



# FACULTY SENATE

*The UNIVERSITY of OKLAHOMA*

## **AGENDA OF THE FACULTY SENATE – NORMAN CAMPUS**

**December 8, 2025, at 3:30 p.m.**

**Thurman J White Forum Building - Conference Room A**

- Call to order and determination of a quorum
- Approval of the Senate Journal for the regular session of November 15, 2025
- Announcements
  - Save the Date: The Faculty Senate Shared Governance Reception will be held on January 26, 2026, from 4 pm to 6 pm in the Scholars Room at Bizzell Memorial Library.
  - Faculty Senate extends condolences to the family and colleagues of Dr. Mary Jo Watson, Director, OU School of Visual Arts, and curator for Fred Jones Jr. Museum of Art. Dr. Watson transitioned from elder to ancestor on November 20, 2025.
- Senate Chair's Report (attached)
- Vote: Oklahoma Principles and Policy for Political Neutrality in Hiring
- Remarks from J.E.B. Sheriff, Assistant Director, IT Services
- Remarks from Lindsey Risley, Health and Wellness Manager, Office of Human Resources
- Committee of the Whole
  - Follow-up report on topics from the October Faculty Senate Meeting
  - Sunsetting of Oklahoma Create
  - November 5<sup>th</sup> South Oval Event
- New Business
- Adjourn

Long before the University of Oklahoma was established, the land on which the University now resides was the traditional home of the "Hasinai" Caddo Nation and "Kirikir?i:" Wichita & Affiliated Tribes.

We acknowledge this territory once also served as a hunting ground, trade exchange point, and migration route for the Apache, Comanche, Kiowa and Osage nations. Today, 39 tribal nations dwell in the state of Oklahoma as a result of settler and colonial policies that were designed to assimilate Native people.

The University of Oklahoma recognizes the historical connection our university has with its Indigenous community. We acknowledge, honor and respect the diverse Indigenous peoples connected to this land. We fully recognize, support and advocate for the sovereign rights of all of Oklahoma's 39 tribal nations. This acknowledgement is aligned with our university's core value of creating a diverse and inclusive community. It is an institutional responsibility to recognize and acknowledge the people, culture and history that make up our entire OU Community"

**JOURNAL OF THE FACULTY SENATE**  
The University of Oklahoma (Norman Campus)  
Regular session – November 10, 2025 – 3:30 p.m.  
Oklahoma Memorial Union – Frontiers Room  
Office: Chemistry Building, Room 207 | Phone: 405-325-6789  
Email: [FacSen@ou.edu](mailto:FacSen@ou.edu) | Website <https://www.ou.edu/facultysenate>  
*Note: The remarks of the Senators and others are summarized and not verbatim*

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The meeting was called to order at 3:31 pm by Chair Robbins.

PRESENT: Bert, Bhattarai, Bofferding (1), Borck, Brice (1) Cain, Cost Mirais de Sa E Silva (1), Cortest (1), Demir, Edgerton, Ernest, Ethridge (1), Fahes, Gordon, Grigo, Grinnell-Davis (1), Hill, Christopher, Hill Crag, Kang, Kaoutzani, Kazempoor, Ketchum, Lamothe, Larson (2), Litov, Liu, Lungmus (1), McLeod, Minks, Mountford, Muraleetharan, Nollert, Sarmiento, Schmeltzer (1), Scrivener (1), Sharma (1), Tracy, Warnken, Wood, Youngbull

ABSENT: Ahsan (1), Apanasov (1), Beutel (1), Cavallo (2), Fithian (1), Hambright (1), Hougen (2), Kibbey (1), Richter Addo (1), Rueda (2)

FS Chair: Sarah Robbins

FS Chair-elect: Rebecca Loraamm

FS Secretary: Stephanie Burge

FS Executive Committee Members (Non-senators):

FS Administrative Manager: Ann Seely

Guests: Dr. Wayne Riggs, Director for the Center of Faculty Excellence  
Dr. Paul Gilmore, Dean of the Honors College  
Dr. Lori Snyder, OU Elevate  
Dr. Hunter Heyck  
Mr. Haydon Grubbs, OU Daily

*Note: During the period from June 2025 to May 2026, the Senate holds eight regular sessions. The figures in parentheses above indicate the number of absences.*

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## **DETERMINATION OF A QUORUM.**

Quorum was achieved.

## **APPROVAL OF THE JOURNAL**

The Faculty Senate Journal for the regular meeting of October 13, 2025, was approved with the revisions of a couple of incorrectly reported absences. A Senator moved to approve, and the motion was seconded. The vote passed and the journal was approved.

