

FACULTY SENATE MINUTES November 1, 2011

President Matt Schnackenberg called the meeting to order at 6:00 p.m. All senators or alternates were present except Robyn Cole, Mark Clark, and Daniel Helmricks. A quorum was determined.

Approval of Minutes

There was one correction to the October minutes. On Page 2, second bullet, the second sentence should read (correction is bolded):

The targeted programs for ETM are Civil Engineering, Manufacturing Engineering Technology, Health Informatics, Operations Management and Embedded Systems, **especially in Portland.**

The minutes of the October 4, 2011 meeting were then approved as amended.

REPORT OF OFFICERS

Report of the President – M. Schnackenberg – Provided an overview of things that have happened during the last month:

- The Revenue Enhancement Committees have been formed and are working on a very tight schedule. On Tuesday, November 8th, the committees will meet with their respective colleges to share ideas. On Tuesday, November 15th, there will be a special Faculty Senate meeting to address the committee's findings. President Maples has extended the review and comment period for the 2012 budget until mid-November.
- On Friday, November 4th, Matt and Jim Long will travel to Eugene to meet with the other OUS Faculty Senate presidents and vice-presidents. The meetings provide an opportunity for each university to report on their campus and to talk about the role of Faculty Senate in campus politics. The November 4th meeting will include discussions on interactions with Inter-Institutional Faculty Senate, athletics, guns on campus as well as other issues.
- Regarding Matt's October 31st email to faculty:

From: Matt Schnackenberg
Sent: Monday, October 31, 2011 1:49 PM
To: Faculty-List; Jan Abeita; Joan Loustalet; Suzet Petersen
Subject: Faculty Senate Update

Hi everyone,

I am writing to catch you up on developments in Faculty Senate and to ask for your input. Very likely, you have already been asked for input—I tasked your senators at the last meeting to ask you for your assessment of the more detailed budget provided by President Maples. Maples has, at my request, extended the feedback and review period for the budget until mid-Nov. By that time we will not only have had another Faculty Senate meeting but meetings between each of the schools and the Revenue Enhancement Committees.

The only one of the budget cuts that remains debated is the cut to compensation for teaching DE courses. As of Maples' 18 Oct budget meeting, the plan is still to cut DE compensation by 20% (from \$225 per student for a 3-credit class to \$160) beginning in Winter Term 2012. I propose that we accept the cut at least on a temporary basis. If it becomes possible to recoup the monies we should then discuss either full reinstatement of pre-cut DE compensation, or, better yet, redistribution of funds for more equitable compensation for both online and on-campus overload for all faculty. Below, I give my reasoning along with a prioritization of faculty compensation needs. Please be clear that this is a proposal, and that I am looking for your input.

Both faculty and administration agree that we cannot simply cut our way out of our present budget shortfalls. We need to grow our way out. There are several plans moving forward to grow DE enrollment in order to generate more revenue, and compensation is an important incentive to that effort. We need to encourage DE growth and innovative pedagogies along with several non-DE plans that show promise, as well.

Several faculty who teach DE have expressed the concern that the rationale for the DE compensation cut is unclear. Making the cut temporary would provide more time to research alternative compensation models for DE. Certainly, DE has paid well in order to encourage growth, but there may be better models to encourage growth while also lowering cost. These might possibly include greater compensation for development with less afterward (something the Distance Education Advisory Council already plans to investigate), a set compensation amount similar to on-campus overload, or even something similar to Innovative Teaching Grants for those who best utilize the technology.

With these arguments for DE compensation, you may ask, why cut DE compensation at all? Arguably we don't have another place to cut that will not be worse. Our high level of DE compensation was intended to encourage growth—which we still need—but it was not planned to stay at the pre-cut level forever. We have serious budget shortfalls, and DE compensation is not part of base salary. Prioritizing faculty base salaries and the ability to keep, as well as hire, essential faculty positions makes more sense.

Some have argued that our current work with revenue enhancement will make the cut to DE compensation unnecessary. I sincerely hope that is the case. I have the utmost faith in our revenue enhancement work, including the Revenue Enhancement Committees we've created. However, the true effects of these revenue enhancements will not be clear for some time. For instance, for the increased revenue provided by putting pre-MIT online I have heard estimates of \$60K and \$300K. Both estimates have valid bases, but we just don't know what the revenue will be. If the best estimates do play out, then we can and must revisit the issue of faculty compensation. What we cannot do is gamble by not cutting in the hope that we will find an additional \$270K each year (beyond the yearly 10% increase in DE enrollment already expected in Maple's 18 Oct budget).

