

**FACULTY SENATE MINUTES**  
**May 31, 2011**

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

**Approval of Minutes**

The minutes of the May 3, 2011 meeting were approved as presented.

**REPORT OF OFFICERS**

**Report of the President** – M. Schnackenberg – Currently, there are ongoing discussions concerning the privatization of the Paper Owl Bookstore and Food Services. This action is part of the cost saving discussions going on, but no decisions have been made yet. Mary Ann Zemke, VP for Finance, hopes to establish a committee this summer with faculty representation to make the decisions.

**Report of the Vice President** – J. Long – There has been no Provost's Council meetings this term.

On May 13<sup>th</sup>, Jim met with Faculty Senate officers from Western Oregon University, Eastern Oregon University, Portland State University and the University of Oregon.

- EOU has the proposed budget cuts for next year to deal with their budget shortfalls; possibly cutting their Computer Science Major.
  - Possible loss of one Tenure position through program reduction.
- PSU talked about the governance proposal and they have strong support of individual boards for the new proposal if implemented.
  - Starting to push online course offerings.
  - Working with their union, AAUP, on a resolution related to shared governance and how it is defined on their campus. PSU faculty are having some strife with their Administration and their union is becoming involved.
- WOU doesn't have any budget issues, and they are looking at increases in their faculty development funds for next year.
- During the past 4 years U of O has seen a 25% increase in students and a 2% increase in faculty. The university is being pressured on class size and student workload.
- Discussed IFS and the roles that the different senators would like to see IFS pursue. Our feeling was that IFS acts more like a group the Chancellor used to gauge faculty feeling so that corrective action can be taken before things become blown out of proportion. We feel that IFS needs a more active role in the governance of OUS.
- There was a stalemate in a discussion related to how Faculty Senates and IFS should strengthen the role of IFS in OUS governance. We did agree that IFS needs a stronger role and more coordination so that when something does affect all campuses, the IFS can generate resolutions and distribute them in a coordinated effort.

- Much discussion about the governance directives on all campuses. What are the directives for OIT? These would define how the administration and faculty share governance and how policies would be applied. It is advisable that all senators review the OIT Constitution so that they understand the document.
- Individual campus performance measures need to be monitored so that we understand what could be happening to the campuses in the future if the new governance proposal is enacted.
- Eastern, Western and U of O strongly suggested that each campus consider establishing an Academic Advisory over the athletic programs.

***REPORT OF THE PROVOST – B. Burda –***

- Reporting structure of the President’s Council Committee has been changed. The Provost, School Deans and Department Chairs of the committees met and reviewed the charge, what constitutes membership of the committees and have drafted changes to be presented to the next meeting of the Academic Council. Senex will also be invited to attend that meeting.
- PREC has been given a June 15<sup>th</sup> deadline to have its report to President Maples. Brad assumes that once the President reviews the recommendations and makes decisions based on those recommendations, emails will go out to everyone concerning meetings to discuss those recommendations and their implementations.
- The Provost is considering, based on cost savings associated with the institution, having legal review of an early retirement incentive plan for tenured faculty. Once approval of the plan has been received, the Provost will contact eligible faculty through Human Resources.
  - \* Age qualification for this plan would be 58 to 65 years old.
  - \* Only tenured teaching faculty would be eligible.
  - \* Must retire by 12/31/11.
  - \* One time offer, not an ongoing plan.
  - \* Individual and family health benefits available until faculty member reaches age 65.

***REPORT OF THE PRESIDENT’S COUNCIL DELEGATE – M. Schnackenberg – No report.***

***REPORTS OF STANDING COMMITTEES***

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

***Welfare Committee – M. Marker –***

- *Employment of Full-time Instructional Faculty, OIT-20-010*
  - *Affirmative Action in Faculty Search, OIT-22-050*
- Both policies had been reviewed at the May 3<sup>rd</sup> Senate meeting and the senators requested that the policies be resubmitted at this meeting with the original policy as posted on the web and the draft of the revised policy showing the changes.

Motion was made and seconded to accept the draft of *Employment of Full-time Instructional Faculty* as presented.

During the discussion of the policy, Ron McCutcheon, HR Director, again voiced his objection to the use of the term, “protected class.” He feels that the term is too broad. Motion was made and seconded to change the wording of the first two sentences of the draft of OIT-20-010 to read as follows:

*Employment of Full-time Instructional Faculty Draft, paragraph 3 to read as follows: (changes bolded)*

It is encouraged that at least one member of the committee be ~~of a protected class~~ **a woman or a minority**. If the department or unit is without such faculty, a minority or female faculty member from a related discipline or department ~~will~~ **may** be invited to serve on the committee.