## **ANNOUNCEMENTS**

- The Faculty Senate extends condolences to the family and former colleagues of Sonya Fallgatter, long time staff of the Senate who passed away on October 15, 2025.
- Save the Date: The Faculty Senate Shared Governance Reception will be held on January 26, 2026, from 4 pm to 6 pm in the Scholars Room at Bizzell Memorial Library

## **SENATE CHAIR'S REPORT, BY CHAIR JERVIS**

The report was distributed via email. Chair Robbins opened the floor to questions. There were no questions.

## **WAYNE RIGGS – DIRECTOR, CENTER FOR FACULTY EXCELLENCE**

**Wayne Riggs Center for Faculty Excellence.** Dr. Riggs has directed the Center for Faculty Excellence since June 2025. Director Riggs offered an overview of CFE’s primary activities, along with discussion of things that have happened since he started this role. CFE serves all faculty, from regular faculty to renewable term, to adjunct faculty. CFE oversees organizing new faculty orientations and maintaining contact with those faculty throughout their first semester to provide mentoring. CFE also has a fellowship competition each year, where faculty may propose a service project that extends what CFE does. Lastly, CFE meets with job candidates to let them know what resources are available on campus for faculty.

CFE website – There are four focal areas for CFE: teaching, research/creative activity, community engagement, and faculty success/career progression. On the CFE website, there are many workshops advertised for faculty to help them with these core areas. Riggs noted that faculty are often not trained in teaching before they become new faculty, and CFE offers a lot of support for faculty to develop this aspect of their skills.

CFE has specialists to help consult on grant proposals, publication, and presentations to facilitate research and creative activity. CFE also has workshops on community engagement, including broader impacts of research and incorporating service learning into courses. CFE provides information pertaining to tenure and promotion processes, to help guide faculty through the process.

Riggs noted that CFE has been at the forefront of several issues since he took over in June including the shifting federal landscape with respect to funding for research and creative activity. Riggs encouraged faculty to reach out to CFE if there are things that CFE could do to better support faculty research. Jennifer Holcomb was recently appointed as the new Associate Director of Research and Creative Activity at CFE, and Riggs noted that CFE will also have faculty fellows for Humanities and STEM to help with faculty research/creative activity.

Riggs noted that AI is another area of big change for CFE, particularly as it relates to aspects of faculty support. AI has created a lot of need for additional faculty support, and instructional faculty are having to

consider if they can teach the way they used to and may need to recreate how they teach. CFE is committed to supporting faculty in the post AI world, including integrating it into content AND restricting its use in certain course components.

1. CFE Teaching team has created a generative AI module and resources for faculty that can be used to help faculty integrate AI into their courses.
2. Several faculty fellowship proposals have to do with supporting faculty for AI, including creating assessments that use integrated AI in the classroom. Riggs noted that the policy on AI use at OU is not fully clear yet. CFE continues to work on these issues. Riggs noted that there is currently a lot of variation in usage in AI across courses. Riggs noted that there are guidelines in place for AI usage and asked that faculty keep those guidelines in mind as they prepare their courses.

A Senator asked about the CFE presence on OU-Tulsa's campus. The Senator noted that the move to One OU has exacerbated OU Tulsa's feeling of being removed from access to resources and asked whether there was a plan in place to try to support faculty at OU-Tulsa. Riggs noted that there isn't a specific mechanism for OU-Tulsa, but that programming is available on zoom. The Senator followed up that advertising and access remains an issue. Riggs will follow up with that Senator.

#### **PAUL GILMORE – DEAN, HONORS COLLEGE**

Dean Gilmore started the position of Dean of Honors College in June of 2025. Gilmore noted that there had previously been a taskforce as well as a strategic plan before he arrived and those goals objectives remain in place.

1. Honors courses available and integrated across campus.
2. Opportunity for all students
3. Educating leaders for the future
4. Undergraduate research activities to create collaboration between students and faculty

Gilmore would like to emphasize interdisciplinary, experiential learning, and noted that the Honors College should be serving the campus as a whole. Historically, Honors Colleges have reproduced educational inequalities, but moving forward, the Honors College should be more focused on outreach. Students can petition to be in Honors classes if they have a 3.4 GPA, regardless of whether they are in the Honors College or not.

Gilmore noted several important goals for the Honors College, including developing a stronger living learning community, making the Honors college more representative of the student body, and expanding co-curricular opportunities across disciplines and colleges.

Gilmore convened a faculty advisory council to help develop a new foundation class for Honors students, which all incoming Honors students would take. In addition, Gilmore plans to increase offerings of general education honors sections. OU lags other relative peers when it comes to this. Traditionally, the Honors college has required a thesis, which may not make sense for all majors/colleges. Gilmore noted the need for more flexibility. The Honors College will also make greater efforts to connect to interdisciplinary minors and certificates. Furthermore, Gilmore would like to increase the number of presidential teaching fellows substantially (from 2 to 10) and organize teaching fellows around key subjects of inquiry.