As we weather these budget shortfalls, I propose we prioritize faculty compensation needs as follows:

--First: increase faculty base salaries by the 2012-15 Cost of Living Allowances proposed in Maple's 18 Oct budget.

--Second: retain and search for all essential hires in 2011-2013.

--Third: return to pre-cut DE compensation or implement another plan for more equitable faculty overload compensation across the board.

--Fourth: increase base salaries beyond the 2012-15 COLA's.

Finally, I hope this proposal focuses our discussion and does not divide us. Some faculty who teach DE have said to me that if the cut goes through they will teach 20% fewer students or change how they teach their courses because the workload is so difficult. If that is the decision they need to make I will respect it. We are all pressured by these budget shortfalls, asked to do more with less, and after a certain point the more that is asked is too much. We all feel responsible for the quality of our students' educations as well as for the sustainability of OIT, but we need to take care of ourselves, too.

Thank you for reading and thank you for all of the suggestions and questions Senate has already received. By mid-Nov, with your help, we will have a decision on the budget.

Sincerely,

Matt Schnackenberg
Faculty Senate President

- Faculty are concerned that capital expenditures for recent projects are a large part of OIT's budget and needs to be addressed. Faculty also disagree on whether or not to move forward with the cut to DE compensation. Matt asked for input from the senators on this issue. His argument for supporting the cut-is that OIT will not see results from any revenue enhancements immediately thus DE compensation should be temporarily cut by 20% as proposed. If possible, the pre-cut level of compensation should be reinstated.
- Before reinstating DE compensation, Matt proposes faculty receive a 2% COLA annually over the next three years. This should be a priority along with retention of essential hires and further hiring as needed. Receiving further raises beyond the 2% COLAs would follow the DE compensation in importance.

During the ensuing discussion Tim Thompson voiced concern that since DE was established as self-support, if the compensation is cut by the proposed 20%, faculty might be less willing to be involved in course reviews for Distance Ed and/or they may teach fewer DE classes.

Matt said that during the past few years, OIT has taken some risks with the DOW Center, Wilsonville and the geothermal well, and that these projects haven't produced the anticipated results. Jim Ballard then pointed out that OIT gambled with DE and it has paid off very well. However, Jim and Sean StClair feel that DE is not an issue for the Faculty Senate because it is outside the faculty contract. Sean suggested the DE Advisory Council make decisions regarding DE courses. Other senators felt that strong voices for and against the proposed DE cuts have been heard, but those voices are not representative of the faculty as a whole. Deb McCollum stated that DE has proven itself and that although a cut in compensation may be inevitable, it should be specified as temporary.

Jamie Zipay said that faculty have asked him what other alternatives are being considered. What would be cut if not DE? Tim Thompson then asked for further clarification regarding the duration of the temporary cut. When would compensation be returned to pre-cut levels and what would be the circumstances that would trigger the return of DE compensation? Matt said that if there was a temporary cut in DE compensation, a specific date for re-evaluation of the cut should be set so that the cut would not continue indefinitely.

Tim Thompson then asked why the OIT Foundation wasn't asked to continue to pay the \$675,000 needed to fund the equipment for the DOW Center. Are we using state funds to support the foundation?

Matt stated that one of the main arguments he has heard against his October 31st proposal is that OIT has a budget surplus of 15.2%, which is in excess of the required limit. President Maples has a plan to spend the surplus down to 6.5%, which is still above the minimum; however, the Chancellor has asked President Maples not to go below 6.5%. Is there more money in the fund balance than is needed?

Matt suggested that all faculty be surveyed regarding the proposed DE compensation cut. Larry Powers said that when PREC recommended the DE compensation cut, they were trying to fill a \$2.1-\$2.2 million shortfall in the budget. The DE cut seemed reasonable at the time because it would generate \$200,000 or about 10% of the shortfall. However, after PREC disbanded, they learned that the deficit was much greater than previously stated and closer to \$4.5 million. If PREC had known the true extent of the budget shortfall, Larry is not sure that the committee would have made the same recommendations.

Report of the Vice President – J. Long – No report.

