

Minutes

December 1, 2015 6:05 PM, Mt. McLoughlin Room, College Union

Attendance/Quorum

President Robyn Cole called the meeting to order at 6:05 p.m. All senators and liaisons (or alternates) were present except for Troy Scevers, Rick Hoylman, Shellie Wilson, Kirsten Marsters and Leann Maupin. A quorum was determined.

Approval of Minutes

- Minutes of the November 3, 2015, meeting were corrected as follows, then approved.
 1. In the report of the Provost, page 7 of the packet, third paragraph, enrollment on the Klamath Falls campus is down 1.1%, not 11% as written.

Reports of Officers

Report of the President – Robyn Cole

- VP Terri Torres is attending from Wilsonville for this meeting. Robyn planned on going to Wilsonville also, but will do so at a later date.
- Mehmet Vurkac has been elected as Oregon Tech's new IFS representative, succeeding Feng Shi. His term begins on January 1, 2016. This announcement will also be broadcast to all faculty.
- SenEx has recommended faculty member Veronica Koehn to sit on a Higher Education Coordinating Commission (HECC) work group, Disparities in Higher Education. This committee will report on addressing disparities among traditionally underserved groups as well as the type of professional development needed by faculty to support cultural competency in the classroom and on campus.
- SenEx was asked to recommend a faculty member to the HECC's Open Source Text Book Work Group. This group will grapple with for which classes we should develop texts, how faculty will be compensated, the RFP process, etc. We elected to push Gregg Waterman's name forward.
- SenEx has met with the Provost to discuss campus issues and hope to meet with him on a regular basis.
- SenEx met with Erika Veth to understand issues surrounding online student harassment. We will meet with ETM, HAS and Dean of Students next week to discuss the campus issue surrounding student harassment.
- Thank you to the Association of Oregon Faculties (AOF) representative Christian Vukasovich for sharing the AOF newsletter. Organization membership is \$90/year; more information is posted at Oregonfaculties.org. AOF lobbies in Salem to provide faculty perspectives directly to legislators.
- SenEx now has a copy of the newly-adopted OARs; we are hopeful these policies can be made available on the university's website in the near future.
- Please inform the President, Robyn Cole if there are any topics you would like addressed at our next Faculty-Administrator meeting on January 12, 2016. She would like to hear what actions have taken place to expedite our institution's strategic plan.
- Faculty Senate will meet on January 5, 2016 to keep on track with Senate business.
- Consistent with the Senate's new charter and bylaws, we will be soliciting nominations for the next Faculty Senate president, for which elections will take place in early February 2016.

Report of the Vice President – Terri Torres

No report.

Reports of Standing Committees

Faculty Rank Promotion & Tenure (RPT) – Hugh Jarrard

The Faculty Senate Rank, Promotion, and Tenure Committee is working on their stated goals of addressing the charge of Review and Revision of the Promotion Policy for Library Faculty (OIT 20-041). They see three goals:

- 1) Bring the Promotion Policies for Instructional (20-040) and Library (20-041) Faculties into closer alignment in their definition of a broad range of faculty activities recognized for promotion, and update language to reflect changes in the evolution of library science.
- 2) Propose changes in the process of portfolio review to include the opportunity for a College-level promotion review (either HAS or ETM, as chosen by the candidate and the Library Director).
- 3) Propose changes in employment structure to include, at the very least, the opportunity for multi-year employment contracts (based on successful promotion and continued fulfillment of assigned duties and obligations).

The Committee focused this current report on the first goal regarding librarianship. The committee made changes to move 20-041 closer to 20-040. This document had not been changed since 2010. They also wanted to see a description of the full range of duties and changes to the job, while removing bias to certain types of librarians. All proposed changes, underlined and highlighted, have been fully vetted with the library faculty. They would like to focus on the second half of the charge in January and make further recommendations at that time. Ken Usher moved, which was seconded, to adopt OR 20-041. Discussion followed. Motion passed. The second document in their report is comparing 20-040 against 20-041 to see where the changes were made.

Faculty Welfare – Don McDonnell

No report.

Academic Standards – Chris Caster

He stated the committee is concentrating on the first half and the second half will be worked on in January. The committee met on 10 November and the changes they made are marked in the discussion draft.

