

**FACULTY SENATE MINUTES**  
**April 5, 2011**

President Matt Schnackenberg called the meeting to order at 6:00 p.m. All senators or alternates were present. A quorum was determined.

**Approval of Minutes**

The minutes of the March 1, 2011 meeting were approved as distributed.

***REPORT OF OFFICERS***

Matt announced that President Chris Maples was present and wanted to address the Senate at this time to provide updates on various topics.

- The Governor and the President of the University of Oregon (UO) recently met and agreed that the UO would pull their proposal for at least one year. The only proposal now on the table is the system-wide proposal to have OUS, as a collective whole, move out of state agency status.
- There is still work to be done regarding the role of oversight boards. The Governor's office is considering an oversight board for the Board of Higher Education, as it currently exists. That consideration assumes that the Board of Higher Education would remain under the new governance proposal.
- Budgets are coming out and it increasingly looks like there will be a move, over the next week or two, to figure out what the K-12 funding will be, and then let higher education deal with the remainder.
- A lot of legislation in the House is currently being held up in the Education Committees. The House is split 50-50 for the first time in Oregon's history; thus legislation is moving very slowly.
- The OIT building in Wilsonville continues to draw a huge amount of bi-partisan support.
- Many people are waiting for the May budget forecast. Functionally, it looks like OIT will see less of a cut the first year of the biennium, and then will absorb a 7% cut on top of whatever cuts are assessed for the second year of the biennium. There is a move at the state level to build a rainy day fund back into the budget. In recent history nine consecutive state revenue projections have been higher than the actual revenue that came in. There is a faction on the House side that assumes that the projection will be missed again and they want to put some money in a rainy day fund, no matter what.
- President Maples and Matt Schnackenberg will meet soon to form PREC. The committee will probably be asked to do something similar to the last time and that is to address two or three levels of potential cuts because the budget is still not set.
- In response to Mark Clark's question about the Governor's proposed new governance board, President Maples said that it is the Governor's goal to get more coordination in public education from kindergarten through the professional graduate schools. His desire is to try to make all this as seamless as possible.
- Mark Clark also asked President Maples whether he had heard anything about using different funding models for K through 12, community colleges and higher education. President Maples responded that the OUS proposal is outcomes based and the University presidents will be held accountable to the outcomes that the OUS is proposing. In terms of the UO funding model, it appears that UO is backing off of it at the moment.
- With the early funding of K through 12, it looks like the legislature has taken the Governor's recommended budget and added additional money to K through 12, which means that the rest of the educational institutions will have to absorb that additional funding.

**Report of the President** – M. Schnackenberg – The call for Senate nominations will be mailed out on April 25<sup>th</sup>. Currently there are three positions in the College of ETM to fill, four positions in the College of HAS, and two At-Large positions.

- *Faculty Merit Pay Policy, OIT-20-016* – Policy is presented for correction of its timeline as indicated below.

**Performance Award Implementation**

Faculty may be considered for a performance bonus in one of the following ways:

- Peer nomination
- Chair nomination
- Administrative nomination

In all cases, written documentation must be submitted describing the faculty member's particular contribution or activities in one or more of the evaluation areas for the previous academic year or years (or period to be considered).

The department chair will review the documentation and forward it to the dean with a recommendation. The dean will make recommendations for performance pay to the provost; the provost will make recommendations to the president who shall approve or deny the award. The president will then notify faculty members who will be receiving a performance pay bonus. At the president's discretion, the award may be for a one-year only bonus and paid in a lump sum, or it may be applied to the faculty member's base pay as a permanent increase. If the department is not under the authority of a dean, then the dean's role shall be filled by the provost.

***Timeline***

Fourth week of Fall Quarter: Documentation is submitted to department chair.

Sixth week of Fall Quarter: Department chair forwards documentation with recommendation to **provost college dean**.

**Seventh week of Fall Quarter: College dean forwards documentation with recommendation to provost.**

Eighth week of Fall Quarter: **Dean Provost** meets with the president to review reports and recommendations.

Tenth week of Fall Quarter: President reviews reports and selects **and notifies** recipients.

First payroll of Winter Quarter: Recipients receive bonus pay or salary adjustments.

**Recommended by:**

Faculty Senate – April 7, 2009; revised April 5, 2011

President's Council – May 19, 2009

Approved:       /s/ Christopher G. Maples        
                  Christopher G. Maples, President

Date:       June 22, 2009      

Motion was made and seconded to accept the correction to the *Faculty Merit Pay Policy* timeline as presented. There was no discussion of the proposed policy change. The vote was unanimous to approve the timeline change as presented.

- *Faculty Evaluation Policy, OIT 21-040* – The policy was presented for clarification and correction of its timeline as stated below.