REPORT OF THE PROVOST – B. Burda –

- Congratulations to the Management Department on the approval of the Applied Baccalaureate in Management and Technology. The degree was approved at the Academic Strategies meeting last week and is designed specifically for students at community colleges who are working on Career Technical Education (CTE) degrees. In the past these were dead-end degrees. Now students can use 60 credits from the CTE degree, combined with 60 General Education credits from OIT and 60 credits from Management and end up with a baccalaureate degree that Portland State will recognize when applying for their MBA program.
- Larry Powers is working with a group to implement an Honors Program.
- OIT is exploring new degrees that are examples of using limited resources to the best advantage. Degrees under consideration include:
 - * the Civil Engineering Master's Degree. The Civil Engineering Department is looking at a 4 + 1 degree as opposed to a 4 + 2 degree.
 - * a Medical Sociology Degree, which will provide additional opportunities for students who do not succeed in the Allied Health Programs.
 - * a Master's in Applied Psychology.
- OIT is currently in the initial stages of rolling out a Master's of Science in Renewable Energy Engineering.

- The floor plans and programming for Wilsonville have been completed and OIT should have a cost estimate based on those floor plans by Nov. 11th. The floor plans might not be completed as designed, depending on the cost. The targeted price tag is \$3.2 million.
- A sub group of the Enrollment Management Team has been identified to focus on recruiting for Wilsonville. Their message is “Join OIT at a new campus with new programs.” New programs include the Master’s of Science in Renewable Energy Engineering, the Applied Baccalaureate and Embedded Systems.
- OUS is currently discussing a new initiative called Degree Qualifications which is funded through a Lumina grant and identifies common outcomes associated with an Associate Degree, a Baccalaureate Degree, and a Master’s Degree. These are high level outcomes that designate the differences between learning outcomes associated with those degrees, and supposedly would be a profile that would apply to all Baccalaureate Degrees. Brad will be part of the Provost’s Council representation for this.
- Brad attended a day-long symposium on the 40-40-20 initiative, which emphasized STEM programs (Science, Technology, Engineering, and Math) as passed by the Senate. A question for OIT is, “How do we, as a university, best position ourselves to take advantage of the performance funding that is going to be coming along with the performance pact that is going to be agreed to with the state?”. The end goal is a seamless K-20 experience, through a master’s degree.

Matt stated that there is concern on campus regarding how much faculty are being included in the decision-making process at Wilsonville. Brad said that there have been a number of meetings with both the department chairs and the program directors associated with the programs that are going into Wilsonville. Two weeks ago Brad met with Charlie Jones and the Portland faculty and program directors to talk about strategic planning for handling the move into Wilsonville; in terms of the academic programs to be emphasized, recruiting, marketing, and so on. Brad said that he has learned that it’s best to consult with the people who are on the ground, in terms of what’s going on in Portland in general, and to seek their advice and input on the best way to proceed with the programming piece, the floor plan, and the actual move into the building. There have been regular meetings with the Portland faculty and program directors concerning Wilsonville.

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

REPORTS OF STANDING COMMITTEES

Faculty Rank Promotion and Tenure – T. Fogarty – No report.

Charlie Jones and Larry Powers were excused from the meeting pending the Welfare Committee’s report on the dean search survey.

Welfare Committee – D. Peterson – The Welfare Committee was charged with conducting a survey regarding whether a search for school deans should be initiated this year. Dan said that this survey was not scientific and his greatest concern with the survey was that it did not limit the number of times a person take the survey. This was an oversight by Dan when he set up the survey, but, based on the number of responses, does not appear to have been a problem. He said that the survey results were indicative of how faculty feel about a search. Survey results follow.

General Summary

To which school do you belong?

Answer Options	Response Percent	Response Count
Engineering, Technology, and Management (ETM)	41.8%	41

Health, Arts, and Sciences (HAS)	58.2%	57
	<i>answered question</i>	98
	<i>skipped question</i>	3

Should a search for the dean position in your school be conducted in 2011-2012?

Answer Options	Response Percent	Response Count
Yes	35.4%	35
No	64.6%	64
	<i>answered question</i>	99
	<i>skipped question</i>	2

If a search is conducted, which one of the following options do you support?