A senator noted that science faculty do not usually participate in the Honors College Fellows. Gilmore noted that historically the fellows have been almost exclusively humanities and social science faculty, primarily because the faculty teaching load in those fields align with the humanities and social sciences. However, he noted that organizing these appointments around subject area is one way to address this issue.

Another Senator asked about the living learning community plans. Gilmore noted that the presidential teaching fellows would incorporate a requirement that faculty would have some contact with Honors students outside of class to help build this sense of community. Currently, Honors students primarily reside within two floors at Dunham Residential College. However, Gilmore is looking to build upon those spaces and expand the living learning community. The RAs in the living learning community are already in the Honors College, and there would also be plans for mentors and faculty fellows to bolster those communities.

A Senator asked about the Undergraduate research program HRAP (Honors Research Assistance Program), FYRE (first year research experience), and the Honors College Symposium. Gilmore noted that he was trying to broaden out those opportunities.

## **LORI SNYDER – OU ELEVATE**

Lori Snyder (OU Elevate) presented findings from recent research on the OU Elevate Faculty evaluation model. Snyder noted that results are available from the OU Elevate IVE model for faculty annual evaluations and the pilot tests associated with that grant. Four departments participated in the pilot program. Snyder noted that this project initially began to investigate the impact of the current faculty annual evaluation system.

The OU Elevate team gathered a lot of data (institutional data, survey data from faculty, faculty meetings with various departments) to seed funding from NSF to get an institutional transformation grant to investigate the faculty evaluation process. Despite funding disruptions in new environment, the OU Elevate team were able to develop a new model for annual evaluations, as well as pilot test these changes.

### **Guiding Principles for Faculty Evaluations**

1. Rewards all valuable faculty contributions
2. Enhance clarity and transparency of standards.
3. Enable unit leader to make efficient evaluation decisions.
4. Promote create and unique contributions
5. Support effective workload policies
6. Facilitate customization by academic units.
7. Serve as a reliable tool for merit pay decisions

OU Elevate IVE Model. There are three categories of evaluation: Improvement needed, Valuable Contributions, and Extraordinary Contributions. The idea behind this simplified model is to have fewer categories, which will be better for meaningfully differentiating between faculty contributions, as well as clearer guidelines for each of those categories.

Snyder noted that four units participated in pilot. Each of these units conducted their standard evaluation process and also used the IVE model for faculty annual evaluation. Then, they were asked about their pre- and post-pilot experiences.

### **Findings –**

In general, Snyder reported that the units found the IVE Model to be more: transparent and clear, while using appropriate methods, valuing efforts, allowing for submission of materials that reflect time and contributions. Faculty had more positive responses with respect to the IVE model than the unit leaders. Snyder noted that this was for a limited sample (only 4 departments). Faculty felt that the IVE model enhanced clarity, transparency, and fairness in the evaluation process.

Snyder noted that the team is making a case for implementation across the board at OU, but the cessation of the funding has limited the ability to move forward since additional pilots were not able to be funded. OU Elevate has pursued additional funding to pilot test the IVE model across 8 different disciplinary units across campus.

A Senator asked whether the model would move from a 5 point spread to a 3 point spread. Snyder confirmed that was the case. The Senator noted that it might be problematic because of fewer degrees of gradation, and that faculty might not feel that the spread would be fair. Snyder noted that this had come up in meetings with faculty and departments, and that the team was trying to find ways to make the most meaningful distinctions, rather than smaller distinctions that are not that important for the broader goals of the strategic plan and the health of the unit. Snyder also noted that the model attempts to get away from scores, to some extent. The Senator noted that we need these distinctions for merit based raises. Snyder noted that justification must be given for merit pay, but that does not have to be in numbers.

A Senator asked whether there were any differences across the units in the pilot analysis. Snyder replied that those response were generally very similar.

A Senator noted inconsistency in what the Provost was asking departments to do for merit pay raises (e.g., top 10%, top 20%) and the new IVE system. The Senator also noted that in our pursuit of AAU status, many of those indicators are quantitative in nature, rather than qualitative. Snyder noted that the merit raise issue happened in the midst of trying to decide the model, so there may be some challenges in meshing those systems. Snyder also noted that quantitative data will inform evaluations, even if those categories are not necessarily numerically described.

A Senator noted that he was in one of the units that participated in the pilots, and the unit was able to create the rubric to perform the evaluations, so that tailoring made the system more useful.

A Senator noted that not all faculty have similar allocations of effort, which may complicate the evaluation process. Snyder noted that the IVE system is fully compatible with different allocations of effort.

## **FOR DISCUSSION: OKLAHOMA PRINCIPLES, FACILITATED BY PROF. HUNTER HEYCK**

Professor Hunter Heyck introduced the revised Oklahoma Principles, which a Faculty Senate subcommittee has worked on over the past month. Heyck noted that after the subcommittee's work improved the policy quite a bit, and then the newer policy was circulated to the administration for approval. OU HSC faculty senate campus was also contacted for their approval, and they were also in favor of the revision.

