kyle McGehee, Interim Director of Facilities Management
- Laura Tontz, Director of Central Scheduling and Oklahoma Memorial Union

In terms of space on campus, OU has approximately \$4 billion in assets, in 12,535,006 square feet. OU has an additional \$1.2 Million (69,000 sqft) in off campus leases, excluding Outreach. In FY20, \$5 million

was budgeted for maintenance. On campus, office space is valued at \$22.50/sq. ft., so a 125 sq. ft. office costs ~\$2,800 annually. Some current actions that the committee is considering:

- Space Request Form--Approval process and data collection
- Space Audits--assignments and occupancy
- Identify vacant spaces
- Decrease expenditure on off-campus leases
- Best and most appropriate use

Prof. Nelson opened the floor to questions. Prof. Lamothe asked if the one-office policy is per-person or per-line. Prof. Morvant said that it is per-person, so if a faculty member has a center, then they would need to decide where they want their office. Prof. Ashby asked if the one-office policy applies to faculty that are both on NC and HSC. Prof. Morvant said that it is not likely to apply if you work on both campuses.

In terms of student retention and graduation rates, Prof. Riggs said that he would like us to find out why those students took additional courses or took longer to graduate. He also added that there are courses that students take that are valuable yet may not be required for graduation in their major. Prof. Morvant said that our 4-year graduation rates are not competitive with our peers. He added that we may need to look at how we schedule our classes as well. He also said that in Texas, the legislature stepped in and limited the number of hours that could be required for a degree program.

Prof. Hambright asked if there are concerns with the first-year advising and if that is causing students to take longer to graduate. Prof. Morvant said that unlike many of our peers, first-year students are not locked into a specific college or major. He did say we need to work on the handoff from University College to the departments.

Prof. Natale suggested that in terms of belonging, we need to collect more information on what led to the students not feeling included. He would like to know more about what OU's responsibility is in terms of inclusion and shift the focus away from making belonging appear to put the onus on students. Prof. Morvant said that in support of that, we are working with our partners in Housing and Student Affairs. We are asking what we need to do to better support those students.

Prof. Lyst says that in her experience University College has not done a good job of advising their Dance students. She said that they are often discouraged from majoring in Dance. Prof. Lyst asked if in Texas when they cut the number of hours allowed, if they cut gen-ed courses or courses in the major. Prof. Morvant said that state policies still apply, and that faculty were given a short time window to determine what courses to cut.

Prof. Carpenter asked what OU is doing to improve the accessibility to mental health counseling. Prof. Morvant said that they recently hired two additional counselors and are looking at hiring some more this year. Prof. Smith said that in his experience, when programs are aware of student needs, often they can do things to help. He gave an example of a student who had a death in the family that affected him both emotionally and financially. His unit was able to ensure that the student and his family had emotional support and also identified two additional scholarships the student qualified for. Prof. Morvant said that the Retention Working Group, Invest in Success, and the Scholarship office are working better together to support students. OU is working on creating a student success office.

Prof. Raymond said that there is a lot of anecdotal evidence that students are being discouraged from majoring in Education here at OU. She added that often students enter her college still needing to meet their gen ed requirements. She thinks it is unfair to judge the college when students come to them already behind. Prof. Morvant said that he would take those concerns to University College and Dean Campbell.

Prof. Burns believes that many students bank their hours and use them for summer and intercession. Prof. Morvant said that there is a Summer Advantage for Pell Students program. They are also reaching out to students with banked hours and letting them know they can use them.

Prof. Stevenson said that faculty tend to spend their summers doing research and not teaching. He asked how we coordinate that with offering more summer courses. Prof. Morvant said that we can look at using 4th year doctoral students and also hiring additional instructors and lecturers to do summer teaching. In answer to a question from Prof. Nelson about unmet financial need, Prof. Morvant and the Provost both said that they are working with the Development office to raise funds for need-based scholarships.

Prof. Lamothe asked if we know why the numbers of students needing counseling and the ADRC is increasing. Prof. Morvant said that part of that is improvements in diagnosis both of learning disabilities and mental health issues. He added that OU is following national trends on that. There were no additional questions, and Prof. Nelson thanked Prof. Morvant for speaking to the Senate.

PATHWAYS TO LEADERSHIP RESOLUTION

Prof. Nelson introduced the draft Pathways to Leadership Resolution that was written by the Faculty Welfare Committee (FWC) (attached). He noted that we will vote on this at the March Faculty Senate meeting. If there are grammatical or wording issues, he asked that senators email them directly to FWC Chair Keri Kornelson. Prof. Nelson asked if there were any significant issues with the document.

Prof. Tabb would like to incorporate timing into the document. Prof. Natale asked for more specifics about assigning current administrators to multiple leadership roles. Prof. Riggs suggested that this document address when two full-time positions are assigned to a single person. Prof. Kornelson said that often an interim position is an opportunity for more people to develop leadership skills. There were no additional comments, and the Senate will vote on the resolution at the next meeting.