*Student Evaluations of Instruction*

Every other term (fall and spring of one year, winter of the next) tenured faculty are required to give all their on-campus students the opportunity to participate in numerical and written course evaluation. Full-time untenured faculty will provide this opportunity every term. Summer terms are excluded. Faculty members teaching lecture and lab sections of the same course may request of the chair to give one evaluation for both. Individual faculty members may request, or be required, to be evaluated more frequently.

A copy of the Faculty Multi-Term Summary Report (FMSR) table for the S-F-W evaluation period will be provided to each faculty member by the administration. A copy of this form will be appended to the APE form. Additional voluntary evaluations done at the request of the faculty member may be included on the APE form at the discretion of the faculty member.

*Annual Performance Evaluation*

The APE form (Attachment C) will be completed by the faculty member and a copy provided to the department chair by the Friday of the ~~second~~ **fourth** week in April, **unless the Student Numerical Evaluations (SNEs) have not been received. In that case, the APE should be completed and a copy submitted to the department chair within one week after the SNEs are received.** The APE accounts for spring and summer terms of the previous year and fall and winter terms of the current year.

The department chair will meet with the faculty member to discuss

- the progress made toward meeting the objectives established in the FOP
- the results of the student numerical evaluations relative to the departmental established standard

~~Based on the discussion with the faculty member, the department chair completes the APE and submits it to the faculty member for concurrence or nonconcurrence, and comments, if any. The faculty member signs the APE and returns it to the department chair by Friday of the first week in May. Completed APEs are due to the Provost's Office by Friday of the second week of May.~~

**By the third week in May, based on the discussion with the faculty member, the department chair completes the APE and submits it to the faculty member for concurrence or nonconcurrence, and comments, if any.**

**By the fourth week in May the faculty member returns the signed APE to the department chair.**

**By the last day of spring term the department chair forwards the completed and signed APEs to the college dean for review and comments.**

**By July 15 the college dean forwards the completed and signed APEs to the provost for review and comments.**

**By Fall Convocation in September the provost returns the completed and signed APEs to the faculty members.**

Recommended by:

Faculty Senate – March 3, 2009  
 President's Council – May 19, 2009

Approved: /s/ Christopher G. Maples  
 Christopher G. Maples, President

Date: June 22, 2009

A main reason for the policy revisions is that faculty often have to wait for the IDEA Center numbers to show up to be included in the Annual Performance Evaluation (APE). Motion was made and seconded to accept the proposed changes to the policy as presented. During the discussion of the proposed changes, Provost Burda said that at the end of every term, 5-10 faculty are late turning in their FIFs. That, in turn, delays the return of the Student Numerical Evaluation (SNE) numbers. If the SNEs were completed online, the results would be returned much sooner, and class time wouldn't be needed to do them. The statement was made that policy changes should go through the appropriate committee rather than be brought directly to the Senate for consideration. Faculty were concerned that the proposed timeline would prevent them from using the APEs to prepare their Faculty Objectives Plan (FOP) for the next year.

Dean Larry Powers said that the original intent of the policy change was to simply slide the existing timeline back two weeks to accommodate the late SNEs, not to have the change brought before the Senate for consideration. Following further discussion of the proposed changes, the vote unanimously defeated this motion.

***Report of the Vice President*** – J. Long – No report.

***REPORT OF THE PROVOST*** – B. Burda – There is a federal legislative move to seek individual state approval before offering Distance Education in a state. Sona Andrews, Vice-Chancellor of Academic Affairs from the Chancellor's Office, is the chair of a statewide committee that will put together a system application letter for the other 49 states to see if OUS can apply to the other states as a system seeking system-wide approval without having to go to individual program approval.

In addition to seeking approval to offer Distance Ed in other states, OIT could also be asked to seek approval for its "physical presence." Physical presence means different things in different states, but would likely include clinic sites, clinical practice sites, and students enrolled in online completion programs. The annual estimated cost for OIT to comply with all the fees and charges associated with this legislation is \$200,000.

The Attorney General's Office has completed an audit of faculty efficiency in terms of teaching workload at Oregon State University, Portland State University, and Western Oregon University. The report should be distributed soon.

Part of Senate Bill 242 is a compact with the state. OUS is identifying seven to nine performance measures that will be part of the compact. Also proposed in the compact, is to have a Tuition Setting Committee on each campus that has more student representation than faculty/administrator representation, to help make recommendations on setting tuition increases for upcoming years. The committee met on April 4<sup>th</sup> and talked about the past history of OIT tuition, what has happened in terms of state support and tuition, and what's happened in terms of tuition, salary freezes, salary reductions over the last three years, open positions, and projected cuts for the next biennium. OIT is modeling a \$2 million reduction next year, which is the 11% in addition to the 7% already cut. The committee accepted the 9% tuition increase for next year, which covers about ½ of the \$2 million, and made that recommendation to President Maples. Tuition increases must be posted at the State Board level by Friday, April 8<sup>th</sup>. The proposed 9% tuition increase, which is about \$1 million, is very important for OIT because of the cuts coming and the services that will be eliminated.

