

President Halligan called the meeting to order with the following members present: Achemire, Bays, Binegar, Breazile, Comer, Damicone, Dickman, Ebro, Edgley, Fletcher, Fournier, Gasem, Henderson, Holcombe, Lamphere-Jordan, Lawry, Masters, Mayer, Moder, Mokhtari, Peeper, Schestokat, Smethers, Veenstra, Weiser and Wetzel. Also present: H. Birdwell, J. Dobson, J. Gill, S. Harp, R. Hooper, D. Hunt, L. Jones, D. Jordan, G. Marshall, V. Mitchell, P. Moretti, J. Vitek, N. Watkins, J. Wheat, and J. Wood. Absent: Redwood, Sanders, and Weeks

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A motion to approve the minutes of the November 13, 2001 minutes was made by Breazile and seconded by Henderson. The motion passed unanimously. The agenda was amended to include a brief statement concerning Executive Vice President Keener at the beginning and to indicate that Breazile would be reporting in place of Sanders for the Faculty Committee. A motion to approve the agenda as amended was made by Wetzel and seconded by Fletcher. This motion also passed unanimously.

President Halligan informed the Council that Executive Vice President Keener had been experiencing chest pains and that he would go into St. Francis hospital to have by-pass surgery on Thursday morning. An OSU graduate, physician, Dr. James Whiteneck, will perform the surgery. Dr. Keener is in high spirits. Halligan asked that we all have him in our thoughts. Edgley said Faculty Council would send flowers. Halligan said Sheila in his office would coordinate information about Dr. Keener's progress.

### **SPECIAL REPORT: Alumni Association — Jerry Gill & Rhonda Hooper**

Gill said he appreciated the opportunity to update the Faculty Council on some activities of the Alumni Association. He introduced the National President of the Alumni Association, Rhonda Hooper. Hooper said the Alumni Association was formed in 1897 and that today their overall mission is to nurture lifelong emotional and intellectual connections between OSU and its alumni and friends. It is a self-governed, non-profit organization, with a staff including Executive Director, Dr. Jerry Gill, 20 staff members, and student workers. A volunteer board of 79 members governs the association, along with past presidents. They are divided into committees which tackle different strategic initiatives each year.

