

AGENDA OF THE FACULTY SENATE – NORMAN CAMPUS

February 9, 2026, at 3:30 p.m.
Thurman J White Forum Building

- **Call to order and determination of Quorum**
- **Approval of the Senate Journal for the regular session of December 8, 2025**
- **Announcements**
 - Faculty Senate extends condolences to the family and colleagues of Robert Shallhope, George Lynn Cross Professor Emeritus of History who passed away November 7, 2025
 - The Shared Governance Reception has been rescheduled to Wednesday, February 25, 2025. If you did not receive a calendar invitation, please contact the Faculty Senate office (FacSen@OU.edu).
 - Please encourage your constituents to review and complete the University Committee and Council Volunteer survey. Both regular and non-regular faculty members are eligible to participate unless tenure is required to serve.
- **Senate Chair’s Report (attached)**
- **Speaker:** Stewart Berkinshaw, Senior Vice President for Strategy and Finance and Chief Financial Officer: Strategic Initiatives
- **Speaker:** Col. Steve Bofferding, USAF | Commander – Air Force ROTC
- **For Vote:** Proposed Resolution Honoring Joe Castiglioni (attached)
Senator David McLoud
- **For Discussion:** Report of the Ad Hoc Committee on Faculty Senate Reapportionment (attached)
Senator Davd McLeod and Michael Crespin, Chair of the Committee
- **For Discussion:** Report of the Ad Hoc Committee on Faculty Senate Bylaws (attached)
Senator Matt Wood
- **Committee of the Whole**
 - OU Create Follow-up
 - NVIVO Follow-Up
 - OU Online
 - Future Committee of the Whole Meetings
- **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 “*Kirikirȳi:*” 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 – December 8, 2025 – 3:30 p.m.

Oklahoma Memorial Union – Frontiers Room

Office: Chemistry Building, Room 207 | Phone: 405-325-6789

Email: FacSen@ou.edu | Website <https://www.ou.edu/facultysenate>

Note: The remarks of the Senators and others are summarized and not verbatim

The meeting was called to order at 3:30 pm by Chair Robbins.

PRESENT: Ahsan, Apanasov, Bert, Beutel, Borck, Cain, Demir, Edgerton, Ernest, Ethridge, Fahes, Fithian, Gordon, Grenelle-Davis, Hambright, Hill, (Christopher), Hill, (Crag), Hougen, Kang, Ketchum, Lamothe, Larson, Litov, Liu, Lungmus, McLeod, Minks, Mountford, Nollert, Uldarico, Schmeltzer, Sharma, Tracy, Warnken, Wood, Youngbull

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: J.E.B. Sheriff, Assistant Director, IT Services

Lindsey Risley, Health and Wellness, Human Resources

ABSENT: Bhattarai (1), Bofferding (2), Brice (2), Cavallo (2) Costa Mirais De Sa E Silva (2), Kaoutzani (1) Muraleetharan (1) Richter Ado, Rueda, Scrivener (2), Youngbull(1)

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 November 15, 2025, was approved with the revisions of a couple of incorrectly reported absences. Senator Tracy moved to approve, and the motion was seconded. The vote passed and the journal was approved.

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, BY CHAIR ROBBINS

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

VOTE: OKLAHOMA PRINCIPLES

Senator Mountford motioned that we vote on the Oklahoma Principles, and Senator Tracy seconded the motion. There was no discussion. There were 29 total votes, with 21 votes in favor, 6 against, and 2 abstentions. The Oklahoma Principles passed.

J.E.B. SHERIFF, ASSISTANT DIRECTOR, IT SERVICES

J.E.B. Sheriff from IT Services came to speak about administrative rights on faculty computers. Sheriff noted that cybersecurity is now a strategic priority for higher education and stated that local administrative rights pose a large portion of the cybersecurity risks. OU IT will be introducing Endpoint Privilege Management on university managed devices. Permanent local administrator rights will be removed from university managed devices, meaning that faculty will no longer be the managers of their devices, to protect from more cybersecurity risks. There will be some exceptions granted. Implementation scope will include windows endpoints, windows servers, MacOS, and Linux.

