

FACULTY SENATE MINUTES February 7, 2012

President Matt Schnackenberg called the meeting to order at 6:00 p.m. All senators or alternates were present except Robyn Cole, Vanessa Bennett, Joan Loustalet, Jamie Zipay and Suzet Peterson. A quorum was determined.

Approval of Minutes

The minutes of the December 6, 2011 meeting were approved as presented.

REPORT OF OFFICERS

Report of the President – M. Schnackenberg – Matt expressed his thanks to the faculty for their help in obtaining the COLAs in these difficult financial times. He also thanked the administration for working with the faculty on the COLAs.

Matt continues to feel that overload pay is insufficient, and he would like to focus on overload compensation next.

Report of the Vice President – J. Long –

- Mateo Aboy attended the recent Academic Council meeting to report on Wilsonville and the proposed academic structure for the Wilsonville campus. Mateo hopes to double program enrollment in the next 4 years, increasing the headcount from 500 to 1000. In order to reach 1000 headcount, new programs will be needed. Mateo has proposed that current Portland programs be augmented by developing and offering both a generalized engineering bachelor's degree and a generalized engineering master's degree. These degrees could then be specifically tailored towards a target area, such as an engineering degree with a focus on mobile development. This idea could be implemented relatively quickly because once approval is received for the generalized engineering degree, additional approval for the specializations wouldn't be necessary. The degree programs would be structured so that they would not compete with existing programs. Degrees will not be established that do not have demand in the job market.
- New programs would require additional faculty, and the Portland area has a large pool of adjuncts to draw from. Provost Burda said that the additional tuition from the increased enrollment would support 10-12 additional faculty in the Portland operation, thus more full-time faculty will be hired as needed.
- The academic structure of Wilsonville will consist of two divisions, Science, Engineering, & Management and Health Sciences. Divisions are necessary because there are not enough tenured faculty in Wilsonville to justify creating a department. Mateo, as the academic leader in Portland, will manage the two divisions; similar to the duties and responsibilities of a department chair.
- The current Portland program directors will continue to report to their department chairs in Klamath Falls; those department chairs will report to the Deans. The administration was looking for a new way to structure the Wilsonville operation such that it could offer new degrees without having to go through approval for every specialization OIT wanted to establish. This would allow Wilsonville to react quickly to new industry demands, instead of having to wait one to two years to put programs together. The administration has talked with Academic Council about the possibility of using different appointment tracks for the Portland faculty that would allow for multi-year contracts or promotions on fixed-term contracts.

Justin Sigman introduced himself as the new Follett manager of the bookstore. He said that Follett would officially take over the bookstore effective March 1. In the meantime, training sessions for the faculty will be held for the on-line ordering and adoption system for text books.

REPORT OF THE PROVOST – B. Burda –

- Course fees: This year OIT will present the students with a course fee increase package so that students will know what it will cost them to attend OIT.
- Campus compact: Part of Senate Bill (SB) 242, which liberates OIT as a state agency, is that OUS agree to form a compact with the legislature, with targets associated with OIT performance once OIT is no longer part of the state system. OUS is making a compact with the state, which, in turn, means that the universities have to make a compact with OUS. The campus compact would be OIT's compact with OUS in order to meet the goals agreed to in SB 242. The compact will consist of a number of different kinds of measurements. There are currently university-wide measurements that all OUS universities are subject to. Additionally, there is a mission portfolio process where OIT will state how its mission is distinct from the other universities. Part of OIT's compact with the state will be based on the university-wide measurements and part on the university-specific measurements. OIT currently tracks one university-specific measurement, Women in Engineering and Science; now there will be many more, including graduation rates and employment upon graduation.

The OIT compact will be used for three things.