Gill then introduced some information and programs. The Alumni Association has 63 chapters across the U.S. and 6 international chapters. The newest chapter in Malaysia was chartered in March of this year. Hooper said the association has almost 30,000 members, 25% are life members and the balance are annual members. In the past two years they have increased \$100,000 in memberships alone. Gill said the Alumni Association co-manages records with the Foundation. They manage more than 186,000 biographical records each year. This year they have increased the number of valid addresses and have collected e-mail addresses, as well. The association matches money from alumni chapters and provides approximately \$75,000 in scholarships each year (normally \$1,000 to \$2,000 each), and 913 alumni participated in 19 recruitment meetings for over 1200 top students. They are now trying to follow up on legacies, sons and daughters of alumni. Hooper said Homecoming has been sponsored by the OSU Alumni Association for 80 years. This year OSU Homecoming won the Circle of Excellence Award from the Council for Advancement and Support of Education (CASE group) for the second year in a row. It is one of only two universities which have won back-to-back awards, so they can claim that they are America's greatest homecoming celebration. Forty-five thousand people went to the walk-around this year, and 35,000 went to the parade. It is the largest OSU event organized and executed by students; 500 students were involved this year. The Student Alumni Board has the purpose of developing leadership and providing a liaison with the university. They won another CASE Award for their Student Leadership Conference, which hosted 380 top sophomores and juniors, a fourth of whom have now enrolled at OSU. The Alumni Association has conducted 280 tours of the campus for 3,000 student prospects, 83% of whom enrolled at OSU. Gill mentioned that they think of students as Alumni-in-residence. A number of programs work with students while they are enrolled. One of these is Camp Cowboy. The Alumni Association contributes several thousand dollars to this and Alumni participate and talk about traditions and customs at OSU. Another program they support is Alpha Week. A new program is the senior ring program, which starts a new tradition including the purchase of a ring after 60 hours. Another area the Alumni Association is involved in is fundraising. Gill joked that the Alumni Association members are the fund raisers and the Foundation staff are the fund collectors. The Alumni Association develops relationships with people which lead to connections with the university and later gifts. Last year Life Members of the Alumni Association gave nearly \$4 million to the university. Last spring, the Alumni Association enhanced its website. The website address is: [www.okstatealumni.org](http://www.okstatealumni.org). This is especially helpful in keeping contact with international alumni. In the month of homecoming, they had 92,000 hits to the site. Seventy-two percent of those in touch electronically are baby boomers or Generation X. The electronic resources include E-mail for Life, an on-line alumni directory, class notes, career services, a business card exchange, and monthly Orange Bytes. Three times a year, the Association distributes the *Spirit* magazine to 28,000 members. For 2100 current students there are the monthly STAT (Students Today, Alumni Tomorrow) e-bytes. Another program, Cowboys for Higher Education, matches up alumni in House & Senate districts across the state with their local legislators. At least three or four people from every Senate and House district meet with their legislators in the home district. Other events related to the legislature are the Capitol Cowboys meeting, attended by 44 legislators who are graduates or are affiliated with OSU, and OSU Fans Day, which was attended by 389 legislative support staff. Gill said that these efforts have paid off in the past. Four or five years ago higher education needed \$20 plus million dollars from the rainy day fund for a salary program. They were about two or three votes short, but the Alumni Association was able to help change four votes, which meant the university was able to have a salary program. Hooper introduced the proposed new Alumni Center, which she said was a home for alumni and a place where people can congregate. They intend to promote the leadership and achievements of the OSU alumni, to provide a home for the Emeriti Association, and enrichment for the faculty and staff. She said the building would not hide Old Central, but would highlight it. The Alumni Center will have upscale dining and meeting facilities, which would make it more possible for OSU to host meetings and conventions. Gill indicated a part of the building that would be permanently assigned to retired faculty and staff. The center will be about 52,000 square feet, less than 30% of that will be office space. It will be a public building. It will be a \$13 million project, of which they have raised about \$5 million. Gill said there have been significant changes in the Alumni Association in recent years. It is not a "good old boys" organization anymore. They are looking to the future. Gill said they want to find ways to partner and work with the faculty and the Faculty Council to enhance and support academics. They would be very receptive to any ideas anyone might have on that.

Smethers asked why the Student Union did not fill the need for people to meet and feel at home and why they need this Center at a time when raising money is so difficult. Gill said the Student Union Director serves on their

building site committee and that there are a lot of synergies but no duplications in the uses of the two buildings. There are some key events that have to go off campus because the Union does not have facilities for them. A lot of the space in the Union is now taken up with offices, and there is not as much public space where people can come in and relax. The Alumni Center will have a lot of lounge space and meeting people space. Masters asked if there was any possibility that a different location could be considered, assuming that the Old Central Lawn has been the heart of the campus for many years and also that most older universities have already made the mistake of overbuilding in the interior of the campus. She said this was the perfect opportunity to look elsewhere, especially since there are student slums to the east and to the south that need to be renovated. Why take the heart of campus for a building that is not primary to its function? Gill said they visited with the Facilities Planning and Space Utilization Committee, for example, that is the campus committee that oversees the campus master plan and university facilities, and the architects. The location makes sense for a lot of reasons. One reason is that it frames the West side of the quadrangle. The other reason is that they did not interfere with the line of sight off of University Ave. The building is set up to highlight Old Central, even from the West. He said they did everything they could to honor Old Central and work with it. The other thing was that they really wanted to be centrally located. They visited Big XII and other campuses, and one of the key issues was to be centrally located so they could interface with students and have access to people who are on campus. Breazile responded that what Gill was saying was that was where the building was going to be. Gill said "yes." Breazile said if it was still negotiable we could talk about it, but otherwise it doesn't make any difference. He said that the faculty should have had more input and that he agreed that this was going to take a space that's traditionally been available for many activities through the years. He said he didn't know how strongly faculty feel about this, but that they have not been asked. Gill said they visited with the Deans in terms of faculty in those areas. Edgley said that the more he has learned about the Alumni Association, the more he has realized what a first class operation it is in terms of what they do for students and scholarships. He said they were very excited, if not about the location of the new building, at least about the opportunity to move the Emeriti facilities there. He also said they had talked to Gill about having space for Diane LaFollette, the secretary to Faculty Council and Emeriti administrators. Edgley said that would be a real asset. He thanked the Alumni Association for their efforts. Halligan said that he thought the Alumni Association really made a difference and that other universities were envious of OSU.