There will be 3 phases.

1. Client deployment – Finding out when you run the computer as an administrator to build policies unique to the department.
2. Elevation Policy Development and Application – Create data-driven elevations policies (e.g., what are common applications which require elevation to administrator) and deploy to selected endpoints.
3. Removal/Controlled use of local Admin Rights

Some software will be deployed via the Software Center, and this software will be automatically elevated and remediated for vulnerabilities. However, faculty will still be able to install their own software. If faculty engage in research or teaching which requires constant administrative rights, IT will review such requests, and they may require exception.

A Senator asked which devices will be affected? Sheriff replied only university-managed devices will be included.

A Senator asked whether managed devices would have to be brought in to IT. Sheriff replied that the process be communicated.

A Senator asked about software that has new editions each year and how that would be affected. Sheriff replied that through the client deployment, hopefully that would be caught and then a policy could be built around that elevation.

A Senator noted that in working with restricted access data, she would need to be the one who needs to update her own computer to be in line with data contracts. Sheriff replied that this would be a case where those elevations would be put in the policy and that it would automatically update those programs.

A Senator asked whether this shift would change how we sign-in regarding the 4x4 and installing printers, etc. Sheriff noted that it should simplify this process.

J.E.B. Sheriff noted that faculty who need assistance with this transition may contact him at jsheriff@ou.edu.

LINDSAY RISLEY, HEALTH AND WELLNESS MANAGER, OFFICE OF HUMAN RESOURCES

Lindsay Risley offered remarks on health and wellness at OU. She also noted her involvement in the OU Engagement Survey and offered insights into institutional results.

ENGAGEMENT SURVEY

Risley noted that participation in the OU Engagement Survey was much higher in the second year (75% vs. 56%). In addition, engagement scores were higher in 2025 than for 2024 (3.99 vs. 3.86) for both staff and faculty. Nearly half of faculty and staff reported being actively engaged.

Post-Survey Timeline

1. Early to mid-November
 - a. Survey results availability in Gallup. Supervisors with at least four respondents will have access to the reports.
 - b. Review

WELLBEING UPDATES

The LiveWell and Wellbeing Program is utilized by faculty, staff, and students. Past feedback from faculty/staff has included wanting an app and improved services.

Risley noted that there will be a new vendor in 2026, which will offer an app.

Things to look for:

1. Health risk assessment
2. Peer to peer challenges

Questions can be directed to the well-being team (see OU HR).

Senator Tracy asked what is done with all the data that will be collected on portal. Risley noted that in some cases, they use that information to determine which areas are most of interest and help develop better tools. Risley noted that these programs also help people to nudge toward health care changes.

Senator Tracy followed up with what is done with the database that relates to usage, etc. Risley noted that HR follows security protocols that facilitate privacy.

Senator Schmeltzer asked whether data was shared with other institutions. Risley noted that data is not shared with other institutions.

Senator Schmeltzer asked which company is handling the platform. Camargo-Quinn noted that the company operated independently and is not a Microsoft Company.

Lee Camargo-Quinn noted that she is very excited about the portal and its contribution to wellness.

COMMITTEE OF THE WHOLE

Senator Tracy motioned that we moved to Committee of the Whole, and another Senator seconded. Entered at 4:12. Exited at 5:00pm.

NEW BUSINESS

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

ADJOURNMENT

The meeting adjourned at 5:03 pm. The next regularly scheduled Faculty Senate Meeting of this academic year will be held on February 9, 2026, at 3:30 pm.

