

FACULTY SENATE MINUTES October 4, 2011

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

Approval of Minutes

There was one spelling correction to the May 31st minutes. On Page 2, report of the Welfare Committee, the last paragraph should read (correction is bolded):

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**.

The minutes of the May 31, 2011 meeting were then approved as amended.

REPORT OF OFFICERS

Report of the President – M. Schnackenberg – Matt asked senators to submit the name of their alternate to Diane Buske.

- Faculty have until the end of October to review and comment on the proposed budget cuts.
- Discussions have been held with the Administration resulting in the Administration’s decision to postpone the DE faculty compensation cut until winter term, at a cost of approximately \$50,000. The delay was made to allow faculty time to prepare for the cut.
- Many of the other OUS schools have received raises. Senex is encouraging the Administration to give the OIT faculty raises as well. OIT faculty haven’t received raises for the past three years, salaries are falling behind and it is affecting faculty morale.
- On September 19th, there was a faculty meeting that generated many ideas for revenue generation. The general consensus was that OIT cannot “cut” its way out of its budget problems; OIT needs to grow to develop more revenue.
 - Senex is proposing the formation of three ad hoc committees, one for each school and one for staff, to follow up on the suggestions. The ad hoc committees will help coordinate and communicate news about revenue generating projects. The committees will also help prioritize ideas to present to Senex.

Report of the Vice President – J. Long – Although Senex was involved in the DE faculty compensation cut rollback to winter term, Marla Miller and Maureen Sevigny, as well as other faculty, were instrumental in those discussions.

REPORT OF THE PROVOST – B. Burda –

- The Chancellor’s Office will be sending out a “faculty satisfaction survey” for tenured and tenure-track faculty.
- The books for this past fiscal year have been closed, ending with a \$5.5 million fund balance.
- The Legislative Fiscal Office has asked all state agencies for another 10.5% in reductions. These reductions are requested in 3.5% increments. OIT has already planned for the first 3.5% and it has been cut from OIT’s budget. The remaining 7% in cuts is equal to an additional \$2 million in cuts.
- The majority of OIT’s revenue comes from student enrollment. It’s very important that OIT meet the targets being set by the Enrollment Management Team. The most critical target is the 100 FTE from out-of-state, non-resident students. This FTE translates into over \$1 million of additional revenue; if we can increase enrollment in targeted programs, it would mean very limited increases in overhead. We’ve put resources into trying to manage appropriately what changes can be made to tuition. We have hired an admissions person for the Portland area.

We're also putting another person in CFLAT to work with the retention software that was purchased a couple of years ago.

- We've set aside over \$100,000 to help with the marketing that is needed for the targeted programs and for the additional out-of-state travel for the Admissions staff. Carl Thomas, Director of Admissions, has put together a recruitment plan that addresses both instate and out-of-state recruiting; he has created zones for out-of-state recruiting based on past history, and has set targets for different people in his operation.
- The most important piece to increasing revenue will be support from the targeted programs. The targeted programs for ETM are Civil Engineering, Manufacturing Engineering Technology, Health Informatics, Operations Management and Embedded Systems, especially in Portland. The targeted programs for HAS are Respiratory Care in Klamath Falls and Portland, Clinical Laboratory Science, possibly the Paramedic Program, Environmental Sciences, and Biology. Lead people in the programs will be identified and asked to work with Admissions on recruitment. Targeting programs allows OIT to add students without adding faculty
- OIT needs new programs to continue to build an increase in capacity. We need to look at programs that use OIT's current resources to the best advantage without increasing the overhead any more than absolutely necessary.
- Larry Powers, Dean of HAS, has been talking about an Honors College, which is the most effective retention tool, and would involve both colleges. It is critical to meet OIT's retention goals in addition to getting new programs open as soon as possible. We need at least two new programs that don't require a lot of laboratories, sophisticated instrumentation and a big investment in infrastructure.
- HAS is currently considering five new programs. The plan is to fill seats in classes that are currently underutilized.
- OIT hopes to generate considerable revenue from a new program, Bachelor of Applied Science in Technology and Management. The Applied Baccalaureate, when fully implemented on campus, online and in Portland, is projected to have 58 students. The Applied Psychology Master's Degree student projection is 40 students.
- All DE programs are targeted for enrollment increases and Barb DeKalb has been tasked with increasing enrollment by 10% for next year. The online programs are now included in the marketing package presented everywhere OIT representatives visit.
- The Provost would like to see an additional 150 non-resident FTE over the next two years.
- The criteria for targeting programs is:
 - * Is there capacity in the program for growth?
 - * Is there a place for the students once they graduate, is the market there?
 - * Is the quality of the program sufficient in order to grow the program to a new level?
- OIT receives \$5 million per biennium for Health Sciences.

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

REPORTS OF STANDING COMMITTEES

Faculty Rank Promotion and Tenure – Tiernan Fogarty is the chair of the committee and members are Maria Lynn Kessler, Mark Neupert, Jack Walker, Robyn Cole, Matt Search, Kelly Peterson and John Ritter. The committee's charge is as follows:

1. Given that faculty emphasize different skills at different points of their careers due to institutional need as well as personal strengths, it may be beneficial to allow greater weight to be given to particular areas in promotion similar to the greater weight allowed in the Faculty Merit Pay Policy for performance that is "truly superlative" (p. 2). Investigate the possible benefits of providing additional weight to particular areas in promotion and make a recommendation to Senate.