### **Primary differences**

1. Original version seemed like a defensive reaction, and an apology for things we were not actually being done, so the subcommittee worked to change the tone and framing of the document.
2. Attestation is an attestation of abiding by the non-discrimination policy, not just these principles.

A Senator asked if the revised version was sent. Chair Robbins noted that it was circulated.

A Senator asked if the OK principles were applying a litmus test to be on the search committee by imposing political neutrality. Heyck replied that any policy could be misconstrued and misapplied, but it would take a stretching of the policy to turn this into a litmus test on the faculty member.

Chair Robbins noted that this will go to a vote in the Senate in December, so she encouraged Senators to discuss with their constituents.

## **NEW BUSINESS**

Chair Robbins asked if there was any new business and no new business was introduced.

## **ADJOURNMENT**

The meeting adjourned at 5:05 pm. The next regularly scheduled Faculty Senate Meeting of this academic year will be held on December 8, 2025, at 3:30 pm.

Stephanie Burge, Faculty Senate Secretary, 2025-26

## November 2025 Faculty Senate Chair's Report

As November comes to an end, I can feel the need for Winter Break in my bones and when I look around the university it seems others are feeling it as well. It's an exciting time to be sure, but the need for rest and reflection is evident. This will be my last report of 2025. I will combine my report December and January to report in our February meeting materials.

The Faculty Senate Executive Committee (FSEC) invited Jeff Blahnik, OU Vice President of Enrollment Management and Chief Enrollment Officer, to discuss scholarship and financial aid. Discussions with VP Blahnik revealed that endowed funds for student scholarships have been underutilized. In response, a directive from the President and Provost set a goal of 70% expenditure of available funds, with a specific allocation of 20% for prospective students using a centralized process. We also learned that the university is actively working to improve the clunky CASH system, with a Request for Proposals (RFP) underway for a new, more efficient system to be implemented by Fall 2026.

FSEC also reviewed proposed changes to the Faculty Senate Bylaws that will be discussed at the December Faculty Senate Meeting. FSEC appreciated the work of the ad hoc committee and had no substantive changes to what was proposed. I'm sure the Senate will have a healthy discussion about the proposed changes. I look forward to seeing how the document evolves after the Senate discusses it. Thank you to Dr. Matt Wood for chairing the ad hoc committee! In addition to the work of the ad hoc committee, our standing committees are focusing on meaningful faculty engagement and protecting faculty interests. The Recruitment, Retention & Developing Committee is gathering data on promising practices for faculty engagement that they plan to present to Chairs and Directors in the spring. The Faculty Welfare Committee is focusing on non-regular faculty practices and voting rights. The Faculty Compensation & Benefits committee is looking into retirement savings withdrawals, and the cultural impact of merit raises.

At the November Senate meeting, Director of the Center for Faculty Excellence (CFE), Wayne Riggs, presented to the Senate about the work of the center. He provided an overview of their mission, services, and programming. The areas of focus for CFE include teaching, research and creative activity, community engagement, and career progression. In recent months, CFE personnel have evolved their programming to address the changing nature of grant-funding and to support faculty as they adapt to work in the post-AI world.

We also heard from the Dean of the Honors College, Paul Gilmore, who provided an overview of the work of the Honors College and discussed some of the new initiatives underway. The 5 pillars of the Honors College strategic plan are: (1) Honors across Campus, (2) Opportunity for All Students, (3) Disciplines to Educate Leaders for the Future, (4) Undergraduate Research and Creative Activities to Create Collaboration and Convergence, and (5) Realms of Life to Create Holistic Student Experience. The college is developing its structure to include a Faculty Advisory Council, more Presidential Teaching Fellows, and a foundations class to help build community among the students.

The Senate also heard about the OU Elevate Team's efforts to improve faculty evaluations. Dr. Lori Snyder presented promising results from a Spring 2025 pilot study of the IVE model, which was conducted despite the termination of NSF grant funding in May 2025. The team is now building a case for implementation and plans to seek new funding to conduct a second pilot in eight academic units, with the ultimate goal of phased, campus-wide rollout.

We will move forward on the vote for the "Oklahoma Principles and Policy for Political Neutrality in Hiring." There were no substantive revisions after the November Senate meeting, so we will vote in December.

Several Institutional Developments will shape the academic landscape. In response to workforce needs, there is a serious proposal to allow 90-hour bachelor's degrees. This proposal is currently moving through the necessary governance bodies. Two academic programs are undergoing changes: the Boren College of



## November 2025 Faculty Senate Chair's Report

International Studies is seeking Board of Regents approval to become a school within Dodge Family College of Arts and Sciences, while the Landscape Architecture program will cease operations. A new ad hoc committee, chaired by Mark Morvant, Senior Vice Provost for Instruction and Student Success, has been tasked with revising General Education Writing Standards to adapt to the age of artificial intelligence, with recommendations due by March 15. The Senate will put forth two faculty members to serve on the committee. Finally, on November 19th we received an announcement regarding the integration of the Graduate Colleges and the integration of Libraries from across campuses.