Stephanie Burge, Faculty Senate Secretary, 2025-26

Addendum to the December 8, 2025 Faculty Senate Journal

The Process

At the December 8th Faculty Senate meeting, the senators expressed an interest in issuing a statement on behalf of the Senate. The Faculty Senate Executive Committee (FSEC) prepared a draft. This draft was distributed to senators for electronic discussion and feedback on Wednesday, December 9th with a deadline for discussion to end at 8 AM on Friday, December 12th. Themes from the senators' feedback included frustration with the draft statement, an urgent need to call for transparency and academic freedom, a need to communicate potential damage to trust and reputation on the university, and calls for stronger language in the statement.

FSEC met Friday afternoon to discuss the feedback from the Senators. A senator had proposed an alternate statement, so FSEC took that statement as the start for revisions. FSEC reviewed and proposed revisions throughout the weekend. Given the substantive nature of the changes, the second draft of the statement, "OU Faculty Senate Statement on Academic Freedom, Integrity, and OU Values," was available to senators for comment on Monday, December 15th until 5 PM. Once the document closed to feedback from senators, FSEC once again reviewed feedback and finalized the document. On Tuesday morning (December 16th), the statement went to FSEC for a vote to send the statement to senate for a vote (7 in favor | 2 against | 1 abstained). On the afternoon of Tuesday, December 16th, the statement and accompanying ballot were sent to Senators for a vote via the Qualtrics personalized email feature. The deadline for voting was 5 PM on Wednesday, December 17th. A reminder to vote email was distributed to all senators who had not yet voted Wednesday morning.

Results of the Vote

Thirty-six senators voted; the statement did not pass (26 in favor | 8 against | 2 abstained). Per Faculty Senate bylaws, electronic votes outside of the regularly scheduled meetings require approval by $\frac{2}{3}$ of the senate (n=33) to pass.

The Proposed Statement

OU Faculty Senate Statement on Academic Freedom, Integrity, and OU Values

As the elected body representing the faculty of the University of Oklahoma, the OU Faculty Senate reaffirms our commitment to academic freedom, scholarly excellence, and the integrity of the educational mission entrusted to us. These commitments are the foundations upon which great universities are built, and they remain central to the University's charge to serve the State of Oklahoma and the broader public.

Upholding these values requires that every member of our community — faculty, students, staff, and administrators — engage with one another authentically, thoughtfully, and in a spirit of mutual

Addendum to the December 8, 2025 Faculty Senate Journal

respect. It also requires that the University safeguard the freedom to teach, learn, explore, and debate ideas, even when doing so is uncomfortable, challenging, or politically unpopular.

Recent events have underscored the need to ensure that OU's practices consistently reflect these commitments and highlight the importance of clear communication regarding the implementation of policy and procedure. While the University continues to express strong support for academic freedom and integrity, several situations have left faculty and the greater OU community uncertain about the stability and clarity of those protections and the extent to which we can count on the University to actively defend the rights of students, faculty, and staff. The collective impact of these incidents has underscored the need for clarity, consistency, and open communication.

As faculty, we recognize our responsibilities: to adhere to the highest standards of scholarship; to foster honest, rigorous academic inquiry; and to support our students' pursuit of knowledge. These responsibilities require a University environment that protects open inquiry, and applies policies fairly and transparently.

Therefore, the Faculty Senate:

- Reaffirms our commitment to the Board of Regents' Academic Freedom and Responsibility Policy and the University's adoption of the Chicago Principles in 2022.
- Encourages the administration and faculty to continue to work collaboratively to strengthen shared governance, to enhance transparency and consistency, and to reinforce confidence that OU's practices align with established procedures and stated values. Specifically, we call on the administration to engage with FSEC in a review of existing procedures for addressing complex or contentious academic matters, consistent with the University's mission.
- Invites the entire OU community to live out the University's values through civil discourse, intellectual openness, and a shared commitment to the University's public mission.

When the University stands firmly on the side of academic freedom, integrity, and its own stated values, we all flourish. In that spirit, the Faculty Senate expresses its confidence that through principled dialogue, consistent policy, and mutual accountability, the University of Oklahoma can move forward with renewed unity and strength. Protecting academic freedom remains central to the excellence, inquiry, and civic responsibility that defines the University's mission and its impact on future generations.