Planning continues for the Wilsonville project, which is on schedule. OIT has signed a 10-year lease.

**REPORT OF THE PRESIDENT'S COUNCIL DELEGATE** – M. Schnackenberg – President's Council met April 5<sup>th</sup> for the first time this year. A number of policies from Senate were presented to the Council for consideration and all were approved. Other policies presented for discussion were referred back to the originating committee for additional wording or changes.

**REPORTS OF STANDING COMMITTEES**

**Faculty Rank Promotion and Tenure** – T. Fogarty – No report.

**Welfare Committee** – M. Marker –

- The Committee has drafted a policy for the *Dean Evaluation* and will be submitting it to the Deans and Provost this week for their review and consideration.
- The Committee has received feedback regarding the inclusion of library faculty on all OIT committees. Anne Hiller Clark, representing the library faculty, and Mason will meet with Senex on April 8<sup>th</sup> to discuss the library's response to the feedback.
- The *Full-Time Instructional Faculty Policy* and *Employment – Affirmative Action in Faculty Search Policy* have been re-drafted by Ron McCutcheon, HR Director, based on last month's Senate discussion. The Welfare Committee will meet with Senex on Friday, April 8<sup>th</sup>, to review and consider the changed policies.

**Academic Standards** – J. Ballard – No report.

**Faculty Compensation** – J. Long – No report.

**REPORTS OF SPECIAL OR AD HOC COMMITTEES** – No reports.

**UNFINISHED BUSINESS** – None.

**NEW BUSINESS** – None.

**REPORT OF THE AOF REPRESENTATIVE** – T. Thompson –

- The different funding model used by community colleges issue is being discussed in different legislative bills. Community colleges are under local control with a local tax base. They are outside state funding.
- The budget for the 2011-2013 biennium that was presented to AOF is about \$14.65 billion.
- There are three co-chairs of the Ways and Means Committee; two co-chairs from the House, because it is split 50-50, and one co-chair from the Democratic side of the Senate. They would like to increase the Governor's recommended budget for K through 12. They have agreed that their budget proposal will leave \$19.3 million in the emergency fund for the E Board. They agreed to leave an ending fund balance of \$460 million at the end of this coming biennium. They intend to leave \$310 million of that unappropriated going into the second year.
- There is talk from the Ways and Means Committee of a rainy day fund. They say that all co-chairs agree that the \$310 million ending balance may be appropriated in February 2012 and is to be targeted for agency budgets other than the state school fund.
- There are concerns about the Kicker Fund. Oregon has never seen a fall revenue this big. If the Kicker goes into effect, the legislators are thinking that the smallest kicker is going to mean massive returns to tax payers and corporations.
- Currently there is only one bill scheduled to go to hearing on Friday concerning PERS.
- Senate Bill 242 is the governance bill. It originally said, "The State Board of Higher Education shall provide group insurance." The bill was changed to say, "The OUS System may provide

group insurance.” AOF caught that wording change and got the bill wording changed back. If the governance bill is passed, it goes into effect in January 2012.

**REPORT OF THE IFS REPRESENTATIVE** – M. Clark – IFS met on March 4<sup>th</sup> & 5<sup>th</sup> and received a report on the U of O proposal.

- Major budget cuts are taking place at the other campuses.
- There is no indication of additional salary cuts being made at the other campuses.
- The next state IFS meeting will be June 3<sup>rd</sup> & 4<sup>th</sup>.

**REPORT OF THE FOAC REPRESENTATIVE** – J. Long – No report.

**REPORT OF THE ADMINISTRATIVE COUNCIL DELEGATE** – T. Richey – Tony announced that Jeff Wiseman has resigned from OIT and will be moving to the Oregon coast. Shelly Wilson will become chair of the Administrative Council for the remainder of the academic year.

**REPORT OF THE ASOIT DELEGATE** – D. Helmricks – The first general meeting of the term was held on April 4<sup>th</sup>.

- Super Club sign-up will be held on April 13<sup>th</sup> from 11 am – 2 pm with BBQ being served.
- At the general meeting last night it was announced that clubs would not be officially recognized next year unless they have an up-to-date constitution turned into ASOIT.
- ASOIT elections will start next week.
- The blood drive for this term will be held on May 12<sup>th</sup> and 13<sup>th</sup>.
- The Tuition Setting Committee has recommended a 9% increase.
- The Incidental Fees Committee will meet on April 7<sup>th</sup> to discuss the incidental fees, and is currently considering a possible \$20 increase in fees.
- The Student Senate Committee is trying to complete its constitution by the end of April so that it can go to the Executive Board for final approval.

**OPEN FLOOR PERIOD** – No discussion.

**ADJOURNMENT** – The meeting was adjourned at 7:36 p.m.

Respectfully submitted,

Hallie Neupert, Secretary

/db