From the state, Chancellor Sean Burrage provided updates at the Oklahoma State Regents for Higher Education General Assembly, noting increased enrollment and the success of non-resident graduates choosing to remain in Oklahoma. He detailed the Blueprint 2030 strategic plan, which focuses on producing workforce-ready graduates, growing the student pipeline, student success, and system efficiency. State policy initiatives are targeting a modernization of the higher education funding formula and supporting the 90-hour degree option.

The FS Officers met with SGA representatives to discuss their resolution to limit the number of mid-term tests students must take on a single day. They will work to convert the resolution into a formal policy that will then be presented to FSEC and the Faculty Senate for consideration.

With many from the OU Community, I attended the Holiday Lights ceremony on November 19th. It was a lovely celebration as part of the Soval Experiences. As you walk across the south oval this December, I hope you look for Boomer on a Building and appreciate the decor. If you visit at night, pause to enjoy the laser light show on Bizzell. It made my librarian heart happy to see it lit up so brilliantly.

As we wrap up 2025, remember, the collective work across all these fronts continues to position the university for future success and reflects the deep engagement of the Faculty Senate with the institution's most pressing issues. In December, we'll celebrate commencement, hopefully a college football playoff game, and time away to recharge.

Submitted by Sarah Robbins, 2025-26 Chair, Faculty Senate

## Oklahoma Principles and Policy for Political Neutrality in Hiring

The University of Oklahoma affirms that the most robust education arises from the free exchange of ideas in a scholarly community that is open to a wide range of views, and where those views are examined in the bright light of evidence and reasoned argument. As reflected in the Chicago Principles, adopted by the University in 2022<sup>1</sup>, our mission is not to tell students what to think or to shield them from ideas or opinions that they or others may find uncomfortable, unwelcome, or even offensive. Our mission is to create, communicate, and engage with knowledge in an environment that lets inquiry and discussion flourish.

Our commitment to free expression and open inquiry is also manifest in the University's longstanding policy prohibiting discrimination based on political beliefs<sup>2</sup>. Our dedication to political neutrality in hiring decisions is a deliberate and necessary commitment to ensure that scholarly inquiry, teaching, and research flourish in an environment of open inquiry and freedom of expression. Thus we maintain our dedication to the principle that decisions regarding the recruitment and employment of all University personnel shall be based solely upon relevant professional qualifications and merit.

All individuals who participate in the hiring process for academic appointments are expected to adhere to the University's prohibition on discrimination on the basis of political beliefs and the University's commitment to political neutrality in hiring. In addition, individuals appointed to serve on search committees, and individuals with ultimate authority to make hiring recommendations or decisions for any academic appointment (such as Department Chairs or Directors, College Deans, and the Provost), must certify their compliance with this policy as a condition for being eligible to serve on such committees or make hiring recommendations or decisions. The Office of the Senior Vice President and Provost for each respective campus shall develop a certification form by which the individual attests that the individual:

1. Acknowledges and agrees to comply with the prohibition on discrimination as set forth by the [Non-Discrimination Policy](#), including on the basis of political beliefs;
2. Commits to a politically neutral evaluation of a candidate's academic merits;
3. Will not ask about or discuss partisan affiliation during the search and recruitment process;
4. Will not indicate to a candidate, either directly or through clear implication, that the University of Oklahoma endorses or rejects any set of political beliefs or partisan ideology.

Any individual who does not execute the certification is ineligible to serve on a search committee or make hiring recommendations or decisions for an academic appointment. Allegations of noncompliance with a certification shall be referred to the Office of Institutional Equity for investigation. Any individual who is found not in compliance shall be ineligible to serve on future academic search committees or to make hiring recommendations or decisions regarding academic appointments.

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<sup>1</sup> University of Oklahoma Board of Regents (2022). "Adoption of the Chicago Statement". In [Minutes of the Regents Meeting](#), November 30, 2022. University of Oklahoma, Norman, OK.

<sup>2</sup> [Non-Discrimination Policy](#)

#### **LIAISON WITH THE PRESIDENT**

The President of the University shall present to the first meeting of the Faculty Senate in each new academic year a general message on the state of the University in which he or she shall give recommendations for the furtherance of the progress of the University.

The President shall, within 30 calendar days after receipt of a Senate action, inform the Faculty Senate by written message of his or her disposition of a Senate measure. If disapproving the measure, the President shall, in writing, give the Senate reasons for the action.