Welfare Committee – Dan Peterson is the committee chair and members are Leo Dubray, Anne Hiller Clark, Lloyd Parratt, Tanya McVay, Michael Kirshner and Mason Marker. The committee's charges are as follows:

1. Two years ago, due to financial reasons we delayed doing a search for deans and instead appointed from within OIT. However, we agreed to do a search for both dean positions during the 2011-12 academic year. Now that year is upon us, but we face similar financial difficulties. Survey the faculty as to whether we should further delay the searches or follow our previous agreement to search this year. In your survey make both the financial concerns and the previous agreement clear.
2. Survey those involved in applied research, including support personnel, in order to determine if applied research is effectively supported at OIT. Effective support would include not only assistance in securing funding, but recognition in the promotion process.
3. Complete the work from last year of developing an evaluation process for the school deans.
4. Develop an evaluation process for the provost.

Academic Standards – Jim Ballard is committee chair and members are Jamie Zipay, Deb McCollam, Linda Young, Maureen Seigny and Wendy Pedersen. The committee charges are as follows:

1. Investigate Academic Standards representation on applicable President's Council Committees, including, but not limited to, the Advising Coordinator Commission, the Commission on Assessment, the Curriculum Planning Commission, and the Distance Education Advisory Council. Propose representation to be decided on by Senate.
2. Currently, there is no limit set for how long after a class was taught that a faculty can change a grade. Propose a reasonable limit based upon the practices of other institutions and OIT's own specific needs to be voted on by Senate.
3. Currently, OIT does not "seal" a degree once it is posted. In the past the Registrar's Office has changed grades, added courses, etc. Other OUS institutions have set limits for how long after a degree has been posted that it may be changed, ranging from 21-90 days. Besides OIT, Eastern is the only school with no set limit. Propose a limit after which a degree will be sealed to be voted on by Senate.
4. Currently, OIT's repeat policy states that the "last grade earned will be used on the petition." Consequently, the Registrar's Office often sees students pass a course with a "B," retake it for whatever reason, and end up failing, in which case the "F" counts and not the "B." Investigate the fairness of the current policy and make a recommendation to Senate.

Faculty Compensation – David Thaemert is committee chair, Jenny Kellstrom, Cristina Crespo, Claude Kansaku, Rick Hoylman, Mark Clark and Brad Burda are committee members. The committee charges are as follows:

1. Evaluate compensation by rank to determine if compression has been addressed by previous policy changes.
2. Work with the Provost to designate a set of criteria for departments to determine and support their selection of comparator peer institutions. Also, develop guidelines for departments to submit their selection and support.

3. Analyzing CUPA and CPI data to recommend changes to institutional floors, comparator average salaries, and comparator floors.
4. Recommend the distribution of available funds to COLA, market, and merit.
5. Recommend the minimum balance required in the merit fund to trigger a release.
6. Assist disciplines in obtaining comparator data if none is available from the OUS peer group.

REPORTS OF SPECIAL OR AD HOC COMMITTEES – No reports.

UNFINISHED BUSINESS – None.

NEW BUSINESS – None.

REPORT OF THE AOF REPRESENTATIVE – T. Thompson – AOF met September 24th.

- The AOF board discussed the OUS SEIU settlement of 1.5% + 1.45% COLAs and increases in steps, although the step increases will be delayed by six months. OUS agreed to add one more step to the step system so that employees currently at the top of their step will receive a step increase. Step increases can be as high as 4.5+%. Even after furlough days and insurance contributions, many classified staff members will see an increase in take-home pay.
- WOU faculty reached a settlement agreement on salary increases.

For tenured or tenure-track faculty:

1. a 2% step increase effective 9/16/11;
2. a 2% increase to base pay effective 6/15/12;
3. a 2% step increase effective 9/16/12;
4. a 2% increase to base pay effective 6/15/2013.

For full-time non-tenure-track faculty:

1. for those faculty with experience different from 4-4.99 years accrued by 7/1/11, a 2.67% salary increase for each of the two academic years in the biennium;
2. for those faculty with experience of 4-4.99 years accrued by 7/1/11, two annual increases of at least 2.67%;
3. for those faculty who have worked at 0.5 FTE continuously for five academic years and who are recommended by their respective division chair, a three-year non-binding Letter of Intent, demonstrating the University's commitment to future employment, subject to approval by the respective dean.

For all full-time faculty:

1. an 11% increase in summer pay (now 20% of the faculty member's current salary rate, up from 18%);
 2. an increase in the Type I Faculty Development fund of \$100,000, for a total of \$400,000 (plus carryover) available for the biennium;
 3. extension of the time permitted for presentation of grievances from 20 days to 30 days.
- There is no discussion of furloughs.