1. It will be used for President Maples' evaluation.
 2. It will be used for setting and meeting targets for 40-40-20.
 3. It will be used for funding. The model is moving away from the current tuition-based model to an incentive-based model using outcomes determined by the Oregon Education Investment Board. The campus compact must be submitted by February 22nd. The academic team, consisting of Deans Charlie Jones and Larry Powers, Mateo Aboy, Lita Colligan and the Provost, will produce the first draft of the compact using a template provided by the Chancellor's Office. The draft will be reviewed at the next Executive Staff Meeting, and then President Maples will have a chance to look at the recommendations and accept them or change them. The compact helps determine OIT's position within the state for funding, targeted programs, etc.
- During fall term, revenue committees were created to make recommendations on how to generate revenue at OIT. The Administrative Council was not involved in this process and the recommendations were forwarded by the academic side of the house. The Executive Staff has discussed the recommendations received from the Deans. There were basically two recommendations: changes to academic programs and increasing revenue.
 1. Categories within changes to academic programs were new degrees, differential degrees, increasing offerings in Distance Ed, increasing continuing ed, and increasing corporate connections.
 - New degrees:
 - * Medical Sociology Degree. There is a search underway for faculty to teach in this degree program.
 - * Graduate program in GIS. Problems with staffing have been resolved so this may now go forward.
 - * Master's Degree or upper level degree in statistics for the Math Department will be considered.
 - * Physical therapy, occupational therapy, physician's assistant, and athletic trainer programs were, at one time, tied to an earmark. OIT worked aggressively to obtain that earmark and came very close before earmarks were taken off the table. However, work is continuing on these programs.

Differential degrees:

- * CPC and the Graduate Council are currently considering Civil Engineering's 4 + 1 master's degree.

Increased DE offerings:

- * OIT seems to have reached its maximum number of DE offerings given current staffing levels. In order to expand the DE offerings, OIT might need to look at different models. The Provost and the Deans will meet on Feb. 13th to develop a charge to send to the Distance Education Advisory Council to talk about how things might be done differently.

Increase corporate connections:

- * Lita Colligan is working on this.

Increasing continuing ed:

- * OIT does an excellent job of continuing ed when it is defined as providing higher level degree opportunities for practicing professionals. OIT has not been successful in providing short sequences of courses specifically designed to either keep certifications or provide training for corporations.

Master's Degree in Renewable Energy:

- * Currently OIT has six students enrolled in the master's degree program in Portland.

2. Increasing revenue

Increased grants and grant opportunities:

- * Smaller grants that are project-related that are for both faculty and students.
- * Last year a committee comprised of both faculty and administrators was established to determine what part of the process was missing for those faculty that are interested in pursuing grants. Templates were developed for the process and last fall the Provost authorized Lita to establish a consortium of grant experts. Lita is the gate keeper for the process, but she is in Portland. Because the vast majority of OIT's operations and the Business Office are in Klamath Falls, it seems reasonable to hire a grant administrator to walk faculty through the grant writing process. No general funds will be used for this position. The intent is that when this person is hired, OIT will have a much greater success rate on grants which will increase the amount of indirect funding that OIT receives, which will then indirectly pay for that position.
 - * The STEPS Grant, the Renewable Energy Grant in Portland, is one of the main grants providing indirect funds.
 - * A grant writer will be hired through the Foundation to work on fundraising grants for OIT.

Enrollment:

- * More international students.
- * Increase out-of-state admissions. The Admissions Office target is 200 new non-resident students this year. There are Enrollment Management funds available for out-of-state recruiting visits.

Tuition:

- * Lower tuition for the first two years to compete with community colleges.
- * Increase Distance Ed tuition. A recommendation has been given to the Tuition Committee to increase DE tuition by the same percentage as on-campus tuition. DE tuition has remained static for the last 3-4 years.
- * OIT does not charge differential tuition for graduate courses. A proposal will be brought forward to increase the tuition by \$120/credit hour/course so that it is equivalent to on-campus courses.

- * Give preference or develop a point system for students who take their pre-year at OIT.
 - The MIT program is considering giving points for taking the pre-year at OIT for both on campus and online classes.
 - The Dental Hygiene program does give extra points for completing the pre-dental year at Eastern, La Grande or Chemeketa.
 - Students who complete the pre-CLS program on campus with a set grade point and pass the interview are guaranteed admittance to the CLS program in Portland.

Outsourcing custodial services was suggested. However, OIT doesn't have a big enough physical plant with a large enough maintenance staff to make competitive bidding feasible.

The suggestion was made to scale back or delay Wilsonville. OIT has signed the paperwork for Wilsonville and it is moving forward. However, as a cost cutting measure, OIT has reconsidered some of the building improvements and has reduced the renovation costs from \$6 million to \$4.3 million, while still meeting the requirements for the current enrollment and staff. The move to Wilsonville cannot be delayed because OIT is paying rent whether on the premises or not, and would also be paying rent in other places if the move is delayed.

Dean Powers and Mike Schell have met with the General Education Advisory Council (GEAC) to discuss a possible change in general education requirements with regard to physical education. Daniel Helmricks, ASOIT president, said that ASOIT will send a letter to President Maples with their recommendation of adding 3 PE credits.