December 2025 & January 2026 Chair's Report

December 2025 – a month I won't soon forget. Dean Randy Hewes, Graduate College, met with FSEC and discussed the potential changes to Visas for international students which may necessitate rethinking graduate education across the university. FSEC indicated a desire for formalizing credit given for mentoring students; Dean Hewes indicated that was driven by departments. FSEC also inquired about training provided for graduate students before they are assigned as instructors; Dean Hewes outlined several avenues available for training in that area. Following the FSEC meeting, we reached out to the Center for Faculty Excellence to see what trainings they provide that might help faculty and graduate students grow their skills; they currently offer two that might be useful to those wanting to improve their skills:

- [Making Conflict Productive: Managing Difficult Conversations in the Classroom](#): Conflict can occur within a classroom during disagreements and if students don't feel a sense of belonging. Conflict can be scary and uncomfortable, but it doesn't have to be! In this workshop, we'll discuss preemptive strategies and facilitation approaches to engage students in productive conversations on difficult topics. You'll leave this session with concrete resources that can help you build community among your students and yourself. You'll also have an opportunity to role play strategies in managing difficult conversations so that you'll feel more confident in classroom facilitation.
- [Increase Your Grading Productivity: Feedback, Grading, and Rubrics](#): If you want to assign writing but are wary of the grading work, this workshop is for you. We will learn how to make feedback more efficient and meaningful by clarifying expectations, distinguishing commenting from grading, and training student writers (and their peers) to evaluate their own work. You will learn to give specific, productive feedback instead of wasting time proofreading and micro-grading student work. And you will learn to use Canvas tools such as SpeedGrader, rubric templates, and peer review to create a feedback environment appropriate to your teaching style.

The course schedule is available on the CFE website, and I encourage to check these or other courses out as your schedule and interest allow.

In mid-December, I was invited to attend the Faculty Council meeting at OSU to provide an overview of how shared governance works at OU. I was joined by Senators Dave Hambright and David McLeod who are also at-large members of FSEC. OSU must've been having a slower news cycle than OU because our trip actually made their paper - "[OU Faculty Senate leaders outline governance reforms at OSU faculty meeting](#)." It was a lovely visit learning more about the issues they are facing and discussing possible ways of working together moving forward.

Georgia Kosmopoulou, Senior Associate Dean for Research within the Dodge Family College of Arts & Sciences met with FSEC and spoke about the [Honorifics committee](#) and their role within the university landscape. If you know of colleagues who are a good fit for a prestigious award within your discipline, please let the committee know so they can facilitate the nomination process. In the FSEC meeting with the Provost, we raised concerns from the December Committee of the Whole.

As I reflect on December, I am struck by how quickly misinformation can spread, create fear, and contribute to feelings of distrust and uncertainty. For those in the senate who missed it, I encourage you to read the OU Daily article "[OU Faculty Senate raises concerns with policy suspending faculty members who receive student complaints](#)" written by Natalie Armour and posted on December 12, 2025. It quite inaccurately indicates there was a new policy discussed at the December Senate meeting related to placing faculty on leave if there is a Title IX investigation. For those who were in attendance at the meeting, I suspect you were as stunned as I was to read this retelling. I first learned about the article on social media when a faculty member shared it out and expressed upset about this "new policy." I would be upset too, if I didn't know more about the situation.

December 2025 & January 2026 Chair's Report

I attempted to correct the record with *Inside Higher Education* when they asked if the information presented in the article was correct. Since this is my report, I wanted to let you know what I told them:

While we were in Committee of the Whole (a period of the meeting for informal discussion, not business of any type), there was a conversation among two senators about the process after a Title IX complaint is made based on their experiences with the process. There was speculation about policy/process but no specific policy was cited.