- Of concern was credit for prior learning and transfer credits. They conferred with Wendy Ivie, who stated that the changes made are more in line with the Registrar's credit system. Referring to page 12 (of the meeting packet) regarding advanced placement, the maximum of 25% of the credits needed for a degree may be from CLEP, AP and/or prior experiential learning, according to Northwest Commission on Colleges and Universities (NWCCU) standards. Discussion followed regarding cumulative limits for CLEP, AP, and IB and other non-transcripted credit sources, sufficient that the committee will further consider the specific language for these sections.
- Five OIT programs currently are comprised of experiential learning credits exceeding 40%. The Provost stated that NWCCU is the only regional accrediting body in the US with such a limit, so he is working with NWCCU to get an exception for OIT. Discussion followed regarding the 25%, which does not include transfer credits.
- Military experience (packet page 11) may be credited based on a Joint Services Transcript (updated from the AARTS or SMART transcripts listed) or from a Community College of the Air Force transcript.
- On packet page 10, the OIT Registrar determines transfer credit equivalencies; there is no mention of requirements for the Department Chairs to sign off for General Education courses. The Provost clarified this process.
- The Provost discussed getting delineation of credit for Portfolio Learning transfer; the committee already planned to address this second portion of the policy in the next Senate meeting.
- Regarding minimum grade standards (packet page 11), Terri Torres requested committee review of D as an acceptable minimum grade on transfer courses.
- Further progress on this initial policy revision, including the 25% requirement text, was tabled for further consideration by the committee.

Faculty Compensation (FCC) – Joe Reid

The Faculty Compensation Committee has been continuing to work on overload and adjunct pay, specifically the question of \$650/overload workload unit. On pages 2 & 3 of the meeting packet, the reasoning for increasing overload pay to \$650 per workload hour is tabulated based on the handout from the November meeting. They met several times with the Provost, receiving general backing of the methods listed. Joe discussed areas of ongoing committee scrutiny:

- 1- Budgeting wages- administration would like faculty to list their priorities
- 2- Compensation plan- looks at how to get floors.
- 3- Recommendation to hire an external consultant to look at the mechanism for determining salary floors. This will be further discussed by the committee, along with the range of methods used by other institutions.
- 4- Administration should provide a 5-year plan showing budgeting for increases, addressing stepwise improvements to faculty compensation.
- 5- Discussion was made on whether to meet with FOAC. FCC would like to see a report made to the Senate from either HR, the President or the Provost as to rationale on floors. The Provost stated that, last fiscal year, over \$3.2 million was spent on adjunct and overload pay. He suggested that FCC present their priorities, recommended by the Senate. He said that in order to raise wages, OIT needs enhanced revenue, which means increased enrollment. He stated that he is more concerned with workload than just pay and he wants to decrease workload.

Reports of Special or Ad Hoc Committee

Ad Hoc Welfare – Tiernan Fogarty

No report.

Unfinished Business

None.

New Business

None.

Open Floor Period

Slobodan Petrovic brought up some new rules he would like to see, as follows:

- Wants an open discussion with no regard to political correctness, tradition, etc., regardless of how the new rule may initially be perceived.
- Wants quality education, not more forms, with quality supported by faculty instruction of the newest technologies.
- Wants a stopping of the overburdening of faculty; fewer non-classroom activities, such as advising or limiting faculty committee participation to a single committee per year.
- Wants to remove student evaluations as they are subjective and not indicative of the quality of instruction.
- Wants to stop borrowing ideas from other institutions, but generate original ideas here long before searching for ideas from other universities.
- Wants to abandon the movement toward use of non-tenured faculty.
- Wants to move to a semester system rather than quarters as this would result in more instruction time and thereby improve the quality of education.

- Wants to prevent a further decline of faculty versus an increase in administration, reversing a common trend across the country over the past several years. An example of this trend has been the top-down decision-making process on the Wilsonville campus for the past several years. Avoiding such a power shift will be in the best interests of all parties—faculty, administration, staff, and students. The Faculty Senate should not just be a “suggestion box.”