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

REPORTS OF STANDING COMMITTEES

Faculty Rank Promotion and Tenure – T. Fogarty – The RPT Committee was given the charge to “investigate the possible benefits of providing additional weight to particular areas in promotion and make a recommendation to Senate.” Tiernan presented the revised copy of the *Academic Rank and Promotion for Instructional Faculty Policy, OIT-20-040*. Proposed revisions are bolded and highlighted.

Academic Rank and Promotion for Instructional Faculty OIT-20-040

This policy outlines eligibility requirements and criteria for promotion. For each succeeding academic rank, expectations of performance and leadership are higher. Faculty at the instructor level, for instance, are expected to have effective teaching skills and current knowledge of the discipline, but they cannot be expected to make a strong administrative contribution. Faculty with the rank of full professor, on the other hand, are expected to be excellent teachers, and show evidence of continuing professional development. Appointments to intermediate ranks will be judged on the basis of a candidate's progress along these lines of development. The promotion process will take place during spring term.

Following four full years in their current rank, faculty will be eligible to apply for promotion in spring of the fifth year. Under no circumstances should promotion be considered automatic after four years in current rank.

The provost shall inform all new faculty, at the time of initial appointment, that they may negotiate credit toward time in rank. Credit granted toward time in rank may be awarded only with mutual endorsement of both the provost and department chair.

Sabbatical leave enhances the faculty member's expertise and value to the college; therefore, time spent on sabbatical leave will be credited toward time in rank to satisfy eligibility requirements for promotion.

Promotion decisions will be based on the faculty member's portfolio, outlining and providing context for the achievements within the five most recent years. In preparing their portfolios, candidates shall refer to the Portfolio Guidelines for Promotion, Tenure, and Post-Tenure Review. **Candidates must satisfy all promotion criteria. However, an equal emphasis across criteria is not required. In evaluating candidates, committees shall consider achievements in the context of priorities established in the Personal Assessment section of the portfolio.**

Those qualifying for promotions who were hired prior to 1982 and whose educational degree is the baccalaureate degree may not be promoted to the rank of professor until they meet all eligibility requirements.

FROM PAGE 6 OF THE POLICY:

Procedure for Academic Rank Promotion for Instructional Faculty

All parties shall abide by the following timeline. However, the provost may modify the timeline if he/she determines a reasonable need to do so.

2. Each applicant will submit a portfolio to the Promotion Review Committee by the end of the first week of spring term. The committee will verify eligibility as well as evaluate performance in terms of the criteria outlined above. **In evaluating candidates, the committee shall consider achievements in the context of priorities established in the Personal Assessment section of the portfolio.** The committee will submit a written decision to the department chair by the end of the third week of spring term, listing specific activities where the applicant has met or exceeded the promotion criteria and/or identifying specific areas where the applicant has not met the criteria. The content of the Promotion Review Committee's deliberations are confidential and shall not be divulged by its members. The committee may solicit other information to confirm documentation in the applicant's portfolio; however, no anonymous input may be solicited or accepted, nor can sources be kept confidential.

FROM PAGE 7 OF THE POLICY:

4. Each department chair will present a case for promotion to the College Promotion Committee for each applicant advanced by the Promotion Review Committee. The College Promotion Committee will make promotion decisions based on the criteria outlined above. **In evaluating candidates, the committee shall consider achievements in the context of priorities established in the Personal Assessment section of the portfolio.** No secret ballots will be allowed. The content of the College Promotion Committee's deliberations are confidential and shall not be divulged by its members.
5. The Promotion Advisory Committee will review all applications for promotion advanced from the College Promotion Committee and submit a list of its recommendations to the provost along with all documentation and the selection criteria used by the end of the tenth week of spring term. **In evaluating candidates, the committee shall consider achievements in the context of priorities established in the Personal Assessment section of the portfolio.** No secret ballots will be allowed. The content of the Promotion Advisory Committee's deliberations are confidential and shall not be divulged by its members. The committee may solicit other information to confirm documentation in the applicant's portfolio; however, no anonymous input may be solicited or accepted, nor can sources be kept confidential.

