



FACULTY SENATE

The UNIVERSITY of OKLAHOMA

AGENDA OF THE FACULTY SENATE – NORMAN CAMPUS

October 13, 2025 | 3:30 p.m. in the Thurman J White Forum Building

- Call to Order and Determination of a quorum
- Approval of the Senate Journal for the regular sessions of September 13, 2025
- Announcements
- Senate Chair's Report (attached)
- Remarks from Milos Savić – Dean, College of Professional and Continuing Studies
- For Discussion: Oklahoma Principles (attached), facilitated by Prof. Hunter Heyck
- Committee of the Whole
 - Class Cancellation for Soval Experience
 - Faculty Voice
 - Parking Challenges
- New Business
- Adjournment

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:s*” 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 – September 15, 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, Bhattarai, Bork, Cain, Demir, Edgerton, Ernest, Fahes, Fithian, Gordon, Grigo, Hambright, Hill, Hill, Kang, Kaoutzani, Ketchum, Lamothe, Litov, Lungmus, McLeod, Minks, Mountford, Muraleetharan, Nollert, Richter-Addo, Sarmiento, Schmeltzer, Tracy, Warnken, Wood, Youngbull

FS Chair: Sarah Robbins

FS Chair-elect: Rebecca Loraamm

FS Secretary: Stephanie Burge

FS Executive Committee Members (Non-senators): Janette Habashi

FS Administrative Manager: Ann Seely

Guests: Kathy Agnew, Deputy Chief HR Officer, Human Resources - Engagement Survey
Lindsey Risley – HR Employee Health and Wellness
Lee Camargo Quinn, HR Director, Benefits and Retirement – Benefits
Bonnie Skye – Staff Senate Administrative Coordinator
Kelsey Martyn Farewell, Staff Senate Chair
Crystal Ary, Staff Senate Immediate Past Chair
Ashley Langley, Benefits Analyst Manager
Talisha Haltiwanger Morrison, Academic Director, Writing Center

ABSENT: Almasri (1) Bofferding (1), Brice (1) Cavallo (1), Cortest (1), Grinnell-Davis (1), Hougen (1), Kazempoor (1), Larson (1), Rueda (1), Scrivener (1), Sharma (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 May 12, 2025, was approved with no revisions. Senator Hambright moved to approve, and the motion was seconded by Senator Tracy. The vote passed and the journal was approved.

ANNOUNCEMENTS

The Faculty Senate extends condolences to:

- The family and colleagues of Professor Robert E. L. Richardson, OU Law School (retired), who passed away on May 2, 2025.
- The family and colleagues of Dean Dr. David Swank, OU Law School (retired), who also served as interim president, passed away on June 15, 2025 .
- The family and colleagues of Dr. James (Jim) Pappas, retired Vice President of Outreach and Dean of the College of Liberal Studies who passed away July 2, 2025.
- The family and colleagues Dr. David Mair, English Department retired Director of First Year Composition and English Department Head who passed away on June 27, 2025.
- The family and colleagues of Dr. Chris Weaver, Associate Professor of Computer Science, Gallogly School of Engineering who passed away on June 28, 2025.
- The family and colleagues of Dr. David Levy, History, Professor Emeritus of the Department of History who passed away on August 9, 2025.
- The family and colleagues of Dr. Tom Landers, former Dean of the Gallogly College of Engineering, who passed away recently.

SENATE CHAIR'S REPORT, BY CHAIR ROBBINS:

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

NEW PROCEDURES:

1. Please sign in by 4pm or it will be counted as an absence.
2. Committee of the whole – Topics that we would like to bring forward for open discussion.

VOTE: RESOLUTION HONORING CHRIS WEAVER, ASSOCIATE PROFESSOR OF COMPUTER SCIENCE

Chair Robbins introduced a motion to honor the service of Senator Chris Weaver, who served as both a Faculty Senator as well as a Faculty Senate Executive Committee member. Senator Fithian motioned that we approve the resolution, and Senator Tracy seconded the motion. The motion passed.