#### **SPECIAL REPORT: Academic Appeals Board — Deb Jordan**

Dr. Jordan said that she was the current Past Chair of the Academic Appeals Board, having served for three years. John Howland is the current chair. She presented summary information from the Appeals Board for 2000-2001. The number of cases the Board has heard has gone down. In prior years the Board heard as many as 40 cases, but this past year they heard only 11 grade appeals. Jordan attributed this decline to getting better information to the students about what the Appeals Board does and to more cases being resolved at the departmental or college level. There were 38 cancelled cases; 8 such cases were resolved by the departments or colleges. The purview of the Academic Appeals Board is quite narrow; they only hear cases based on mathematical errors, concerns about student discrimination, or other issues of unfairness. They do not re-grade papers or resolve issues of instructional quality. Those things need to be handled at the departmental level. Prior to this past year, many of these cases came to the Board anyway. The P&P letter says they are supposed to send these back to department or college, but they had not been doing that consistently until this year. The other 30 cases were cancelled because students withdrew them or because the students did not meet deadlines to continue the process. Of the eleven cases that the Appeals Board did hear, in only two were the grades changed. The other nine remained the same. In addition, the Appeals Board heard 4 Academic Misconduct/Dishonesty cases. This is also lower than in previous years. All four of these cases were sustained by the Academic Appeals Board. The other significant business of the Board over the past year was making changes in the operational procedures and changing the P&P letter, in order to use the abilities and the "reach" of the departments and colleges. In the past, every case immediately came before the Appeals Board and in the first five minutes they would find out that it was about instructional quality and that they never should have heard it. The student would at that point have wasted between 8 weeks and 6 months waiting for the Board to hear the case. The changes have minimized these instances. It is now much clearer for the students what their avenues are for appeals. Also, this year the Appeals Board did not have any instances of faculty being unwilling to share grade books. The Board needs these in order to verify details related to an appeal, so this greater cooperation from faculty was very helpful. For the current year the pattern of cases is similar so far. There are again relatively few appeals and things are continuing to move smoothly.

Edgley asked if there was a way the Appeals Board or the university at large could communicate better with students about what exactly the Board looks at. As a Department Head, Edgley said he regularly gets students who come and ask to have a test re-graded. He said they seem to think if they keep appealing, there is an essay-grading court which will re-read these essays and change the grades. The student are always shocked when he tells them this is not so and that the only person who can change the grade is the professor. Jordan said the changes that they made in the P&P letter do make explicit what the Board does and does not do. The first time the students will see those will be this fall in the Students Rights and Responsibilities publication. It will also be published in the catalog. If students do come to the Academic Appeals Office and pick up the paper work, that information is on the first piece of paper they get. If the item is in one column, the paper indicates that they should go see the Department Head or Dean. If it's in the other column, they should follow the appeals process.

#### **REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:**

President Halligan and Vice Presidents

- 01-04-01-BUDG      ***Market-Driven Salary Increase to Tenured and Tenure-Track Faculty:*** Funds not available at this time. Recommendation referred to University Budget Committee for consideration (as reported at the Sept. 11, 2001, Faculty Council Meeting).
- 01-05-01-FSS      ***Parking Policy:*** Under review. The Parking Committee will develop one-, two- and three-year plans and alternative means of financing. A draft survey form is being reviewed by constituent groups, after which campus input will be sought.
- 01-05-05-RES      ***Copyrightable Intellectual Property Policy:*** Under review. Members of the Deans Council reviewed the document at their October meeting and tabled action until the Research Directors approved same. Research Directors approved on October 17, and deans subsequently approved. Policy is being reviewed by Legal Counsel. Approval by the OSU Board is also required.
- 01-09-01-BUDG      ***Formalization of the University Raise Program:*** Acknowledged. Dr. Keener reviewed the budget implications of this recommendation with Pres. Halligan, Harry Birdwell, and Joe Weaver. Raises for faculty and staff remain a high priority for the administration; however, other mandatory increases must also be considered. (As reported at the Nov. 13, 2001, Faculty Council Meeting.)