Tiernan moved that the revised policy be approved as presented. Sean StClair seconded the motion. Following an extensive discussion, motion was made and seconded to remove the proposed new wording on pages 6 and 7, and to amend the wording on page 1 as follows:

Promotion decisions will be based on the faculty member's portfolio, outlining and providing context for the achievements within the five most recent years. **Candidates must satisfy all promotion criteria. However, an equal emphasis across criteria is not required.** In preparing their portfolios, candidates shall refer to the Portfolio Guidelines for Promotion, Tenure, and Post-Tenure Review.

After further discussion the vote to approve the amended wording was unanimous. Then the vote on the amended policy was 16 yes and 2 no. Motion to accept the amended policy passed.

Welfare Committee – D. Peterson – No report.

Academic Standards – J. Ballard – As the result of an internal audit in October 2007, the Registrar's Office received a directive to develop policies for areas that had none. Based on two charges given to Academic Standards and their meetings with the Registrar's Office, Jim Ballard presented the following for the Senate's consideration.

CHARGE: *Propose a reasonable limit for how long after a class was taught that a faculty can change a grade.*

GRADE CHANGE POLICY (paragraph would go under "Grading Policy" on catalog page 33.

All grades except for 'I' and 'IP' are final when filed by the instructor during grade processing each term. Thereafter, a grade change may be made only in the case of clerical, procedural or calculation error. No grade other than 'I' or 'IP', once reported, may be revised by re-testing or by completing additional work. Any grade change by the instructor of record must take place within one year subsequent to the term in which the grade was reported. Any grade change made after one year must be approved by the Department Chair and the Registrar.

CHARGE: *Propose a limit after which a degree will be sealed.*

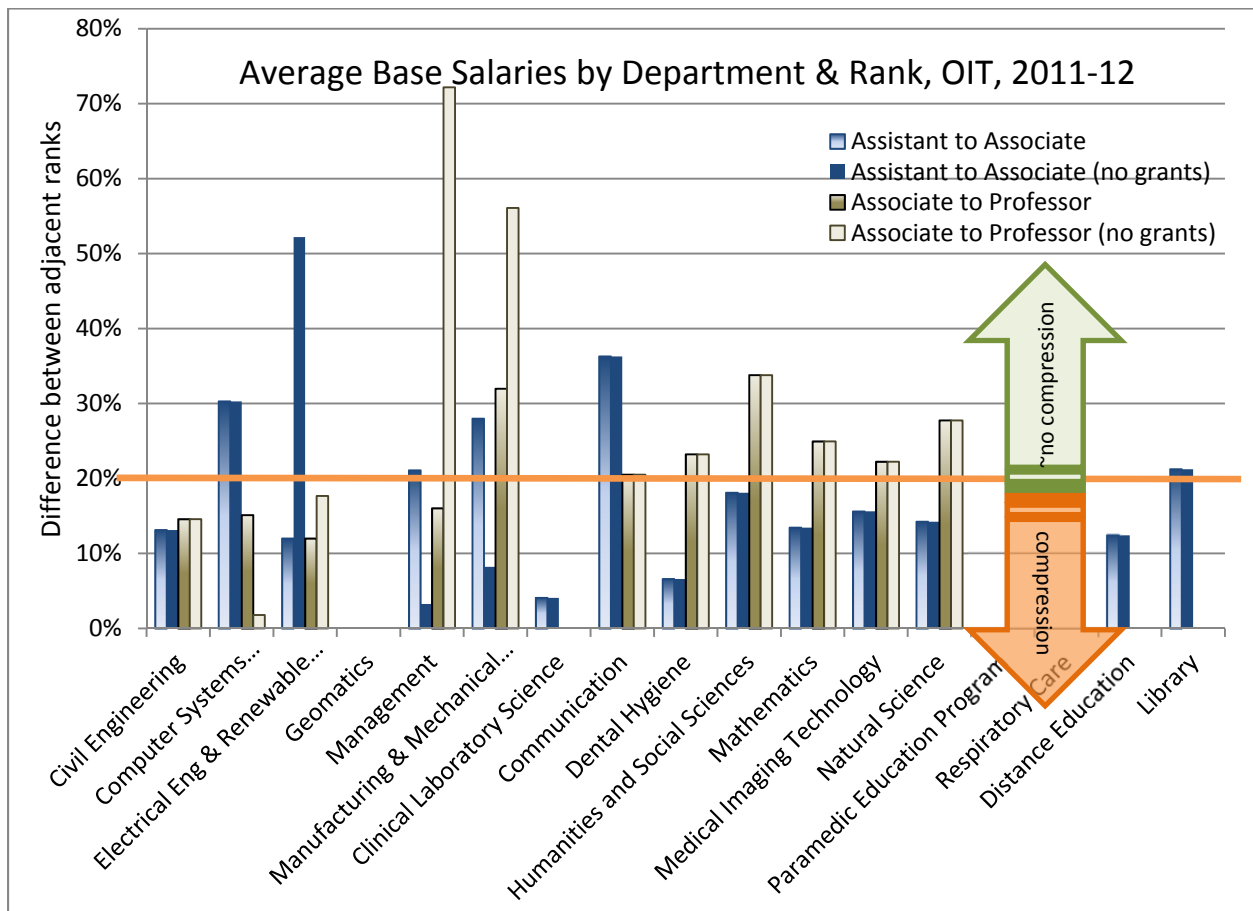
SEALING OF A DEGREE (paragraph would go under "Application for Graduation" on catalog page 36.

