



*The UNIVERSITY of OKLAHOMA.*  
*Gaylord College of Journalism and Mass Communication*

09/06/2023

Interim Dean David Craig-

There is a culture of hostile workplace, discrimination, nepotism, violation of numerous policies, and secrecy at Gaylord College of Journalism and Mass Communication that needs to be addressed. These matters have been escalated to the leadership within the college, and numerous reports have been filed with the Title IX office and the EthicsPoint portal, but no meaningful action has been taken to rectify them. Reports have been either discounted or disregarded by leadership, but no resolution of complaints has occurred.

This negative workplace culture has created pay discrepancies between male and female staff and faculty, allowed tenure to be handled differently for women than men, allowed for ignorance and indifference to DEI issues, allowed for questionable hires, and permitted employees to subvert faculty and staff handbook policies in regard to the treatment of colleagues and students.

Key faculty and staff leadership members are either actively contributing to, or allowing others to act in, a discriminatory or hostile manner. There are also faculty members outside of the leadership team who participate in discriminatory and/or unethical practices and workplace hostility. All individuals contributing to these negative workplace practices need to be trained and disciplined accordingly.

Student safety should be the highest priority. All Gaylord College faculty and staff need EEO, DEI, and student safety training. Policies and procedures to ensure student safety for Gaylord College should be put in place and communicated to faculty, staff, and students. Any faculty or staff in a supervisory role of student employees needs supervisor training.

Salary inequities have arisen from the practice of discrimination. A wage survey should be done and salaries should be corrected accordingly. Tenure track timelines should be standardized for faculty members being hired from other universities.

Within the college, steps need to be taken to heal the culture. This should include, but is not limited to, regular combined meetings of faculty and staff, and the inclusion of staff in the leadership team. A Policy Committee should be created independent of the faculty leadership team. Gaylord Faculty and Staff Policies need to be updated, including training expectations and consequences for violations of policy. Anyone in a leadership or supervisory position needs management training. Area head duties need to be written, including the selection process to become an area head, and contained in our policy documentation for the college.

395 West Lindsey Street, Norman, OK 73019

PHONE: (405) 325-2721

WEBSITE: [ou.edu/gaylord](http://ou.edu/gaylord)