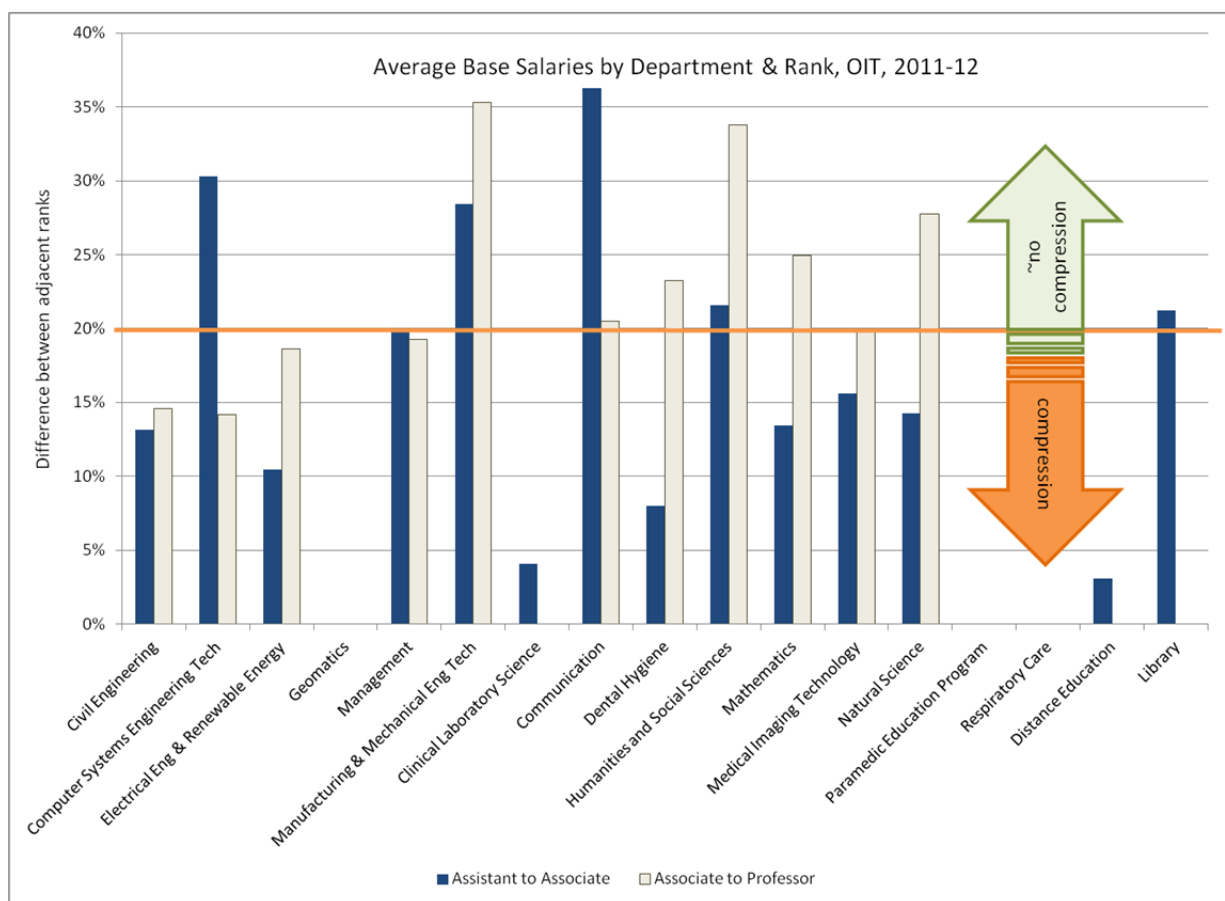
Answer Options	Response Percent	Response Count
A national search, including applicants currently employed by OIT	62.4%	58
An internal search of only applicants currently employed by OIT	37.6%	35
	<i>answered question</i>	93
	<i>skipped question</i>	8

The survey results suggest that no search be conducted for the next two years. Motion was made and seconded not to do a dean search for the next two years. Following a discussion of the survey results, the motion was withdrawn. The Senate will forward the survey results to the administration without making a recommendation. Questions remain unanswered about tenure relinquishment and salary for the current deans.

Academic Standards – J. Ballard – The committee has met and they are seeking input from other university registrars.

- Currently, OIT doesn't "seal" a degree once it is posted. In the past people have added classes into their programs after they have finished a degree and are no longer a student at OIT. This is not done within the other OUS universities because they have set limits, ranging from 21-90 days, for how long after a degree has been posted that it may be changed.
- OIT's course repeat policy states that the "last grade earned will be used on the petition." Some students enter OIT with one grade in a class, retake the class and earn a lower grade. They then appeal the use of the lower grade and ask for a waiver to use the higher grade. If waivers are going to be granted to use the higher grade, why not make it a standard policy? Tiernan Fogarty and David Thaemert both stated that during their terms on the Academic Progress & Petitions Committee no waivers were granted. The Registrar is talking with other OUS registrars for their input; a proposal will be brought to Senate.

