

Minutes

June 2, 2015, 6:00 p.m.; Mt.McLoughlin room, College Union

Attendance/Quorum

President Robyn Cole called the meeting to order at 6:00 p.m. All senators or alternates were present except for Jeff Dickson, Tony Richey and Kristen Marsters. A quorum was determined.

Approval of Minutes

- Minutes of the May 5, 2015, meeting were corrected as follows:
 1. Wording correction from “classified” to “unclassified” on the voting rights change. This was on the first bullet point. Currently reads “The recommendation was based on the belief that having classified administrators vote on faculty matters was not appropriate.” Correction to read “The recommendation was based on the belief that having unclassified administrators vote on faculty matters was not appropriate.”
 2. Second correction was on the third bullet point. Currently reads as “A motion was then made to change the amendments, Part D and to remove the ex-officio members.” Correction to read “A motion was then made to change the amendments, Part D and it is noted that unclassified administrators abstained from voting.”
 3. Minutes were approved as corrected.
- Minutes of the May 12, 2015, Special Meeting were approved as read.

Report of Officers

Report of the President – Robyn Cole

- There will be an organizational meeting for the newly-elected Senators directly after this meeting to elect new Senate officers.
- She offered her thanks for everyone’s support during her 2014-2015 term as Faculty Senate President. She stated that the year presented challenges and she thanked faculty, staff and students for their action and involvement.
- She recognized the effort and resultant accomplishments of the faculty Senate Committee Chairs:
 - Academic Standards- Karen Kunz
 - Elections Committee- Terri Torres
 - Faculty Appeals- Gary Zimmerman
 - Faculty Compensation Committee- Rick Hoylman
 - Faculty Rank Promotion and Tenure Committee- Ken Usher
 - Faculty Welfare- Don McDonnell
 - Ad hoc- Mark Clark
- She thanked all whose terms are expiring, for serving on the Faculty Senate.
- Salary Recommendations-
 - As Faculty Senate President, she formally requested that our administrative leadership construct a five-year plan to bring all faculty salaries up to the discipline averages of our comparator institutions, and communicate this plan to faculty at the 2015 Fall Convocation.
 - In the second year of each biennium, per OIT-20-015 Faculty Compensation Policy, the Faculty Compensation Committee (FCC) completes a review of current faculty compensation, provides recommendations regarding institutional floors and market equity adjustments, and provides recommendations to the president and provost regarding allocation of available compensation funds.

- She stated that she could not more strongly emphasize the need to make measurable progress toward paying faculty competitive salaries and developing a solution that leaves no faculty member's compensation below their respective discipline floor.
- She recognized that we are in a time of financial strain.

Report of the Vice President – Terri Torres

Terri reported that the two committees she is to report on have not met since last report, thus no reports at this time. Regarding General Education (GE), she did report on the evolution of GERT Force planning for a faculty-led committee, outside of the Faculty Senate structure, that will be supported by a director. This GE committee will be connected to the Senate via the chair of Academic Standards who will sit on the GE steering committee; the GE director will report to Senate when requested and hopefully have a regular slot on the Senate agenda.

Report of the Provost – Brad Burda

No report.

Report of the President's Council Delegate – Robyn Cole

- She reported that the charter language was approved and is going on to President Maples for his signature.
- Administrative Council chair Bill Goloski gave a brief report in President's Council, as well as ASOIT.
- President's Council will meet again on June 9, 2015, and will introduce the Charter and any policies that come from Faculty Senate.
- The Council did approve unanimously Academic Rank and Promotion policy OIT-20-40 as well as the Faculty Compensation policy 20-015 Geographic Cost of Living (GCLA).

Reports of Standing Committees

Faculty Rank Promotion & Tenure – Ken Usher

Regarding Academic Rank and Promotion for Instruction Faculty OIT-20-040:

- Ken stated an additional revision, shown on page 6 of the packet. This revision tied in with other recent changes that aid in the composition of promotion committees to have someone from the same department, even if they are not from the same campus.
- Another change was in replacing, in a couple of places, the word college with university, and that geographic location, as well as department, be considered in the composition of the university-wide PAC. He stated this would not be binding but that this would help spread representation around.
- He moved that the change be adopted. Sean St.Clair seconded.
- During discussion, the question was asked as to who picks the PAC. Ken stated that it is the OIT President and Faculty Senate President. Provost Burda explained that attention is paid to geographical location and the institution in appointing committee members, but members are limited to tenured faculty.
- More discussion followed to clarify the effect of the wording. PAC does not represent colleges or locations; they evaluate portfolios only. The committee represents the university.
- Some concerns were stated not that the PAC was being "secretive" but that there appears to be a lack of transparency of rationale for decisions made. The Provost explained that PAC needs letters of explanation for their approval or disapproval and all candidates are invited to meet with the Provost to discuss the issue(s).
- There being no further discussion, the motion was voted on. The measure did pass with three abstentions. See attached reports for three reports detailing these changes:
 1. The markup of all changes made this year.
 2. The final "clean" version, which incorporates all changes made this year.
 3. The markup of changes made in June, with the "clean" version of prior changes included.

Faculty Welfare – Don McDonnell

- The Dean's Evaluation will be tabled until Fall 2015.

- The charge related to fair assignment to committees should be ready to bring to Senate in Fall 2015.
- The Associate Provost Evaluation will not be completed, as there is no current need for this position.