KATHY AGNEW, DEPUTY CHIEF HR OFFICER, HUMAN RESOURCES – ENGAGEMENT SURVEY AND LINDSEY RISLEY – HR Employee health and wellness

Lindsay Risley came to discuss the OU employee Engagement survey run by Gallup (Gallup Q12), which takes place in October. Risley noted that health and wellbeing is related to the employee engagement experience and assessing employee engagement aligns with the third pillar of the university's strategic plan. Risley stated that this Gallup 12 was initially given in Spring of 2024 and will be running a follow-up in Fall of 2025. The survey has 13 questions that are designed to assess OU's climate and experience for employees including information about clarity of roles, ability to use strengths and talents, feeling valued and supported, allowed to advance, ability to participate in teamwork and positive relationships at work, and supporting growth. Faculty can take the 2025 OU Engagement Gallup Q12 Survey from September 29 – October 10. Faculty will receive follow-up emails if they do not complete the survey.

HR has a participation goal of 65% for 2025. In 2024, the participation rate was 56%. HR encourages participation so that the Gallup Q12 survey can be most useful for improving employee engagement. Risley also noted that the responses are completely confidential and are collected by a third-party to ensure confidentiality. Darren Schaff (OU Health) and Bonnie Skye (OU – Norman) are helpful resources for sorting through Gallup 12 survey information to facilitate employee engagement.

A Senator asked why there are no open-ended questions and stated that survey questions are often lacking in context. Risley noted that the downside of open-ended questions is that there is a risk of people being more easily identified. Risley also noted that these results are a starting point for the discussion, not the end of the process.

Another Senator noted that the feedback from Gallup12 was not very helpful because it failed to provide information that directed improvement. Risley asked if the Senator had followed up with the Engagement Coordinator. The Senator said no because the information was too general to be helpful.

Agnew mentioned that the more customization that the survey allowed, the harder it is to pull information. Reports go to the President, Provost, Deans, and Chairs. Deans get college results, while chairs get department results. The institutional results are also published on the website, and by using a more general set of items, it allows for comparison across institutions.

Another Senator asked how much OU is paying for this service. Agnew responded that she did not have that information but would find it if individual Senators would like to reach out to her.

Agnew noted that the data would be collecting Gallup Q12 for three years to track data over time, but after that HR could revisit these questions.

Another Senator asked if the Gallup Q12 was targeted for higher education, as compared to more corporate endeavors. Agnew noted that these findings could be an opportunity for asking questions that might help target conversations for improvement.

LEE CAMARGO QUINN, HR DIRECTOR, BENEFITS AND RETIREMENT - BENEFITS

Lee Camargo Quinn came to talk about updates to benefits. Camargo Quinn noted that we had several RFPs for medical and pharmacy and will also put out an RFP for stop-loss in about a month. OU separated medical and pharmacy plans, but they will feel integrated for 2026. If you call medical insurance about pharmacy, they will transfer you to another company (Rightway).

The dental plan will remain the same and will still be administered by BCBS. There will be an increase of 9.7% on average across plan types. The basic plan will have a limit of \$1,000, while the alternate plan will cover up to \$2,000 (per family member). A senator asked how HR selects the plans. Camargo Quinn noted that plan selection goes through an RFP process, which yielded a competitive set of plans that allows the employee to choose the plan that fits them best. Camargo Quinn also noted that the RFP selection process also has a committee with stakeholders from the Senates, the OU Health campus, and retirees, to make an informed decision. Camargo Quinn also noted that all plans are selected for all 3 campuses.

Camargo Quinn noted that vision plan rates are not changing, and the plans will remain the same for 2025-26 as for the past year.

There will be no changes to the life and disability premiums, however premiums are based on age, which may cause an uptick in individuals' rates.

For the health insurance, OU will be moving to BCBS for medical coverage and to Rightway for pharmacy coverage. OU will continue to offer both Zero Health and Garner. While there are no plan design changes for the PPO or HDHP plans, drugs that are covered on current Pharmacy may or may not be covered by Rightway. Concerned individuals should investigate which prescription drugs are covered and which ones will not. Individuals with prescriptions that are not covered will be informed by letter. Those changes will not take place immediately and will have a small period for people to make changes (about 90 days).