#### **REPORTS OF STANDING COMMITTEES:**

##### **ACADEMIC STANDARDS AND POLICIES — Brenda Masters**

The committee continues to discuss the Incomplete letter grade. They may refine the policy and management of the grade. They want to make sure that faculty are aware that after 12 months the faculty member has the right to choose either to let the "I" grade stand or to submit a change of grade form to record a different grade. Also, because the change to web-based grading has eliminated the possibility of recording what needs to be done to complete an "I" grade on the back of the grade sheet, the committee is considering developing a form which they will make available to faculty in order to make it easier for them to maintain that information. A second issue concerns common exams. Formerly, the schedule book included a statement that students should be released from a similar amount of class time if they take exams during a common exam time. The new schedule book does not include this statement. The committee is considering where to put a statement to make sure that faculty recognize that a similar amount of class time should be dismissed if the class has common exams in the evening. The committee is also planning to make clarifications on the form for requesting common exams. Masters asked that faculty members who use this form let her know if they would like to see any other revisions in it. Another continuing confusion for faculty and students is the wording concerning deadlines for dropping a course as opposed to dropping all courses and withdrawing from the university. The committee is attempting to clarify the wording. Masters said that one factor in the confusion is that when you drop a course, the grade you get is "W," which means "withdraw," which is what you have not done. Masters asked that anyone with suggestions about this e-mail them

to her. The last consideration brought to the committee is that in the new computer system graduate students on campus can only be listed in one department. This is a problem for students pursuing two different graduate degrees. Because you have to be listed as in the department the semester that you complete your requirements, students cannot complete both degrees at the same time. Masters said that the computer needs to model our reality, rather than our reality being defined by the computer system. She encouraged faculty to forward any other concerns they may have about teaching graduate or undergraduate courses or other academic issues. Vitek asked if the committee was considering the fact that students who enroll in a short course and complete it in the middle of a semester cannot withdraw. They can't drop out of everything else because they completed that grade. Masters said they had not considered that, but they would add that to the concerns. Weiser said that they had recently checked with the Registrar and had been told that it was possible to have a graduate student enrolled in two programs at once. In fact, they are doing that this spring. Masters asked with whom he had spoken. Weiser said they had spoken with Joan Payne. Masters said that Joan Payne was not in the Graduate College, so perhaps it was a matter of communication between the Graduate College and the Registrar. Weiser said that Craig Satterfield had also approved it, and he believed that Ken Eastman had also spoken to Interim Dean Al Carlozzi. Masters said she would pursue that information.

#### **BUDGET — Jon Comer**

The Budget Committee continues to monitor the progress of the salary recommendations listed to see how they continue to be acknowledged or reviewed. The committee is also watching the class action suit to see if it becomes a university budget issue. Recently they have been asked to investigate whether university administrative positions are growing on campus faster, slower, or about the same as faculty or staff positions.

#### **CAMPUS FACILITIES, SAFETY, AND SECURITY — Marcia Dickman**

The committee has been working with Geary Robinson about the Parking Survey. A subcommittee gave feedback on the structure of the instrument. While it is not perfect, it is much improved. They continue to talk to Robinson about other issues. They are also still investigating recycling. Dickman said the committee will be entertaining new and volatile issues for the spring.

#### **FACULTY — James Breazile**

Breazile said that the Faculty Committee had first received the inquiry about the growth of the administration, with the recommendation that reference be made to the Peat Marwick study done some years ago. They referred this to the Budget Committee. The Faculty Committee is now reviewing the applications for Big XII faculty fellowships. They will make recommendations to Dr. Keener's office on December 17. Faculty should be hearing about the awards shortly after that. Some faculty have raised concerns about the quality of commencement and the presence or absence of speakers at the May Commencement. The committee will meet with Wes Holley about that. A major concern occupying the committee is the recent termination of 2 tenured professors and other related cases in which the administration has not followed Appendix D procedures. The Faculty Committee is very concerned about whether Appendix D has any actual force or whether it is just meant to provide a false faculty comfort zone. Breazile said it was similar to the retirement issue. We trust people to do what they say they are going to do. Appendix D is our faculty comfort zone. If we are not going to follow it, the faculty need to know. The committee is pursuing this issue. Mayer asked whether this termination incident was in addition to the earlier termination related to legal issues. Breazile said that it was. Mayer remarked that this was the second case in which Appendix D procedures were not followed. Breazile said the committee was looking at both the earlier case and the more recent one in regard to recurrent violations of Appendix D. The concern of the committee is whether we have meaningful faculty governance. Breazile said that the administration tells us we do, but we'd like to know that we actually do. That's the activity of the committee right now. The spring meetings will probably be on the fourth Tuesday of each month from 2 to 4. If the faculty have issues that concern them, anything that deals with faculty, they can either visit the Faculty Committee or contact Larry Sanders, the chair. Edgley asked that faculty pass on any other concerns about Appendix D violations to the Faculty Committee. He said that this is one of the most important issues that Faculty Council is dealing with. Appendix D is the result of a long-fought battle between the administration and the faculty at OSU. It was approved by the Board of Regents and the faculty. He said that these are our rules. They are not the faculty's rule; they are not the administration's rules; they are our rules. He also