After reading the article in the OU Daily, I did investigate the policy just to better understand the situation. Here's a link to the policy I believe they were referencing our "[Sexual Misconduct, Discrimination, and Harassment Policy \(for incidents occurring on or after August 14, 2020\)](#)." As you can see, it was last updated in 2020, so it not a new policy. Of relevance to this situation, I believe, is:

5.c: "Emergency Removal/Administrative Leave – Non-student employees
With respect to employees (other than student employees), upon a determination at any stage in the grievance procedure that the continued performance of either party's regular duties or University responsibilities would not be in the best interest of the University, the executive officer over the area may, with the concurrence of the Chief Human Resources Officer and in consultation with the Office of Legal Counsel, suspend or reassign an employee's duties or responsibilities, or place the individual on an administrative leave of absence pending the completion of the grievance procedure."

As a librarian, I think a lot about truth and the accuracy of the record. As the Faculty Senate chair, I have thought a lot about how to foster honest and open dialog when our Committee of the Whole conversations are taken out of context, misrepresented, and weaponized against the university. I haven't found a good path forward, but if you have suggestions, please let me know. I introduced the Committee of the Whole as a standing agenda item for our senate meetings because I could see the need for a venue to have these important and meaningful conversations with the faculty. However, if what we say in those sessions is used to make headlines rather than develop understanding in a safe space, I don't know how feasible it is to maintain them. As chair, it was much safer to continue to fill the agenda with reports from administrators with little room to discuss the current issues that arise between meetings. I just don't believe that's what's best for the faculty, for the university.

January was a bit calmer; fewer meetings were scheduled and weather caused some to be canceled. I entered the new year with a resolve to try to focus on the work of the Senate in earnest. Of course, I began the new year with notification that Kenton Brice, our senator from the College of Law and our Parliamentarian (which you all know I need) had accepted a position in the private sector and was resigning his position. We have a new senator from law, but are still in need of a volunteer to serve in the very important role of Parliamentarian.

Ann Seely, FS Office Manager, reports that we had 19 Ed Cline applications this year. That is a 60% increase from last year. While I hope that means faculty were inspired with great ideas we could fund, I fear that we've run out of other places to find funding. Regardless, I'm glad to hear people are taking advantage of this resource the Senate provides.

At the start of the academic year, we set out to update our bylaws to make sure they reflect the realities of the recently revised charter and meet the needs of today's senate. I remain grateful to Matt Wood for his leadership in that effort, and look forward to a lively discussion about the proposed revisions in our February Senate meeting. We will also be reviewing the recommendations for the reapportionment that factors in non-

December 2025 & January 2026 Chair's Report

regular faculty and an increase from 50 to 60 senators. I appreciate the work of that committee, led by Michael Crespin. This is the work that must be done to continue to move the Senate forward.

If you follow the Board of Regents agenda, you'll note that in January, they approved revisions to our Sabbatical Policy. Prior to putting it on the BoR agenda, the Provost's Office forwarded the revised policy to FSEC. The majority of the changes result from reorganizing and reformatting content for the PolicyStat template. Other key differences:

- Reconciled the wording differences between Health and Norman Campus handbook versions, so both campuses operate under the same BOR policy. In most cases changes are limited to minor differences in phrasing.
- Faculty in 12-month administrative positions (e.g., associate deans) are not eligible for sabbatical leave. Those holding other leadership positions (e.g., center directors, graduate liaisons) must resign from those positions for the duration of their sabbatical.
- Any changes to the faculty member's appointment must be approved by the Provost before taking sabbatical leave. This is to ensure that faculty return to the same position following sabbatical leave.
- Removed outdated references (Advanced Programs, College of Liberal Studies, etc.)
- Updates to the procedures section and employment benefits information.

At the end of January, FSEC met with President Harroz. President Harroz provided general updates regarding progress towards his goals for the year. While he is making steady and important progress on each of them, most notably for this meeting, we have named a new Athletics Director, Roger Denny. Jeff Peters, VP of Government Affairs, attended the meeting and provided an overview of the federal and state legislative landscape and what we can expect in the upcoming session. If schedules align, we hope to have VP Peters as a speaker at a senate meeting this spring. I think he will provide a valuable context to help us better understand the reality in which we must operate.