Faculty Compensation – D. Thaemert – One of the charges given to the Faculty Compensation Committee (FCC) was to evaluate compensation by rank to determine if compression has been addressed by previous policy changes. The following report was submitted by David Thaemert.



FCC analyzed only compression (percent difference between average salaries of adjacent academic ranks). The committee did not consider discipline floors, rank floors or comparator institutions; 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.

Findings:

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

Generally compression from assistant to associate, except for CSET, management, MMET, communication, & the library

- Example: Dental Hygiene – faculty may start out as instructors paid at market rates; their pay increases once the faculty completes a master’s degree and commences their tenure-track; those market rates are likely increasing faster than associate salaries
- Example: EE/REE – market values may dictate higher starting salaries to hire well-qualified faculty; those market values are likely increasing faster than associate salaries

During the meeting, David Thaemert further clarified that policy defines compression as a difference of less than 20% between Assistant and Associate Professor, and between Associate and Full Professor. Typically, the raise received with promotion from Assistant to Associate would be about 10%, and then if there were a 2% annual COLA consistent with policy, that would add up to about a 20% difference. When the committee reviewed the base salary data, they didn’t break out any of the data geographically because when you start looking at some of the very small populations in some of OIT’s other geographic locations of OIT, there isn’t a basis for comparison. These figures are based on the average of each rank within each of the departments. Basically, for promotion from Associate to Professor there do not appear to be any significant compression issues, except in Civil Engineering and CSET. The light colored bar in

almost every case is above the 20% line or very near the 20% line. There is no compression above the line.

For promotion from Assistant to Associate there appears to be compression in almost every department, with the exception of CSET, Management, Manufacturing & Mechanical Engineering and Technology, Communication and the library faculty. The committee tried to discover what might be causing the decompression. For Associates the lack of COLA adjustments in the last three years has contributed significantly, whereas Assistants are competing with other institutions so their salaries are closer to market rate. An example was in MIT and Dental Hygiene where a lot of the faculty in those programs are paid at a market rate annually negotiated with contract renewal. Once requirements to join tenure-track as an Assistant Professor have been completed, the negotiated salary is probably higher than if they were hired initially as an Assistant Professor. This is resulting in many instances of compression in the Assistant Professor ranks.

REPORTS OF SPECIAL OR AD HOC COMMITTEES – No reports.

UNFINISHED BUSINESS – None.

NEW BUSINESS – None.

REPORT OF THE AOF REPRESENTATIVE – T. Thompson – AOF will meet on November 12th.

- AOF is opposed to how the Health Engagement Model (HEM) is worded and is drafting letters to the Governor and to the Chancellor's Office. There is no clear majority, some people believe the proposal is unfair and should be illegal and some people are in favor of it.
- OUS employees who retired during the "window years," 2000 – 2002, were paid pensions based on a return rate that the Supreme Court said was not a true rate. For the past 7-8 years those retirees have not been asked to pay back any money because the Lower Court said they could not be made to do so. However, now there is a new ruling that states that the window retirees will have to pay back to the state the overpayment of the investment.
- There is talk that PERS might be taking another look at the actuarial tables to see if the tables can be extended to save money and reduce pension plans.
- AOF has discussed Senate Bill (SB) 242 and the opportunity to explore alternative retirement and health care packages, but hasn't heard what the system will do. The bill allows the system to discuss optional types of retirement packages.
- Faculty at Western Oregon University (WOU) received a 2% salary step increase effective Sept. 16, 2011. They will receive an additional 2% increase to base pay effective June 15, 2012, a 2% step increase effective Sept. 16, 2012, and a 2% increase in base pay effective June 15, 2013, for a total of 8% increase in salary over the two-year biennium.
- President Ray, Oregon State University (OSU), announced a 4% increase in salary for faculty effective January 1, 2012, and another 4% increase to be enacted January 1, 2013, for a total of 8% salary increase.
- Currently, administrators at Portland State University (PSU) are offering faculty salary increases of 4.1% for each year of the biennium, for a total of 8.2%.
- Faculty at Southern Oregon University (SOU) who were at their floor received their floor adjustment of 2% in September. Faculty are hoping to receive a modest 2% COLA in January 2012, followed by 2% + 2% for a total of about 8% for the biennium.
- Eastern Oregon University (EOU) is in discussions with faculty of a 3% + 3%.
- University of Oregon (UO) faculty received 4 – 12% depending on faculty rank.
- OIT faculty might receive a 2% increase in 2012. OIT Full Professors have recommended to President Maples that faculty receive the 2% salary increase before January 30, 2012, due to the possibility of a salary freeze.