Camargo Quinn encouraged faculty to use Garner and Zero because these are important money saving tools. Zero is trying to add more providers, and moving to BCBS will increase coverage of providers. A Senator noted that you can add doctors/PAs to your Garner account if they are affiliated with a top provider. HR will also come to talk to departments if that is helpful.

Camargo Quinn requested that faculty check and make sure your prescription drugs are on the formulary for the pharmacy plan with Rightway. If you have tried other medications and they have not worked for you, have a conversation with Rightway. There is an app for BCBS, and Camargo Quinn encouraged faculty to download the app. Mail order drugs will be delivered to Walgreens. The other option is Mark Cuban Cost Plus, which will take Rightway insurance. The Rightway app will be separate.

A Senator asked a question about the high-deductible plan and what would happen to the HSA account. Those contributions will continue.

Premiums will go up 6.4% from 2024-25. Premiums on HDHP will have smaller nominal increases because they have much higher deductibles to reach before the plan kicks in. Plan rates are available online and in emails to faculty.

A Senator asked how many OU Health doctors are on Zero Health and Garner. Camargo Quinn said that Zero has tried very hard to get OU Health on the plan, but it currently has not happened. Garner also reimburses for going to Goddard. If you get Garner reimbursement, you cannot use FSA dollars because it counts as double-dipping since it is getting reimbursed. Camargo Quinn encouraged faculty to consider how Garner will impact decisions made about FSA. Employees on HSA can't use Garner or Zero until you have met the IRS min (\$1,700 for individual, \$3,400 for family).

Open enrollment October 20 – November 7. Furthermore, HR has designated two additional administrative days: Jan. 2, 2026, and Dec. 23, 2026.

Lastly, an RFP was sent out for a wellness portal and WellRight will be our new wellness portal. It will be a customized platform allowing for OU specific content. It has many challenges available for users and will use Single Sign On. The wellness portal will offer monetary and swag incentives to use the program.

NEW BUSINESS

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

COMMITTEE OF THE WHOLE

A senator moved to the committee of the whole, another senator seconded. The motion passed. Entered at 4:53. Exited at 5:03pm.

ADJOURNMENT

The meeting adjourned at 5:05 pm. The next regularly scheduled Faculty Senate Meeting of this academic year will be held on October 13, 2025, at 3:30 pm.

Stephanie Burge, Faculty Senate Secretary, 2025-26

Faculty Senate Chair's Report – September 2025

Every year, I know that September starts with a flurry of activity as we get back into the swing of the academic year, and this year was no different. For those who are curious, I calculated that the role of chair automatically adds 14 meetings to your calendar each month, and then topical meetings get scheduled around those. Each meeting creates opportunities for hearing faculty concerns, learning about the challenges and opportunities facing the university, and voicing faculty concerns to those who can address them.

One of the highlights of the month was co-hosting the State of the University address with the Staff Senate. President Harroz shared his reflections on the opportunities and challenges facing OU, reinforcing the importance of shared governance and acknowledging the stress we feel because of the many changes we are experiencing. Thank you to Kelsey Martyn Farewell, Chair of the Staff Senate, and the Staff Senate for agreeing to co-host the event with us and to the MarComm Events team for creating a lovely tableau for the event!

As most of you witnessed, the first Faculty Senate meeting of the year was a bit of a rough start. I appreciate everyone having patience with us as we navigated the Committee of the Whole without our Parliamentarian, problems with AV, lack of adequate AC, and no microphone for faculty questions. A big thank you to Lee Camargo-Quinn, Benefits Director, Lindsey Risley, OU Employee Health & Wellness Manager, and Kathy Agnew, Deputy Chief Human Resources Officer, for their presentations on upcoming changes to our benefits and the Gallup Q12 survey. I look forward to being back in the Forum for our October meeting.

Hopefully everyone saw the In Case You Missed It (ICYMI) email that was sent the Friday after our FS meeting to brief our colleagues across campus about what occurred during the meeting. We hope this makes it easier for you to engage with your colleagues about the work of the Senate. Please let us know if there are improvements to make it more useful for you or your constituents. Note: We will be changing the subject line to be more descriptive in the future; we thought we had changed it for this month.