Faculty councils shall be utilized by the President of the University in the development of policies on matters of vital interest to the University. These areas include teaching, research and creative/scholar activity, and professional and University service and public outreach, libraries, budgetary planning, faculty personnel, University relations, University community, athletics, University operations, and University projects. In order to give the faculty a voice in determining the faculty membership of major councils, which shall be named by the Faculty Senate resolution, the Faculty Senate shall each year provide a list of nominees from which the President will make his or her appointments for the ensuing year.

#### **LIAISON WITH FACULTY SENATE, HEALTH SCIENCES CENTER**

The Faculty Senate (Norman) shall maintain a liaison with the Faculty Senate (Health Sciences Center) through an Inter-Senate Liaison Committee composed of the Chairs, Chairs-Elect, and the Secretaries of the two Senates.

The purpose of the Inter-Senate Liaison Committee is to exchange information between the Senates on either campus and concerns and actions of mutual interest and to recommend actions to the respective bodies on each campus. The respective Chairs of the two Faculty Senates should arrange for the meetings of the Inter-Senate Liaison Committee.

## THE UNIVERSITY OF OKLAHOMA

## BY-LAWS OF THE FACULTY SENATE, Norman Campus

**A. OFFICERS:**

1. The officers of the Faculty Senate shall consist of a Chair, a Chair-Elect, and a Secretary.
2. The Chair-Elect and the Secretary shall be elected by ballot at a meeting of the Senate in April. The ballot shall seek to have at least two candidates for each office. Candidates must have previously served as members of the Executive Committee. Additional nominations may be made from the floor. In the event of a tie between two candidates, candidates may offer brief remarks in support of their election, and/or may withdraw from the election. Subsequent rounds of voting will be conducted until one candidate achieves a simple majority. If three or more candidates stand for election and no candidate achieves a simple majority, the top two candidates will enter into a runoff election. If there is a tie among run-off candidates, all candidates may offer brief remarks and/or withdraw. Subsequent rounds of voting will be conducted until one candidate of the run-off candidates achieves a simple majority.

If either office is vacated, a replacement shall be elected at the next meeting of the Senate.

3. The Chair-Elect will succeed to the office of Chair whenever it is vacated or when their own successor is elected. The Chair's tenure of office will be from mid-May to the following mid-May.

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4. For officers elected between April 1 and January 31, the term of office will be until the following May. For officers elected between February 1 and March 31, the term of office will be until the second May following.

5. Both the Secretary and Chair-Elect shall be *ex officio* members of the Senate unless they are also serving as an elected senator.

**B. MEETINGS:**

1. The Senate shall meet regularly on the second Monday of each month of the regular school year and on call of the Chair, the Chair-Elect, or in a petition, presented to the Chair, signed by five Senate members.

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2. Meetings of the Senate are regularly open to attendance by all members of the University Community and representatives of the Press. However, the Senate may go into executive session by a majority vote of the members present.

3. A person not a member of the Senate may speak only by invitation or permission of the Senate. Requests from non-members to speak shall be addressed in writing to the Chair. The Chair will present such requests to the Senate for action.

4. At the beginning of each academic year, the Executive Committee of the Faculty Senate shall elect a member of the Senate to serve as the Parliamentarian at all meetings of the Senate, as well as the General Faculty, during that year.

**C. QUORUM:**

A majority of the Senate's members shall constitute a quorum.

#### D. PROCEDURES:

1. Voting shall be by show of hands or by electronic means, but five members may require a roll call vote upon any proposition.

2. The presiding officer shall have a vote only in case of a tie.

3. The agenda of each meeting shall be prepared and distributed in advance by the [Faculty Senate Officers](#). Any matter submitted by a member to the Secretary shall be placed upon the agenda of the next regular meeting.

4. In the event that the absence from campus of a significant number of members of the Senate makes holding an in-person meeting impracticable, the Faculty Senate may meet virtually or by electronic means. Virtual meetings are subject to the same procedural rules, including establishing a quorum, with such minor technical adaptations as are necessary to conduct business electronically. For votes normally done anonymously, such as elections of officers, an online voting or survey service may replace paper ballots, subject to the condition that all voting members of the Faculty Senate have access to the appropriate platform(s), that vote outcomes are recorded, and that adequate time for voting is allowed. For votes conducted with such a service, the Faculty Senate Executive Committee will determine and announce a voting period, which should generally allow two business days for responses. Votes may be reviewed and verified by the Faculty Senate administrator. If less than a majority of the Senate submits a vote, the motion will be tabled due to lack of quorum. A summary of the motion and results of the vote will be recorded and reported in the Journal of the Faculty Senate. Electronic discussion contributions are subject to open records requests.

5. In the event that urgent, time-sensitive matters requiring action on the part of the full Faculty Senate arise (i.e., situations that preclude the customary month separating discussion and voting), as determined by a two-thirds majority of the Faculty Senate Executive Committee, the Faculty Senate Executive Committee may offer a motion to the Faculty Senate to be discussed virtually. Meetings should be announced in accordance with open meetings laws. The motion may be voted on during such a meeting in accordance with the bylaws and established procedures. For motions to be adopted before the customary month separating discussion and voting, they must be passed by a two-thirds majority of the Faculty Senate.