I would be remiss if I did not publicly thank Hollye Hunt, Vice President of Executive Affairs and Chief of Staff for the President. VP Hunt works tirelessly on the myriad issues facing our university on any given day and is quick to inform the chair when an issue may bubble up to the faculty. Her counsel is invaluable. As I have discovered first-hand, the chair is a difficult role to navigate, but VP Hunt makes it just a bit more manageable. She makes herself available to answer questions and provide insight as needed (on weekends, evenings). It's people like VP Hunt that make this university function. Thank you!

In the upcoming month, the officers are planning a meeting with the officers of the Graduate Student Senate at their request. We will be sending out the volunteer form for campus committees and councils; please encourage your colleagues to get involved. We need everyone to keep this university moving forward and to strengthen shared governance. Next month, we will be hearing from the FS Recruitment, Retention & Development Committee and the work they've done investigating best practices for shared governance within departments and colleges. I look forward to hearing their insights and working with the administration to implement what we can.

We have also rescheduled the Shared Governance Reception to Wednesday, February 25th from 4-6 pm in the Scholars Lounge on Lower Level 2, Bizzell Memorial Library. Please make every effort to attend. This is an excellent opportunity to have informal conversations with campus administrators about the issues we are facing.

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



FACULTY SENATE

The UNIVERSITY of OKLAHOMA

Resolution Honoring Joe Castiglione

WHEREAS, Joe Castiglione, Vice President for Intercollegiate Athletics Programs and Director of Athletics, has served the University of Oklahoma with extraordinary distinction since 1998, providing nearly three decades of steady, principled, and visionary leadership; and

WHEREAS, Joe Castiglione has guided the University of Oklahoma Athletics Department to sustained national prominence, overseeing multiple national championships, conference titles, and competitive excellence across men's and women's sports while upholding the highest standards of integrity and institutional representation; and

WHEREAS, Joe Castiglione has demonstrated exceptional strategic leadership through periods of significant transformation in collegiate athletics, including conference realignment, evolving governance structures, financial pressures, and national uncertainty, while consistently advancing the long-term interests of the University; and

WHEREAS, Joe Castiglione has been a trusted institutional leader whose decisions have strengthened the University's reputation, fostered donor confidence, expanded facilities and infrastructure, and enhanced the student athlete experience through a commitment to academic success, personal development, and competitive opportunity; and

WHEREAS, Joe Castiglione has worked collaboratively with University leadership, faculty governance, and campus partners, modeling professionalism, transparency, and respect for shared institutional purpose; and

WHEREAS, Joe Castiglione's legacy reflects not only athletic achievement but also service to the broader University mission, reinforcing Oklahoma's national standing and contributing meaningfully to campus pride, cohesion, and community engagement.

THEREFORE, BE IT RESOLVED that the Faculty Senate of the University of Oklahoma hereby expresses its deep appreciation and sincere gratitude to Joe Castiglione for his exceptional service, enduring leadership, and unwavering commitment to the University of Oklahoma; and

BE IT FURTHER RESOLVED that the Faculty Senate recognizes Joe Castiglione's lasting impact on the University and extends its best wishes as he transitions into the next chapter of his distinguished career and service.

Passed unanimously on _____.