The Faculty Senate Executive Committee (FSEC) met with Matt Hulver, Vice President for Research and Partnerships, and Carol Silva, Senior Associate VPRP for the Norman Campus. They outlined the university's strategic focus on energy, health, national security, and extreme weather for research collaboratives. They also discussed the planned support structure for faculty working on major grants. Our intent, should schedules align, is to invite one or both to a future faculty senate meeting, so they can more broadly share the vision.

FSEC also met with Provost André Wright. He indicated he has been in conversations about the potential impact of federal visa policy changes on international students and recruiting faculty and will be monitoring the situation as it evolves. FSEC expressed concern about the lack of faculty involvement in programs offered through OU Outreach in seeming competition with our academic programs. Thankfully, this issue was on Provost Wright's radar and changes are underway that should address our concerns. We also raised issues regarding the flow of communication on campus, specifically about the raise program, and faculty engagement. Provost Wright indicated he would work with the deans to improve communication flow and ensure faculty are informed of their raise tier. In addition, we addressed the topics raised during our Committee of the Whole discussion and

Faculty Senate Chair's Report – September 2025

received some clarification about the expectations from his office which will be shared at the October Senate meeting.

The Bylaws Ad Hoc Committee held its kickoff meeting, where we began important work to strengthen our governance framework. I am grateful to Matt Wood, Lori Jervis, and Amy Pepper for their service. The committee will update the bylaws to align with changes in the charter approved by our faculty in the spring as well as adding language related to expectations of senators. I anticipate a healthy Senate debate about the issues when the committee brings their recommendations forward later in the year.

The Committee on Committees also appointed a Reapportionment Ad Hoc Committee. Hunter Heyck, Michael Crespin, and David McLeod have agreed to serve. For those who have been involved in senate for a while, you might remember that we were due for a reapportionment review last year but voted for a one-year extension while we modified the charter. Now that the charter has been officially updated, we need the reapportionment committee to look at how many seats each college will receive when we factor in non-regular faculty as well as the 10 additional senators. We plan to bring that to the senate for review either before the end of this year or in early spring. This will allow colleges time to adjust their voting based on the new allocation.

I am currently serving as the OU representative on the Oklahoma State Regents for Higher Education Faculty Advisory Council. September was our first meeting for this academic year. We discussed improving the annual faculty survey, planning the General Assembly, and addressing statewide concerns that mirror those on our campus.

We ended September with the Large FSEC meeting. This provided an opportunity for council and FS standing committee chairs to share updates and outline their goals for the year. I appreciate the dedication of the committee and council chairs and their willingness to take on these leadership roles. It was encouraging to hear how each group is working to make OU a better place for all of us – by investigating policy changes, identifying promising practices, providing peer-review for internal grant processes, and ensuring that our academic programs comply with policy. We each have an important role to play, and as I learn more about these roles, I am truly impressed with the care and concern our colleagues demonstrate towards their part.

As we move into October, we will be discussing the Oklahoma Principles and changes to the 8-week course schedule, celebrating OU at the gala, and continuing to monitor the ever-evolving landscape for higher education.

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 pursuit of knowledge must remain evidence based and unbiased by political ideology. We believe that the most robust education arises from the free exchange of ideas in a scholarly community that is open to a range of views, that does not take an ideological side, and that considers every perspective solely on its intellectual merits. As reflected in the Chicago Principles, adopted by the University in 2022¹, 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 and transmit 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 beliefs². Today, in the current environment where higher education's ideological neutrality is being questioned, we reaffirm our commitment to political neutrality in hiring. Our commitment to political neutrality is a deliberate and necessary stance to ensure that scholarly inquiry, teaching, and research flourish in an environment free from the biases of political agendas and indoctrination. Decisions regarding the recruitment and employment of all University personnel shall be based solely upon relevant 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 on the basis of political beliefs as set forth by [BoR Policy 15.2.1. Non-Discrimination Policy](#);
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.

¹ 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.

² [BoR Policy 15.2.1. Non-Discrimination Policy](#),