

## OREGON INSTITUTE OF TECHNOLOGY

Faculty Administrator Meeting

2 p.m. Tuesday, March 1, 2016

### ANNOUNCEMENTS AND COMMUNICATIONS

#### *Consulting for Facilities & Cornett Hall Update – Michelle Meyer*

Michelle Meyer introduced the upcoming Cornett Hall design process. There will be an 18-month review between the consultant and architect and the campus stakeholders to ensure ample time for suggestions to be incorporated. The director of facilities will be the designated project manager for this project. A steering committee has been formed and is tasked with facilitating the required meetings between the architect and the campus stakeholders.

The new Facility Master Plan will take into account changes in program needs and requirements 15 years into the future and will include Klamath Falls, Wilsonville, and online learning. The current plan was drafted in 2006 and only included the Klamath Falls campus. The RFP will be sent out in March.

Michelle stated that bonds for Cornett will be sold sometime in the spring 2017, but funds may be available six months prior to their sale. Preliminary meetings regarding program and departments needs for the new facility will begin in spring 2016. Tentative dates include project bidding in winter 2017 and start of construction in summer 2017.

**Question:** Why is there a separate steering committee heading the meetings rather the Facilities Planning Commission?

**Answer:** The thought was that the steering committee is a more focused group of key stakeholders who will be more involved in day-to-day operations of the facility.

**Q:** What is the cost for the consultant?

**A:** There is a budget of \$200,000 already set aside, but that is contingent on the sufficiency and completeness of the information provided by the consultant.

#### *Staffing Update – Brad Burda*

Brad Burda gave a summary of the staff searches for the university:

- Current ongoing searches:
  - Academic Positions: 19 – 8 new, 11 replacements with five of the positions being externally funded from ETIC and the Northwest Collaboratory for Sustainable Manufacturing
  - Administrative Positions: 12 – 5 new, 7 replacements
  - Classified Positions: 6 – 3 new, 3 replacements

- Planned searches:
  - Vice president of Finances and Administration
  - Website specialist: combination position for Online Learning and Marketing
  - Chief human resources and civil rights officer
  - Associate provost for research
  - Enrollment management

***Communication Plan Update – Di Saunders***

This agenda item was postponed for the next meeting since Di Saunders was out ill.

**Q&A with Provost Burda**

**Q:** We are replacing quite a few high-level positions all at the same time, including the ongoing search for dean of the College of ETM. Are there concerns that we should be aware of?

**A:** There are indeed quite a few positions being filled, but many of these are needed positions or opportunities to increase efficiency at the university. The major concern is the resistance to change, which is a lot of change all at once.

**Q:** What is the forecast for the student tuition increase?

**A:** The students recommended a 3% base tuition increase for resident undergraduates to the president, with no changes to the differential tuition. That recommendation will have to be approved by the Board of Trustees and HECC.

**Q:** Does the differential tuition go back to each college or to the general fund?

**A:** It does go into the general fund, where it is then partitioned back out during the budget process.

**Q:** Will the stipends implemented in the last few years, including those for travel, professional development, and department initiatives remain in place next year?

**A:** Yes, they are in the budget for next year. It hasn't been determined beyond then.

**Q:** There has been a lot of work on the Academic Master Plan, which includes some work on position prioritization. Do you see that being completed in time to begin hiring as sooner rather than later?

**A:** I don't think the Academic Master Plan will be complete enough to introduce positions in the fall.

**Q:** How many faculty position requests were granted?

**A:** All academic positions but one. I do not know about the administrative or classified positions.

**Q:** Are there are policies or initiatives that you want to see completed/implemented before you leave?

**A:** For the General Education Review Task Force, I want to see the administrative infrastructure in place, the implementation plan, a budget for the cost of implementation, a documented process of decisions made, and a signed plan by the end of this year. There is a problem with obtaining comparative data for faculty compensation. There is a recommendation to hire an outside consultant to begin that process. I want to finish the non-tenure track for faculty. The Academic Master Plan is critical. We need to get to the point of summarizing personnel, facilitative, and equipment needs for that plan.

**Q:** The deadline for the non-tenure track for faculty has been extended many times before. What makes you optimistic or what is the urgency to complete it this year?

**A:** I want to make sure that the progress that has been made over the last three years does not get lost in the transition to new academic leadership. We have had such a long conversation about it, from so many different angles, and with many different groups, that we are approaching the end.

**Q:** When will equipment requests be available?

**A:** We received approval from the president to roll the entire equipment fund from this year to next year. This was done so that the equipment needs for the academic plan would be available before going through the process, so the needs could be spread over the next one to five years.

**Q:** Are you going to give a 5% faculty raise before the end of the year?

**A:** It may happen. It would depend on the results of the consultant's information gathering.

**Q:** Can you promise that the consultant won't find we are being overcompensated and we get a pay cut?

**A:** Yes. We won't take money away from faculty again. We had to do that during the recession, and I don't foresee that having to happen again.

**Q:** We are in the process of a dean search with no guarantees that will be done by July, and the provost search will also have a tight deadline. What are we going to do if we don't have those positions filled by June?

**A:** To be honest, there is no contingency plan at this time. I don't want to fill with interim positions, as that usually slows down the entire process. If it comes to that, that will be a conversation between the academic committee as a whole and the president.

Erin Foley made an announcement reminding staff to nominate students for Student Awards. Nominations are due April 7.

**Q:** How aware is the president of the concerns of the academic faculty?

A: Maybe not as aware as I need to make him, but I will make him very aware in the next few months. It is important that the next provost understands the key initiatives from the president on the academic side as well.

Meeting adjourned: 2:42 pm

Respectfully submitted,

Marilyn Dyrud