Sarah Robbins, Faculty Senate Chair

Rebecca Anderson, Faculty Senate Chair Elect

Stephanie Burge, Faculty Senate Secretary

Report of the Ad Hoc Committee on Faculty Senate Reapportionment

Michael Crespin
Hunter Heyck
David McLeod

January 2026

The Ad Hoc Committee on Faculty Senate Reapportionment met to recommend a reapportionment of the Faculty Senate. The rules for apportioning the Senate are stated in the Charter:

COMPOSITION *The Faculty Senate shall consist of 60 members of the Faculty. The senators shall be elected to three-year terms in the degree recommending divisions of the University. The electors shall consist of members of the Faculty as allowed by their distribution of effort and terms of appointment. Administrative personnel above the department level shall be excluded from elections of the Faculty Senate. Assistant Deans, Associate Deans, and Deans are not eligible for Faculty Senate positions or Faculty Senate Committees.*

In the Faculty Senate, seats shall be allocated as follows: one seat to each degree- recommending division with at least one percent of the total faculty. Members of the Faculty who are not members of a degree-recommending division of the University, or who are in a degree-recommending division with less than one percent of the total faculty, shall be treated as a separate division. The balance of the seats will be allocated among faculty members placed in this separate division according to a triennial apportionment proposed by the Faculty Senate and approved by the Faculty. Degree recommending divisions with no faculty members will be allowed to appoint a faculty member as an ex-officio member with all the rights and privileges of senate membership excluding the right to vote in official Faculty Senate actions.

Recommended Reapportionment

The Committee followed a number of past practices, although this time with the inclusion of full-time non-regular faculty as defined in the charter. For faculty who are budgeted in non-degree organizations, we allocated as many of them as possible to their home colleges (where they hold tenured or tenure-track appointments). They should, therefore, vote for their Senate representation with their academic department. The “Total FTE” column in the table provides the total number of faculty in each unit when applying the above method of counting faculty.

The committee used the “Webster Method” of allocating seats. It basically gives each unit its whole number of seats and then allocates the remaining seats to the largest remaining fraction until all seats are allocated. We opted for the Webster method, in part, because it is more commonly used and generally perceived to produce the least bias. But, most convincing to the committee is the argument

that the Faculty Senate has been apportioned using this method for as long as anyone can remember and absent a policy decision made above the committee’s level, we felt we should follow tradition.

The specific recommendation of the committee is found in the column labeled “2026” in the table below. With the addition of non-regular faculty as well as 10 additional seats there were some significant changes – with no unit losing seats. The DFCAS gained three seats, the College Atmospheric & Geographic Sciences gained five, Price College of Business gained two and the Weitzenhoffer Family College of Fine Arts Fine Arts one. The large gain for A&GS is largely due to the Cooperative Institute for Severe and High-Impact Weather Research and Operations.

There are 55.5 faculty members in non-degree recommending divisions who do not have joint appointments. That number represents 3.3 percent of the total faculty and entitles them to about two Senators. In prior apportionments we allocated one seat to the Library, one to ROTC and one to the remaining units. However, with the addition of non-regular faculty, and ROTC moving to the DFCAS, we felt it was best to allocate one seat to the units that fall under Research and Partnerships and one seat to the remaining units listed on the table below.

In conclusion, the Committee recommends the allocations in the table for the three years beginning with academic year 2026-27.

Unit	Total FTE	Apportionment		
		2026	Current	Change
Architecture	55	2	2	0
Arts & Sciences	711.46	25	22	3
Atmospheric & Geographic Sciences	187.75	7	2	5
Business	129.75	5	3	2
Earth & Energy	49.74	2	2	0
Education	71	2	2	0
Engineering	216.09	7	7	0
Fine Arts	133	5	4	1
International Studies	19	1	1	0
Journalism & Mass Communication	28	1	1	0
Law	35	1	1	0
Pooled (Library, Writing Center, Honors College, Southwest Center for Human Relations, CPACs, Office of Global Engagement, Student Association)	32.5	1	NA	NA
Pooled (Research and Partnerships: Microscopy Laboratory and VPRP)	23	1	NA	NA

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.
- 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.

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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.
- 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.

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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

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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.

<i>Membership</i>	<i>How Nominated</i>	<i>Term</i>
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.
- 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.
- 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.
- 5. [A copy of the Faculty Senate Journal will be uploaded to the institutional repository maintained by University Libraries.](#)

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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.

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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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