The university should not just be a knowledge box, but a source of new knowledge with professors who set the example both for their students and the wider institution. These were points he wanted to state and also wanted action on, not just talk and discussion.

- This brought about a discussion about semesters vs. quarters. One statement was that many companies are more in line with semesters, which benefit students who go to internships. Another point discussed was about the possibility of starting the fall term one week earlier as Thanksgiving week shortens instruction time.
- There was lengthy discussion regarding student evaluations and how effective they really are, as well as when a move to online evaluations will be made. Provost Burda stated that online evaluations are currently being negotiated for a 3-year contract.
- Joe Reid stated frustration with the business office over getting donation documentation to donors. He stated he obtained a donation worth over \$5,000 and after two months, still cannot get the paperwork for the donors use for tax credits.
- A rebuttal was stated regarding Wilsonville decision-making. More evidence was requested before any more statements were made.

Report of the Provost – Brad Burda

- Enrollment is up at OIT. Most programs are operating “in the black,” so the goal of increasing enrollment is not just about filling seats. The Provost is seeking to hire an enrollment manager, whose role would include studying the market so as to increase targeted enrollment and further increase tuition revenue. New programs are a big part of increased enrollment and profitability.
- Position prioritization should be finalized by December 2, 2015.
- The Academic Master Plan will start to be updated shortly. This plan was talked about during convocation; the current version is posted on the Provost’s website.
- Equipment funds for 2015-16 will roll over into the 2016-17 fiscal year. Any equipment requests are on hold. A 5-year plan is being developed. If any purchases are not currently being obtained, they could move forward in the future.
- The new search for the ETM Dean is underway.
- The Provost responded to a question regarding Oregon Tech’s involvement in the Western Undergraduate Exchange (WUE) based on the President’s comment during a recent Faculty-Administrator meeting. The Provost clarified that WUE participation will continue in any programs where it makes sense for the university to participate.

Report of the President’s Council Delegate – Robyn Cole

No report

Report of the AOF Representative – Christian Vukasovich

Cristina Negoita, Christian Vukasovich’s alternate, invited everyone to join AOF and become a member. Contact Christian or go to their website at Oregonfaculties.org for more information.

Report of the IFS Representative – Ryan Madden

- The Inter-institutional Faculty Senate met on November 20, 2015, at OHSU. They discussed next steps on the resolution on violence in schools and passed the resolution. One item they stressed was that “no one size fits all”

and each institution needs to customize their own policies. The second item noted was how crucial it is to consult with the President and the Provost. Breakout sessions, workshops and conference are being planned for further definition.

- The OHSU Provost visited and briefly discussed the differences with their campus in terms of student/faculty ratios and collaborations with other institutions. One area of future collaboration they are interested in is Data Science, due to the large amount of data they are responsible for. They have also hired a new VP of Campus Safety. Rank and tenure is also a controversial issue being looked at.
- IFS met with Senator Roblan, Senate Education Committee Chair, and Senator Dembro. They did not know of any major upcoming education bills in this short legislative session. They did mention the upcoming biennium and higher education funding related to PERS as being an upcoming major issue. They also mentioned the controversial issue of arming Campus Security and campus violence.
- Veronica Dujon, the new HECC Director of Academic Planning & Research, visited. As a former faculty member and dean from PSU, she has a strong faculty background and is interested in learning faculty concerns and what initiatives they are interested in.
- IFS officers were elected for the upcoming year—Jeff Dense, EOU, president; Robert Kyr, UO, vice-president; Maude Hines, PSU, Provost Council representative; Jay Noller, OSU, secretary; and Charles Lane, SOU, at-large.
- He thanked Feng Shi for his 3 years of service—and he never missed a meeting.
- Outgoing IFS Senator Feng Shi added comments regarding global warming and how current interest in this is promoting OIT's renewable energy program.

Report of the FOAC Representative – Terri Torres

The committee has not met but will meet tomorrow, Dec. 2, 2015.

Report of the Administrative Council Delegate – Tracie Houts

No report.

Report of the ASOIT Representative – Kristen Marster

No representative, thus no report.

Adjournment

Motion and second to adjourn; motion carried. The meeting adjourned at 8:17 pm.

Respectfully submitted,

David Thiemert, Secretary

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