said that we have at least one legal opinion that suggests they are a part of the Oklahoma constitution and are State law. So violations of them are extremely serious and the Executive Officers have communicated this to President Halligan and will follow up on this. Breazile said the significance comes when faculty are going to leave or retire. Normally, you would like to give some lead time before you resign or retire, but if we are not going to follow Appendix D, why should you tell anybody. We would all like to be open and above board. These are the issues. The committee would like to have any related information.

#### **RESEARCH — Kouider Mokhtari**

Mokhtari said that the search for the Vice President for Research is underway. He is one of 16 members of the committee, of which Dean Dobson is the chair. Dobson will be coming to the meeting and will be able to provide further information. The preferred application deadline was December 1. To date, 35 applications have been received. The committee will begin reviewing the files this Thursday. They hope to complete the screening process by mid-February, so that on-campus interviews can begin in late February or early March. The other item is the Research Professorship proposal. The committee is going to table this until the Research Council does further work on the proposal and makes the results available to the Research Committee.

Dean Dobson then arrived and offered to answer any questions on the search. Halligan asked if the search was going along. Dobson said it was coming along fine. Edgley thanked Dobson for joining us.

#### **REPORTS OF LIAISON REPRESENTATIVES:**

##### **OSU/Tulsa — Greg Marshall**

The resident faculty expressed appreciation to Edgley, Lawry, Moder, and to Bill Warde and Jim Key for coming to Tulsa to meet with them. The meeting was lively and productive, and the Tulsa faculty would like to make sure these meetings continue to occur on a regular basis. OSU-Tulsa has set forth some vigorous enrollment goals. The progress for spring indicates that as of Friday, head count enrollment in Tulsa is up 105% over the same time last year and credit hours are up 157%. Interestingly, at the graduate level, headcount is actually down 4% and credit hours show no change. At this point it looks as though graduate enrollment is stable and undergraduate enrollment is growing substantially. Edgley said they had had a very good meeting and thanked the Tulsa faculty for hosting them.

##### **Athletic Council — Ed Lawry**

Lawry said he was reporting for Sanders. The main issue was the continuing interest in the sports with schedules that included more than the allowed number of absences. The golf coaches came to explain this. Both stressed that academics was a priority and that the students who participate in those sports had very high academic records. In both cases, the schedules were approved.

##### **Staff Advisory Council — Duane Hunt**

The SAC will have the presentation on the retirement issue at noon tomorrow in the Oklahoma Room. All are invited to attend.

##### **Emeriti Association — Larry Jones**

The Emeriti Association finance committee has met with members of the Alumni Association about their fund raising drive, which is now underway. This drive will generate funds for their offices in the new Alumni building. The monthly membership meeting will be tomorrow and Mrs. Halligan will be the speaker. The week after Thanksgiving, a group of forty went by chartered bus to Branson, Missouri.

#### **OLD BUSINESS:**

Edgley provided an update on the retirement issue. The Executive Officers are in the process of appointing a committee to investigate the historical circumstances of the decisions about retirement which are now being contested. The officers continue to meet with the administration about the issue and the administration has continued to provide support, assistance and good will. The Executive Officers, along with Lionel Raff and Mark Rockley, will be meeting to discuss the retirement issues with some of the Regents prior to the basketball game on

Monday. Edgley said that he had copies of the retirement documents available for the representatives from the branch campuses to take back to their faculty. As was mentioned, Lionel Raff and Mark Rockley will present the retirement information to the Staff Advisory Council tomorrow. Edgley will also attend. Faculty who were not able to hear the other presentations are also welcome to attend. The General Faculty Meeting on retirement last week was very well attended. It was also sent out by satellite to the branch campuses. Edgley said there has been very strong faculty support for the initiatives being taken.