All grade changes, removals of incompletes, and transfer work necessary for completion of degree requirements must be on file in the Office of the Registrar by the Friday after grades are due each term. Academic records are sealed ninety days after the conferral of a degree: no changes to the record will be made following that date.

After much discussion and word smithing, both items were tabled and returned to Academic Standards and the Registrar for rewriting.

Faculty Compensation – D. Thaemert – David Thaemert reported that in response to the Provost’s comments during the November 2011 Faculty Senate meeting, FCC revisited the compression charge.
Compression Charge

This second analysis considered compression (percent difference between average salaries of adjacent academic ranks) based only on non-grant-funded base salaries. As such, any grant-funded portion of base salaries was removed from the previously reported values. The committee was not considering floors for discipline, rank or institution; neither did geography enter into the analysis (due to the small numbers of program faculty in outlying geographic areas). The analysis was based only on 2011-12 base salary data, not the full benefits package, with salaries adjusted to the common basis of 1.0 FTE, and a 9-month contract (12-month contracts calculated on 11-month basis).



Compression analysis findings, based on no grant funding:

The previous compression analysis was unchanged for all but four programs: CSET, EE/REE, Management, and MMET.

Sizable swings in the rank ratios are possible due to the small number of individuals (small number of total faculty; only 9 faculty have some level of grant funding at present) in each comparison category.

Generally no compression from associate to professor, except in Civil Engineering & CSET.

Generally compression from assistant to associate, except for CSET, EE/REE, Communication, HSS, & Library.

Department Comparator Charge

The committee has not yet met to review the initial program comparator analysis, so this status report is still preliminary. FCC will be meeting shortly to move this process forward.

Comparator analysis findings:

Using top-level instruction program classification (2-digit CIP code), only the Humanities & Social Sciences (including Psychology faculty) and Natural Sciences departments *do not have* a sufficient number of comparators within the OIT list of 22 comparator institutions.

Using a program-level instruction program classification (4-digit CIP code), only the Mathematics and Management departments *have* a sufficient number of comparators within the OIT list of 22 comparator institutions.

Future (2012-13) CIP reclassification may be recommended for some programs to improve comparator analysis; i.e., Psychology could be compared against other Psychology programs rather than against the most general Liberal Arts CIP code.

Comparator analysis for the Library faculty has not yet been conducted, as these faculty members are not counted by any particular instructional program.

REPORTS OF SPECIAL OR AD HOC COMMITTEES – No reports.

UNFINISHED BUSINESS – None.

NEW BUSINESS – None.

REPORT OF THE AOF REPRESENTATIVE – T. Thompson – Tim Thompson reported that Portland State University is continuing their search for a provost.

- A collective bargaining agreement has been reached.
 - * Year 1
 - Academic professionals across the board will receive 3.1% salary increase + 1% compression adjustment.
 - Fixed-term faculty will receive 3.1% salary increase + 1% equity.
 - Tenure-track faculty will receive 3.1% salary increase + 1% equity.
 - * Year 2
 - Academic professionals, fixed-term and tenure-track faculty will receive the same salary increase they did in year one.

The University of Oregon has a lot of interim and acting administrators. The U of O collective bargaining unit has dropped union cards for a faculty vote. The 2056 members in the potential bargaining unit have until mid-March to present cards for certification. The goal is the return of 1200 signed cards.

Groups at Oregon State University have been investigating interest in collective bargaining.

Western Oregon University continues to have an acting president and there is no word on how the presidential search is progressing.

Eastern Oregon University will receive 2% salary increase retroactive to September 2011. Faculty will receive 4% on September 2012. Discussions will be reopened in spring 2013 for an additional 2%.