Motion was made and seconded to accept the rewording of the policy as proposed. Vote on the proposed rewording was 17 ayes, 5 against and 2 abstentions. Motion passed.

Motion was made and seconded to accept the draft of *Affirmative Action in Faculty Search* as presented.

Suggestion was made to amend the second sentence of the 4<sup>th</sup> paragraph of the draft to read as follows:

*Affirmative Action in Faculty Search Draft, paragraph 4, second sentence to read as follows: (changes bolded)*

**Human Resources/Affirmative Action Director** will review the selection process with the AA/EO representative and/or the search committee chair.

Motion was made and seconded to change the wording of the first two sentences of paragraph 3 to read as follows: (changes bolded)

Search committees for hiring new faculty members will be constituted in keeping with Policy OIT-20-010 and ~~shall include at least one member of a protected class~~ **it is encouraged that at least one member of the committee be a woman or a minority**. If the department or unit is without such faculty, a minority or female faculty member from a related discipline or department ~~will~~ **may** be invited to serve on the committee.

Vote to approve the wording change was 16 aye, 3 no and 3 abstentions. Motion passed.

Vote to approve both drafts as amended was 16 aye, 4 no and 2 abstentions. Both revised policies passed.

- At the last Senate meeting, Welfare presented the *College Dean Evaluation Policy* for consideration. At that meeting the committee was asked to rewrite that policy to be in agreement with the job description for deans. Senators were presented with copies of the current job description and proposed Evaluation Policy and the proposed rewrites of both for consideration. Both items will be brought back to the Senate in the fall for action.

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

**Faculty Compensation** – J. Long – There is no plan to reconvene the committee this term. Next year the committee will be looking at the comparator list and developing a process for getting good comparators at the program level. That should lead to a review of OIT base salaries.

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

**UNFINISHED BUSINESS** – None.

**NEW BUSINESS** – None.

**REPORT OF THE AOF REPRESENTATIVE** – T. Thompson – Last meeting was held on May 21<sup>st</sup>.

- Revenues are up about \$128.8 million going into the next biennium. However, \$80 million was needed to complete this biennium.
- Regarding the 6% pickup in PERS, the Governor prefers that the 6% be part of the collective bargaining.
- Portland City Group, a Portland “think tank group,” has put together a report that suggests some items they think PERS should do.
- If the 6% was removed from PERS, its match would not have to go to ORP.
- AOF received a request from Emily Plec, Associate Professor of Communication at WOU, looking for support as a replacement for Rosemary Powers, State Board of Higher Education Faculty Board Member. AOF did support Emily Plec and will send a letter of recommendation to the Governor.

**REPORT OF THE IFS REPRESENTATIVE** – M. Clark – No report.

**REPORT OF THE FOAC REPRESENTATIVE** – J. Long – FOAC met last week.

- Questions about the OIT Foundation
  - \*Brought in \$2.6 million in 2010; \$1.6 million went for scholarships, athletics, salaries and support services. \$1 million is in reserve.
- Dow Center update
  - \*\$94,000 in G bonds will go for the completion of the Cath lab.
  - \*\$429,000 is committed to equipment leases.
  - \*\$300,000 is committed for future leases for the Dow Center.
- Looking at a 9% tuition increase for next year, and a 7% increase for the following year.
- Projected shortfall for next year is \$1.9 million.
- Possibility of outsourcing the bookstore and Campus Dining.

**REPORT OF THE ADMINISTRATIVE COUNCIL DELEGATE** – T. Richey – No report.

**REPORT OF THE ASOIT DELEGATE** – D. Helmricks –

- OUS Board of Higher Education has contacted ASOIT members looking for student applicants to sit on the OUS Board of Higher Education. Five names were submitted from OIT.
- Elections have completed; the positions of President, Finance Officer and Non-Traditional/Veteran’s Office going up for hire. These positions were not filled through the elections and the ASOIT Constitution requires that these positions be filled by hire. All ASOIT officers receive a monthly stipend of \$250-\$500.
- ASOIT students have recommended a 9% increase in tuition for next year, and an increase in incidental fees of \$15.
- Oregon Student Association (OSA) has put in budget notes for tuition caps of 7.5% for OSU, PSU, and UO. For all other universities, including OIT, OSA has put in tuition caps of 5.8%. Because ASOIT is not a member of the OSA, they have sent OSA a letter asking that they not represent OIT.

**OPEN FLOOR PERIOD** – Jim Ballard informed the Senate that under the current Constitution and Bylaws, neither the Library nor ASOIT representatives should be voting on Senate matters.

**ADJOURNMENT** – The meeting was adjourned at 7:26 p.m.

Respectfully submitted,

Hallie Neupert, Secretary

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