Academic Standards – Karen Kunz

- **Pass/No Pass coursework**
 - Regarding the Pass/No Pass, the committee wants limits on the number of P/NP courses. They would also like answers as to why many of the P/NP courses are not graded. General Education classes should not be P/NP. In looking at P/NP, which has become more prevalent, the committee found that some should not be P/NP.
 - Catalog course descriptions should include any P/NP grading intent.
 - Regarding questions of courses (e.g., research) that should be P/NP and which should be graded, this issue will be taken back to the committee. Information was obtained by the committee from engineering, medicine and psychology, subject matter areas that have a lot of P/NP courses.
 - Also to be considered, graduate seminars that are not appropriate to be graded.
- **Guidelines for Graduate Course Work**
 - There was a lot of interest on Slobodan's draft guidelines, from which the Academic Standards survey was developed. Any work to clarify those guidelines should be completed by Graduate Council.
 - Graduate Council is looking at all graduate courses and cross-listed courses.
 - Graduate Council will set timelines. If the Graduate Council demands graduate timelines, it should be decided by that body next year. If approved, then it will go to the respective departments for further approval.
- **Credit for Prior Learning**
 - Questions regarding credit for prior learning (CPL): in March 2007, a resolution was passed by Faculty Senate, which was never signed by the University President, making clarifications on the terminology regarding prior school credit and prior experiential credit. We made some modifications as follows:
 - Page 1 is transcribed crediting. This section is newly created by us.
 - The introduction was divided up into two sections. First, items ABC (International Baccalaureate and AP credits) were moved to the transcribed credit section.
 - Items DEF (credit by experiential learning, credit by examination, and life experiences) were moved to page 4 under Part 2, Credit for Experiential Learning.
 - Pg.5: Credit for portfolio Procedure, just rearranged to second paragraph, the rest was just moved up.
 - Pg. 6: Faculty Evaluations- no longer paid, so this has been taken out. Regarding paying for Faculty evaluations, payment for faculty evaluations is recommended that the committee look into the issue but this was set up when portfolios were a new idea and the pay was to hire outsiders to evaluate faculty. Per the Provost, this was never used. The issue was sent back to committee for revisions. The topic will be presented in full at a later meeting.
 - On-line classes could also be affected.
 - The Chancellor's office did some work on the guidelines for Prior Learning. The committee does not have all the information at this time.
 - Portfolios: the committee feels that each Department should determine what is good for each portfolio.
 - There are questions on whether prior learning credit is being accepted by all universities as credit.

Faculty Compensation – Rick Hoylman

No report.

Reports of Special or Ad Hoc Committees

No report.

Unfinished Business

None.

New Business

- Senate Executive (SenEx) Nominations -Slate of Candidates include:
 - President- Robyn Cole, Slobodan Petrovic
 - Vice President- Terri Torres
 - Secretary- David Thaemert
 - SenEx Senator- Mason Marker
 - SenEx Senator- Maureen Sevigny
- Call for Open Nominations- None given. President Cole stated that the 2015-16 president's term will be until February 2016. Under the revised constitution, the Faculty Senate president election will be held in February 2016 for a two-year term.

Report of the AOF Representative – Christian Vukasovich

The AOF leadership met with the Higher Education Coordinating Commission (HECC), who will address program approval and university evaluations; the process encourages earlier information exchange between universities. The HECC is the final authority.

- Provosts will notify HECC if there is a need to add overload to the matrix.
- HB2611 passed the House and gone to the Senate. This bill addresses medium to long term bill for faculty ratios, so that faculty will be more equitable in numbers to administration.
- The Morrow Case Decision covered payments to retirees and pensions.
- Campus reports-
 - Updates on other Oregon colleges/universities- what they are doing
 - Education faculty/administration
 - Explanation from the Provost regarding staff fee benefit (OUS tuition remission)- with decreased tuition, if 100 OIT staff go to UO and 0 UO go to OIT, then OIT has to pay monies to UO for the lost tuition.

Report of the IFS Representative – Feng Shi

No report.

Report of the FOAC Representative – Terri Torres

The committee has been trying to meet and hopes to do so by the end of June.

Report of the Administrative Council Delegate – Tony Richey

We met and voted to approve all the policies the Faculty Senate put forth to President's Council. We have decided to revise the Charter before bringing it to council. Erika stated that they would like to keep a voting member of Faculty on Admin Council. They also agreed to have a party.

Report of the ASOIT Representative – Kristen Marsters

No report.

Open Floor Period

- Robyn stated the need for a change to Faculty Charter, Article 1, Section 8; Authority and responsibility: it did state “the Senate recognizes that it is subject to the limitations and restrictions stated in the Administrative Rules of the Oregon State System of Higher Education” and included “Oregon Institute of Technology Board of Trustees” for the

verbiage “Administrative Rules of the Oregon State System of Higher Education”. So this now refers to the Board policies.

- Email was received from a faculty member with a concern regarding Faculty bullying. Other schools are looking at the issue of faculty bullying. There were questions raised whether we should investigate.
 - The Provost stated he thinks this is a HR issue due to all the confidentiality issues.
- Restructuring of funding in the Departments for professor development has been really helpful, has done a lot and is decreasing stress. This is really appreciated, this from several faculty members.

Adjournment

Motion and second to adjourn. Motion carried. The meeting adjourned at 7:31 p.m.

Respectfully submitted,
Matt Beekman, Secretary
/jp