#### E. COMMITTEES:

1. The standing committees of the Senate shall consist of:

(a) Executive Committee. The Executive Committee shall consist of the following ten members: the Chair, the Chair-Elect, the Secretary, the Chair of the Faculty Welfare Committee, the Chair of the Committee on Faculty Diversity, Equity, and Inclusion, and the Chair of the Committee on Faculty Compensation and Benefits, and four at-large members elected by the Faculty Senate in the spring to be widely representative of the University and to serve staggered two-year terms. If a committee elects to have co-chairs, only one may serve as a voting member of the Executive Committee. The committee co-chairs will inform the Chair who is the voting member each semester. The four elected members may not succeed themselves. At-large members shall be elected by ballot at a meeting of the Senate in May. At-large members should broadly represent

Commented [MW1]: MODERNIZED PROCEDURES

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Commented [MW2]: CLARIFIED AT LARGE MEMBERS ROLES. ADDED VOTE FOR IMMEDIATE PAST PRESIDENT. CLARIFIED CO-CHAIRS.

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[the sciences, social sciences, humanities, and professional studies.](#) The ballot shall consist of at least two candidates for each office. Additional nominations may be made from the floor. In the event of a tie between candidates, candidates may offer brief remarks in support of their election, and/or may withdraw from the election. Subsequent rounds of voting will be conducted until one candidate achieves a simple majority. If three or more candidates stand for election and no candidate achieves a simple majority, the top two candidates will enter into a runoff election. If there is a tie among run-off candidates, all candidates may offer brief remarks and/or withdraw. Subsequent rounds of voting will be conducted until one candidate of the run-off candidates achieves a simple majority.

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In addition, the Chairs of the University Councils sit as *ex officio* members, without vote, on the Executive Committee. The Immediate Past Chair shall have a vote, with the two most recent past Chairs given *ex-officio* membership on the Executive Committee, without voting privileges. [In the event of a tie, the Chair will cast the deciding vote.](#)

(b) Committee on Committees. The Senate shall elect a Committee on Committees consisting of five members elected for staggered terms in such a manner that not more than two members will be elected in any one year. They must have been members of the faculty for at least five years and hold tenure.

The Committee on Committees will strive to maintain an open and objective perspective related to filling vacant positions on the various University and campus councils and committees.

Members of the Committee on Committees should consider a balanced and broad representation for the entire university and should seek input from chairs of departments, directors, and others who have a wide knowledge and acquaintance of faculty personnel. Final nominations, however, will be made by the Committee on Committees and the Senate. [The Faculty Senate Executive Committee may approve vacancies that occur off-cycle.](#)

Current members of the Committee on Committees ~~nor FSEC~~ should not be nominated for vacant positions on the various University and campus councils and committees. A member should recuse him/herself from the selection process for a specific committee if s/he has a personal conflict of interest related to a candidate.

(c) Faculty Welfare Committee.

*Charge:* This Committee is responsible to the faculty for policy review and recommendations on questions of tenure, faculty evaluations, professional conduct, promotion, and working conditions. It shall review policies and programs, propose changes and additions, distribute information, and supervise the implementation of Senate recommendations.

The Committee shall report at least yearly to the Senate and, upon approval, to the President and the Provost.

In carrying out these responsibilities, the Committee shall:

- (1) Gather information on other policies and programs within the University and in other universities.
- (2) Distribute information to the faculty in simplified form and see that new faculty receive comprehensive information.
- (3) Establish priorities on recommendations for changes and additions.
- (4) Participate in the process of amending the [content of the Faculty Handbook and related policies](#), and make recommendations to the Senate.

*Operating Procedures:* The Committee shall formulate its own operating procedures, which shall

include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for liaison with all appropriate councils and committees.
- (3) Provision for sub-committees of the Committee to which non-members of the Committee may be appointed if appropriate.

<i>Membership</i>	<i>How Nominated</i>	<i>Term</i>
5 faculty members	To be elected by the Faculty Senate	3 years (staggered terms)

**(d) Committee on Faculty Compensation and Benefits.**

*Charge:* This Committee is responsible to the Faculty Senate for reviewing and recommending policy on questions related to the economic welfare of the faculty, including fringe benefits.

In carrying out this responsibility, the Committee shall:

- (1) Monitor, each year, the entire process by which salary increases are requested and fixed by the University administration, the University Regents, the State Board of Regents, and the State Legislature.
- (2) Gather information on salaries and fringe benefits from within the University and from other universities, put such information into proper form, and make it available to the Senate for the purpose of accurately presenting the economic position of the faculty and the faculty's economic needs to the administration, the boards of regents, the Legislature, and the general public.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the economic position and needs of the faculty, both inside and outside the University community.
- (4) Recommend to the Committee on Committees the faculty nominees for the University Employment Benefits Committee.
- (5) Report at least yearly to the Senate and, upon approval, to the President, the Provost, and the Budget Council.