The first 3.5% cut to the state budget has been enacted and OIT has already budgeted for these cuts. OUS will be asked to take 3.5% from their reserves. AOF is anticipating \$100 million in additional cuts with

\$50 million to come from education. All cuts and appropriations in this legislative session will be contained in a single bill, and the Governor will maintain the line-item veto.

If Senate Bill (SB) 1581 passes, it will change the education structure for the State of Oregon. Under the new structure for higher education:

- The Governor will be the Superintendent of Education.
 - * Chief Education Officer (CEO) will be appointed by the Governor and will oversee the Oregon Education Administration.
 - * Chancellor of Higher Education will serve at the pleasure of the State Board of Higher Education.
 - * Higher Education Coordinating Commission.

SB 1538 will authorize the Oregon Education Investment Board to approve or reject Oregon University funding requests and performance compacts. It will also expand and clarify the duties of the Higher Education Coordinating Commission.

House Bill (HB) 4062 will abolish the State Board of Higher Education and transfer all functions to the Oregon Education Investment Board. AOF doesn't think this bill will pass.

The revenue forecast should be out February 8th.

The HEM Joint Labor Management Committee, comprised of nine labor and four management people, has asked PEBB to suspend financial penalties for employees unwilling to participate in the HEM.

REPORT OF THE IFS REPRESENTATIVE – M. Clark – Grant Kirby attended the IFS meeting February 3rd, and Mark Clark read his report.

- OSU shared that IFS presidents met at UO. There is growing concern about civility at sporting events. OSU is conducting three new dean searches and is looking for bonding for new buildings.
- EOU is conducting two dean searches. Enrollment is up, but not enough to hire new faculty.
- WOU has flat enrollment which is causing financial problems due to fixed tuition contracts. Preparing for accreditation visits.
- OHSU is preparing for accreditation visits. There is a new provost, but the Dean of the School of Dentistry and the Dean of the School of Nursing have both resigned. Construction on the new Life Sciences building is underway, although not all floor plans are settled yet.
- UO is conducting a search for a new president. There is strong resistance to OUS controls since only 7% of income comes from the state. Faculty are moving toward unionization.
- SOU's main administration building is being seismically remodeled. Student evaluations are now only online. Two-thirds of all searches have been postponed or cancelled. They need \$1.5 million in budget cuts by July and another \$1 million for next year. Faculty just ratified their collective bargaining contract.
- PSU has finalized a 3.1% salary increase + merit pay and they are starting searches for a provost and two deans. Enrollment has been flat this year. Changes in the Collaborative Life Sciences building have reduced their student space from 500 to 350.

IFS recommends that Senex add an IFS member to the team so that issues can be shared more quickly as they arise. It has been suggested that this position be added to the Senate Bylaws.

IFS is still undecided whether to start visiting campuses again or to keep meeting in Portland to optimize time with the Chancellor.

George Pernsteiner commented that Governor Kitzhaber was a founding organizer of the Western Governor's University (WGU) and the initial intent was to service health programs in rural areas.

Although there is a push to consider WGU as a state school, Pernsteiner didn't think it would be an issue. However, as a state recognized institution, the WGU would be in line for state funds and be able to get state opportunity grant money.

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

REPORT OF THE ADMINISTRATIVE COUNCIL DELEGATE – S. Petersen – In Suzie's absence, Matt read her report.

- The Administrative Council survey has been completed and the results are being compiled.
- Shellie Wilson has met with President Maples to discuss the issues concerning administrators at OIT. There is an interest in a Summer Institute for Administrators and details will be forthcoming in the next few months.
- There has been good turnout for the monthly brown bag lunches.

REPORT OF THE ASOIT DELEGATE – D. Helmricks – Daniel reported that:

- The idea of an Academic Student Senate has been dropped due to lack of student support.
- Club budget hearings will begin later this month.
- The next ASOIT Blood Drive will be held Feb. 15-17.
- Family weekend will be held Feb. 10-12.
- ASOIT election information will go out later this month.
- ASOIT is working on student participation in the upcoming Oregon primary elections.
- The Tuition Recommendation Committee will hold hearings soon. The committee will consist of six students and three administrators.

OPEN FLOOR PERIOD – No report.

ADJOURNMENT – The meeting was adjourned at 8:45 p.m.

Respectfully submitted,

Hallie Neupert, Secretary

/db