REPORT OF THE IFS REPRESENTATIVE – M. Clark – No report. Matt stated that IFS is encouraging the OUS universities to draft their own resolutions regarding the Health Engagement Model.

REPORT OF THE FOAC REPRESENTATIVE – J. Long – FOAC met on October 24th. In the past, FOAC has been a place where the different fiscal entities on campus would report what they were spending and their plans. At the October meeting the question was asked, “Why is OIT failing to thrive?” FOAC plans to look at fiscal operations at OIT and compare ourselves and our fiscal behavior with other OUS campuses to see if we can pin down why we’re seeing reductions year after year, whereas other campuses are seeing at least COLAs. Symptoms of the issues are stagnant pay, position cuts, little or no money to pursue initiatives, and deferred maintenance. Some facilities are degrading and lab equipment is failing.

Rather than the past process of putting together end-of-year recommendations to drive the oncoming year, Mark Neupert, FOAC chair, will engage in more short-term planning related to the fiscal operations of the campus. FOAC outlined a trial run of the “thrive analysis” where the committee would identify proposition statements that impact fiscal viability. The statements would be used to acquire data from both in and around OUS related to actions on other campuses. After analyzing the acquired information, possible solutions would be developed and then analysis of the solutions would lead, hopefully, to recommendations.

The committee hopes to be more proactive, to look at the current state of affairs and provide recommendations for President Maples. FOAC is working with the basic assumptions that OIT must change its behavior and that the university cannot change its mission. Jim asked the senators to think about financial issues/propositions for the institution and to share that information with him or other FOAC members: Tim Thompson, Richard Bailey, Ken Usher, or Mark Neupert.

Jim Ballard said that soon after the math minor was developed, the focus of the Math Department seemed to change and there was an effort to develop a math major. After the Math major was established it seemed like more Math faculty embraced the idea that OIT was a university, they had a program to support and weren’t teaching classes for someone else. Jim feels that more of this attitude is needed at OIT. He feels that OIT needs a stronger focus on building majors for the programs that don’t have them.

REPORT OF THE ADMINISTRATIVE COUNCIL DELEGATE – Suzet Petersen – Ron McCutcheon reported that the Administrative Council has been meeting. Shellie Wilson is the Council chair and President’s Council representative, Suzie Petersen is the representative to Faculty Senate, and Ron is the FOAC rep.

- The initial Council meeting was held on October 6th, as an Administrative Staff forum to begin discussing revenue enhancement and student retention concerns.
- Monthly Brown Bag forums are scheduled through Spring term to discuss issues of interest, including revenue generation, recruitment/retention.
- The Council plans to meet monthly or bi-monthly.
- A review has begun of all policies and procedures relevant to Administrative staff and some revisions are being proposed. Executive Staff and an Internal Audit has identified the following policies as needing review or revision:
 - Smoking
 - Alcohol on campus
 - Volunteer Policy
 - Changes in Timely Notice

The drive for the review and/or revision is the new Human Resources Management System that will be mandated under the SB 242 transition for OUS beginning in 2012.

- Mandi Clark and Shellie Wilson have expressed an interest in hosting a monthly “Department Spotlight” using campus media. The focus would be on a particular department’s role and activities in recruitment and retention of students.
- The Administrative Council website is being updated and revised.

REPORT OF THE ASOIT DELEGATE – D. Helmricks – No report

OPEN FLOOR PERIOD – Tim Thompson said that President Maples had made a comment about faculty not being around during the summer, and are thus not able to provide sufficient input into some budget decisions. Because Department Chairs are required to be on campus at least one day a week during the summer, faculty does have representation during that period. The issue of who represents faculty during the summer will be brought up at the December Senate meeting.

ADJOURNMENT – The meeting was adjourned at 7:50 p.m.

Respectfully submitted,

Hallie Neupert, Secretary

/db