NEW BUSINESS – VICE PRESIDENT FOR RESEARCH AND PARTNERSHIP'S WORKING GROUPS

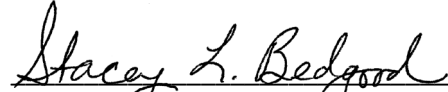
Prof. Kornelson raised the issue of the VPRP's research topic working groups that are already meeting. She said that many faculty members are not aware of how these working groups were formed. Prof. Nelson said that each dean was asked to submit two names, and the Faculty Senate Executive Committee also suggested a few names. He said there was not an open call and added that many of the faculty serving on these committees are associate deans in their colleges.

Prof. Nelson indicated that he did not have a list of who is leading and participating in these committees, and Prof. Lifset asked that we request that information. Prof. Parsons said that the mechanism for faculty input is important. Prof. Kornelson said that the FWC expressed concern about the lack of transparency in the creation of these working groups. Prof. Nelson said that the VPRP expressed that he anticipated more faculty participation farther along in the process.


Prof. Riggs asked if we know what types of deadlines these working groups are working towards. Prof. Nelson was not sure of that but assumes that it has some relationship to the strategic plan. Prof. Sikavitsas feels that the entire process was rushed by the VPRP's office. He suggested having open meetings about specific research areas so that interested faculty can attend.

ADJOURNMENT

The meeting adjourned at 4:45 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, March 9, 2020, in Jacobson Faculty Hall, Room 102.



Stacey L. Bedgood, Administrative Coordinator



Joshua B. Nelson, Faculty Senate Chair

SENATE CHAIR'S REPORT, by Prof. Joshua Nelson
February 10, 2020

In *The Birth of Tragedy*, Nietzsche proposed that once possessed of true knowledge, existence could be experienced through either, more or less exclusively, horror or nausea. With that in mind, happy new year! At its cusp, I attended the town hall for the College of Arts and Sciences on December 6, where faculty raised several key questions around the strategic framework, such as the plan for directing projected profits from online programs to the research mission of specific departments and the university as a whole, how to balance overload teaching in online programs against research productivity, and how OU might expect to succeed in this economically competitive field where other universities have not. On December 6, the Faculty Senate Executive Committee (FSEC) met with the final candidate for the dean of the College of International Studies and later forwarded our recommendations to Interim President Harroz and Provost Harper.

Vice President for Research and Partnerships Tomás Díaz de la Rubia invited me to a meeting he organized with several college deans where he outlined his plans to create committees charged with defining multidisciplinary centers of excellence and global challenges, staffed primarily by the deans' appointments. He kindly solicited nominations from the FSEC to these two committees, which we generated and submitted. The committees, we understand, have begun their work.

At the provost's meeting of chairs and directors on December 10, Gregg Garn offered a review of ongoing questions that bear consideration in relation to OU Global/Online. A few questions I'd suggest we keep in mind moving forward concern how online teaching might factor in in-load teaching, limits and possible exceptions to overload teaching, what insulation should be installed between Elsmere's market concerns and the faculty's curricular expectations, the exact parameters of faculty's intellectual property and compensation, and how best to structure a review committee with faculty representation. Vice Provost for Instruction and Student Success Mark Morvant and I met later that day and discussed long-term enrollment and space planning, about which we'll hear more at the February Senate meeting.

At the FSEC meeting with IP Joseph Harroz on December 11, we again urged the importance of widespread faculty input on key pieces of the strategic framework, namely, how multidisciplinary centers of excellence are to be configured and how to identify the global and/or state challenges that research initiatives will take up. In a broad discussion of the challenges that OU looks to confront, we discussed how community-oriented service on the part of faculty and students might factor into the framework and be recognized by the university.

Angela Church from Human Resources met with me on December 12 to discuss how HR training in areas such as FMLA, ADA, and other administrative areas might be incorporated in training for new chairs and directors, or those who might appreciate a refresher; the development of a means of communicating important institutional personnel histories to new chairs; the ongoing investigation of possibly moving all faculty to a 12-month pay schedule; and the summer pay gap that chairs stepping down from their positions often unexpectedly encounter. In subsequent conversations, Senior Vice Provost Jill Irvine agreed that she would work with HR to incorporate such material in the incoming-chairs workshops that her office runs, and I met with HR representative Carrie Irwin and General Counsel representative Susanna Gattoni to outline plans for collecting and communicating to new chairs appropriate personnel information from offices such as the Provost's, HR, General Counsel, Title IX, the Accessibility and Disabilities Resource Center, Conflict of Interest management, and/or the Colleges' offices.

Following the winter break and having overcome the nausea that accompanies the experience of the horror and/or absurdity of existence, the Faculty Senate hosted a reception for senators and campus leaders on January 13. At the January 15 FSEC meeting with IP Harroz, we heard an update on the ongoing searches for deans and discussed ways that we might be more responsive to candidates' concerns in searches generally. A more coordinated and timely way of handling spousal accommodations found favor among the FSEC, and we urged IP Harroz to follow up on plans to institute some official mechanism. We also touched on the vacant ombudsperson position and urged him to take swift steps to fill it in light of the *Faculty Handbook's* defined roles for that office in resolving certain conflicts, particularly those in which the Faculty Appeals Board is not a structural option and such as might involve chairs or other administrative personnel. On January 16 and 24, several members of the FSEC met with candidates for the dean of the College of Business and later forwarded our impressions to the administration. On January 27, I attended my first Faculty Advisory Council meeting for the Oklahoma State Regents for Higher Education, at which we heard an overview and ongoing concerns surrounding course equivalencies and concurrent enrollment. I asked for clarification regarding the governor's travel ban to California and its bearing on our academic mission. The Regents' representative said she would investigate and report back.