*Operating Procedures:* The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.
- (3) Provision for liaison with all appropriate councils and committees.

<i>Membership</i>	<i>How Nominated</i>	<i>Term</i>
7 faculty members	To be elected by the Faculty Senate	3 years (staggered terms)

**(e) Committee on Faculty Diversity, Equity, and Inclusion.**

*Charge:* This Committee is responsible to the Faculty Senate for reviewing and recommending policy and practice on issues related to faculty diversity, equity, and inclusion.

In carrying out these responsibilities, the Committee shall:

- (1) Investigate, discover, and promote best practices for faculty recruiting and retention.
- (2) Gather and review information on the allocation of university resources awards, research grants, prizes, etc.) and advancements (tenure, promotion, named professorships, etc.) relative to metrics of diversity, equity, and inclusion.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the goals of the committee.
- (4) Work with the [interested campus stakeholders](#) to set priorities, advance policy, and follow up on the progress of proposed initiatives.
- (5) Report at least yearly to the Senate and, upon approval, the President and the Provost.

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*Operating Procedures:* The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.
- (3) Provision for liaison with all appropriate councils and committees.

Membership	How Nominated	Term
7 faculty members	To be elected by the Faculty Senate	3 years (staggered terms)

2. Special Committees:  
The Senate may at any time create a special committee to study and report upon a specific problem.

**F. COMMITTEE MEMBERSHIP AND PROCEDURE:**

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1. Each standing and special committee shall have the authority to select non-Senate members of the faculty to serve as members of the committee.

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2. Each special and standing committee shall elect its own chair. However, the Chair-Elect of the Faculty Senate shall function as the Chair of the Faculty Senate Committee on Committees during tenure as the Chair-Elect.

3. [Faculty Senate Administrative Manager](#) shall keep a list of all Senate and non-Senate members of special and standing committees.

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4. All reports of standing committees shall be distributed to all members of the Senate in advance of the date of the report's consideration.

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5. [A copy of the Faculty Senate Journal will be uploaded to the institutional repository maintained by University Libraries.](#)



The ~~Administrative Manager~~ shall receive and file duplicate copies of every Senate committee's report, one of which may be borrowed by any committee of the Senate or of the general faculty, but which

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#### **G. SENATOR GOVERNANCE:**

1. Upon completion of two consecutive three-year terms in the Senate a faculty member shall be ineligible to serve again for a period of three years.
2. Faculty members serving in the Senate are to act ethically and professionally. Faculty Senators are expected to:
  - (1) Act with integrity, honesty, and respect toward colleagues, students, and staff.
  - (2) Uphold academic freedom and shared governance principles.
  - (3) Avoid conflicts of interest and disclose any potential conflicts.
  - (4) Maintain confidentiality when required by Senate proceedings.
  - (5) Engage constructively in debate and decision-making.
  - (6) Maintain compliance with OU policies
3. Procedure for addressing instances of unethical or unprofessional behavior:
  - (1) A motion of 'no confidence' in a Faculty Senator can be brought forward by two or more Senators to the Faculty Senate Executive Committee based on concerns related to potential unethical or unprofessional behavior.
  - (2) A motion review process is conducted in the Faculty Senate Executive Committee. It includes examination, debate, secret ballot voting, and oversight by the Past Chair.
  - (3) If the motion of no confidence is passed by two-thirds of the Faculty Senate Executive Committee, the Committee will decide one or more of the following sanctions: Formal reprimand and corrective action plan, temporary suspension from Senate duties, or removal from Senate duties.
  - (4) Passed motions of no confidence and associated sanctions will be communicated to the Senator's respective College and/or Department.

**Commented [M4]:** THIS SECTION IS A NEW ADDITION. WE WILL BE DISCUSSING THESE ADDITIONS DURING THE FS MEETING ON 12/8/25

#### OU HEALTH SCIENCES

The Faculty Senate (Norman) shall maintain a liaison with the Faculty Senate (Health Sciences Campus) through an Inter-Senate Liaison Committee composed of the Chairs, Chairs-Elect, and the Secretaries of the two Senates.

The purpose of the Inter-Senate Liaison Committee is to exchange information between the Senates on either campus and concerns and actions of mutual interest and to recommend actions to the respective bodies on each campus. The respective Chairs of the two Faculty Senates should arrange for the meetings of the Inter-Senate Liaison Committee.

#### **H. AMENDMENT:**

These rules may be altered or amended at any time provided the proposed amendment shall have been submitted to the Senate one month in advance and a copy of the amendment shall have been distributed to the members of the Senate two weeks in advance of the meeting at which the voting is to take place.

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