#### **NEW BUSINESS:**

Edgley said that after the General Faculty Meeting on the crisis in scholarly publishing, he asked Dean Johnson what the faculty could do. Johnson said that the faculty could adopt the Tempe Principles. These were formulated by a national organization which has studied this issue extensively. The Tempe Principles are provided in the agenda. An addendum to Principle 5 was distributed. Edgley moved that the Faculty Council formally adopt the Tempe Principles and encourage the faculty to follow them in their dealings with scholarly journals. Lawry seconded. Breazile asked if this recommendation had been before any of the standing committees. He said it was a nice document, but having been an editor of a national scholarly journal for twenty years, he recognizes the difficulties a publisher has. He said the principles were sort of pie-in-the-sky and that they were good ideas if you could do it, but what do we achieve by saying they are good ideas? He said he would like a committee to look at the proposal to see if this really would make an impact or if we would just be flying a flag with nothing on it. Edgley said the proposal had not been before a committee, but that the principles had been on the library website for a number of months with suggestions for comment. Edgley said he had similar concerns about how much difference adoption of the principles would make, but that it would be a first step and a symbolic effort to let journals know that there is a serious problem and they need to assist with it. If faculty were, in fact, to add a codicil that says they reserve the right to place a copy on an electronic site six months to a year after publication that could go a long way. Breazile said his journal would say they would not publish under those conditions. Edgley said faculty would then be in a position to say whether they care about the principles more than the publication. Breazile said his publishers were in Germany and would not change their policies. Edgley said that you could see then why the journal costs are going out of sight. The journals have a stranglehold on faculty work. Breazile agreed saying they always have. Mayer agreed with Breazile, saying that it is good for the Faculty Council to make a statement, but until the Research Committee looks over this and considers the implications of these principles, he was not sure we knew what kind of statement we would be making. He said he assumed that Dean Johnson was particularly interested in Principle 6, which has to do with scholarly publications being available at a reasonable cost. He said we probably don't have any quarrel with that, but there are nine principles and we need to have the Research Committee look at them carefully and consider the implications. Fletcher said the issue was hugely complex because professional societies get income from journals, which they then use to provide member services. Many are struggling for survival. As the President-elect of one society, she was concerned that such professional organizations remain viable. Binegar said that if the Tempe Principles go to a committee is it important that they be considered intact. If the committee changes them, they will not have the same force. We could not then say we have joined other institutions in adopting the Tempe Principles. Vitek said that the principles could have a greater impact on untenured faculty, especially if they waste nine months waiting for a publication before the copyright is refused. Dobson said there had already been extensive conversation about the Tempe Principles on campus and that they had not been made up by Dean Johnson. The Provosts and librarians from 40 institutions drew them up after extensive consideration. He hoped that the committee would give Dean Johnson a chance to discuss the principles. He also emphasized that they should not be amended; they would need to be adopted as a package to have any effect. Breazile said that the principles were obviously a good idea from a librarian's point of view, but that they should not cost the faculty or professional associations. He reiterated that the faculty should look at the proposal from their own point of view. Mokhtari said that the Research Committee had been working with Dean Johnson to increase awareness about this issue. He said the committee is very willing to consider the Tempe Principles. Lawry moved to table the motion and refer it to the Research Committee. Mayer seconded. The motion passed unanimously.

Edgley read a tribute to Dr. Harry Mapp, who died recently. He expressed gratitude for his service to the faculty and the university and sadness at his passing. Halligan suggested that the tribute be submitted to the Regents at their next meeting as a memorial. He asked the faculty to help make them aware of these losses, so that they can

respond appropriately. Fletcher moved that the tribute from the Faculty Council be sent to Dr. Mapp's spouse and children. Breazile seconded and the motion passed unanimously.

Because of the holidays, the Executive Committee meeting will be held on Wednesday, January 2. He asked that committee chairs notify him if they will be unable to attend.

The meeting adjourned at 4:15 p.m. The next regular meeting of the Faculty Council is January 8, 2002.

Carol L. Moder, Secretary