At the January 30 meeting of the OU Regents, I attended several committee meetings. During the Finance Committee meeting, the Regents heard about ongoing efforts to save \$25 million from the budget this year, on top of the \$50 million in reduced expenditures last year. Towards that end, the administration is exploring the possibility of issuing bonds to extract the university from the Corix Utilities deal of several years back. The OU Budget Office expects that this turned page would save several million dollars annually. Preliminary steps towards this goal were passed by the Regents at their regular meeting. Noteworthy in the Norman Campus Committee meeting was the mention of a drop in retention rates that is likely related to stricter bursar account balance and residency requirements. In better news, IP Harroz noted that charitable giving to the university is up from this point last year. In his discussion of plans for online professional programs, he espoused the democratization of access to higher education, and it occurred to me that tracking various outcomes on this point might be a useful activity for an oversight committee.

Provost Harper and I had lunch on January 31 and discussed the ongoing dean searches, possible means of evaluating office functions and responsiveness, the Regents' expressed desire to simplify the university's tuition and fee structure, the possibility of lowering the interest charged on bursar balances (on which he referred me to the CFO), and the summer pay gap for chairs stepping down from their roles. On this last point, the provost indicated that he'd asked HR to investigate the current conditions and options. We also discussed the contours of a faculty mentoring plan that would include provisions for under-represented minority faculty; such a program has also come up in conversations with SVP Jill Irvine and Vice President for Diversity and Inclusion Belinda Higgs Hyppolite.

The FSEC met on February 3, at which we offered initial comments on the Faculty Welfare Committee's draft resolution and got a preview of VP Morvant's and General Counsel Anil Gollahalli's comments for the February meeting of the Senate. (Somebody ask VP Morvant about counseling accessibility if I forget. He has some fascinating information.) SVP Irvine attended for Provost Harper and discussed work underway at the Center for Faculty Excellence to assist with faculty mentoring. In addition to bolstering HR training for new chairs, her office is also aiding chairs in benchmarking with peer institutions and with strategic planning through workshops that will be advertised soon. Additional workshops on inclusive pedagogy are forthcoming. The cap on ranked, renewable term faculty, their collegial distributions, opportunities for advancement and raises, and concerns about the

adjunctification of the professoriate also came up in our discussion. SVP Irvine is assembling a committee to look into these questions, along with the possibility of a new category of “professors of practice” faculty. The FSEC asked Chair-Elect Amy Bradshaw as the chair of the Committee on Committees and Keri Kornelson as chair of the Faculty Welfare Committee to nominate representatives to this group.

Whether through sublime taming of the horrible or the comic discharge of the absurd (reader’s choice!), the feelings described herein exhausted themselves.

PATHWAYS TO LEADERSHIP RESOLUTION

WHEREAS, the Faculty Senate acknowledges and appreciates that recent vacant upper administration positions at OU have been filled via transparent and open processes; and

WHEREAS, the Faculty Senate further acknowledges and appreciates that these recent searches have set a new bar for transparency and inclusion for upper administration hiring at OU; and

WHEREAS, in contrast, positions at the intermediate administrative level are still often filled in a non-transparent way, without an open announcement of the vacancy, without a published set of criteria for the position, and without a clear hiring process; and

WHEREAS, faculty at OU who may wish to be considered for such early or intermediate administrative positions are generally unaware of how to make themselves known as candidates for said positions; and

WHEREAS, there is a deep and diverse pool of potential administrative leaders at OU with leadership skills but that have had few opportunities to advance; and

WHEREAS, the Faculty Senate acknowledges that upper administrators have a vested interest in building their leadership teams; and

WHEREAS, a transparent hiring process allows supervisors to make the best choice from a diverse and talented applicant pool, thus instilling trust in new leaders;

THEREFORE, BE IT RESOLVED, that the Faculty Senate of the OU - Norman Campus requests that the University of Oklahoma adopt the following practices:

- Make public (to the university community) a set of procedures for hiring at early or intermediate-level administrative positions. (These procedures may include publishing a call for applications, a clear and well-defined job description, a list of required qualifications, etc.)
- Require use of a transparent application process that follows these procedures when hiring for early or intermediate-level administrative positions.
- Limit the practice of assigning current administrators to more than one leadership role, as our university has many talented faculty members who seek opportunities for advancement.
- Develop a variety of mechanisms for faculty to learn about existing campus-wide committees and multiple opportunities for faculty to volunteer for said committees, as committee membership and leadership can be a pathway to administrative leadership.
- Offer systems that inventory the skills of interested faculty and provide mentoring and training for leadership positions.

Presented to the OU-NC Faculty Senate by the Faculty Welfare Committee on February 10, 2020.