- EOU: EOU seems to be absorbing its financial cuts from spring, and coupled with enrollment increases – especially transfers – is reasonably well poised for the coming year. EOU

negotiations continue but they haven't settled yet. Target for salary increases seems to be 6-8% for the biennium. Faculty relations with the President and Provost are good; all deans, though, are interim. EOU hopes to receive salary increases similar to WOU. Currently, there is no discussion of furloughs or reduction of salary.

- PSU: Bargaining continues, and the sides are not close. Administration has offered 2% mid-year and 2% beginning of second year. The PSU administrator who is chief for the management team got a 12.9% salary increase during 2009-10. PSU seems committed to the Provost Council initiative (though the Provost is resigning) of implementing new professional ranks for faculty. Many senior non-tenure track faculty who have historically been operating on 3-year rolling contracts have been cut back to 1-year renewable contracts. Also, a new budget allocation process is being developed by a new VP, but details have not been shared with the campus at this time.
- Today (10/04) PSU's AOF board member reported that PSU's administration has offered faculty 6%/6%. Currently, there is no discussion of furloughs.
- SOU: APSOU's bargaining team will meet next week to have the first serious salary negotiations. All noneconomic issues have tentative agreements. The unhappiness with tenure and promotion standards has mitigated somewhat as the Senate's Constitution Committee has developed a revision to standards which seems very positive. Enrollments are up at least 5%. Administration at SOU is considering increasing administrative salaries by approximately 10.7%. SOU faculty will discuss a similar proposal. Faculty are currently not discussing furloughs.
- UO: Last spring approximately 82.8% of tenure-related faculty received salary increases, and 14.8% of non-tenure-related faculty received salary increases. Based on 500+ faculty who received salary increases, the average increase was approximately \$4800. Administration also received salary increases. Currently, there is no discussion of furloughs with faculty.
- OSU: There has been no discussion of furloughs or reductions in salary. There are some initial discussions of salary increases, but no percentages have been mentioned.

REPORT OF THE IFS REPRESENTATIVE – M. Clark – IFS will be meeting Oct. 7th & 8th.

- Will meet with the Chancellor to discuss SB242.
- Will discuss the changes in PEBB and health care, particularly the Health Engagement Model (HEM). Dr. Powers said he has heard that there were several class-action lawsuits pending against the Oregon Health Association because people are so unhappy about the HEM. There will be an open hearing Benefits Info Session (PEBB) at OIT on October 11th.

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

REPORT OF THE ADMINISTRATIVE COUNCIL DELEGATE – Suzet Petersen – The Administrative Council will meet next week. No report at this time.

REPORT OF THE ASOIT DELEGATE – D. Helmricks –

- ASOIT now has a new logo.
- There have been changes and remodels to the ASOIT office on the main floor of the Union.
- Currently finishing the hiring process for a Finance Officer.
- First general meeting of the year was held on October 3rd.
- ASOIT is now requiring 20 hours of community service per term from each club.
- The Student Academic Senate will be operational in winter term.

- Visiting all the other OIT campuses' and OUS universities' student governments.
- Blood drive will be October 19 – 21st.
- “Arrive Alive” will be Monday, October 10th. It will be a chance to drive a simulator car while answering a phone call.
- On Tuesday, October 11th, Kevin Hines will give a suicide prevention presentation.
- Super Club Sign-up will be Wednesday, October 12th.
- October 14th will be the last day for students to apply for the President’s Day Program. President Maples will switch places with a student for one day.

Mark Clark expressed his thanks to the ASOIT for their 9/11 memorial. Flags were placed on campus for the victims of the 9/11 tragedy. Daniel said that he is trying to obtain funding for a similar display for Veteran’s Day.

OPEN FLOOR PERIOD – Matt said that OIT will likely face more budget cuts. The budget has already been adjusted for an additional 3.5% cut, but plans still need to be made for two additional 3.5% cuts. The Provost suggested that PREC be suspended for the upcoming budget discussions given recent dissatisfaction with the process. The question of retrenchment was then raised. The Provost explained that retrenchment, although similar to PREC, is a public process. He also stated that PREC’s charge dictates that they recommend budget cuts. OIT cannot cut an additional \$2 million. While retrenchment may better enable reorganization, the process is a formal one, dictated by the State. It was noted that both EOU and SOU have recently completed the retrenchment process. The retrenchment reports are available on the web. It was mentioned that OIT first identify its priorities before considering retrenchment.

Provost Burda suggested that the faculty trust the administration to develop a plan that can be presented to the campus community for an open discussion and feedback. OIT needs to grow its way out of this budget situation.

Tim Thompson said that when SOU and EOU went through retrenchment, they received financial assistance from the Chancellor’s Office. Tim suggested that maybe OIT could request similar funding. The Provost assured the senators that all avenues were being explored.

Matt reminded senators that, by the end of October, faculty needs to give feedback and comments regarding the PREC cuts. The only recommendation that is being disputed is the 20% cut to DE compensation, which would result in a savings of \$270,000 per year.

The Provost said that Klamath Community College and other community colleges have a detrimental effect on OIT’s FTE.

ADJOURNMENT – The meeting was adjourned at 8:30 p.m.

Respectfully submitted,

Hallie Neupert, Secretary

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