

FACULTY SENATE MINUTES December 6, 2011

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

Approval of Minutes

The minutes of the November 1, 2011 meeting were approved as presented.

REPORT OF OFFICERS

Report of the President – M. Schnackenberg – Matt revised the agenda, moving the *Special Senex Election* to the first item of business so that the Election Committee could then be excused from the rest of the meeting. In addition, Matt moved the discussion of the budget letter forward to allow for discussion of the letter prior to the Provost's report.

- *Special Senex Election:* Senex member Deb McCollam is going on maternity leave and Senex has proposed that senator Rick Hoylman replace her on Senex. Just before tonight's meeting, Rick withdrew his nomination due to workload. Mark Clark has expressed an interest in the position and Dan Peterson nominated him to fill Deb's position. The nomination was seconded and Mark accepted the nomination. Ballots were passed out for the senators to write in their choice for Deb's replacement. The Election Committee collected and tallied the ballots. Jim Long announced that Mark Clark was elected to replace Deb McCollam as a member of Senex.
- Matt reported that he and Jim Long went to Eugene in November to meet with the presidents and vice-presidents of the other Faculty Senates. These meetings began last year, continue to gain momentum and have been very useful. Matt recently talked with Jeff Dense, Faculty Senate President for Eastern Oregon University, concerning their budget problems. He plans to talk with Jody Waters, the Faculty Senate President from Southern Oregon University, about their budget issues. The main idea from the Eugene meeting and the other budget discussions is to have an even more pro-active budget committee. FOAC has become more pro-active by focusing on OIT's "failure to thrive."
- *Budget Letter:* After the original budget letter to President Maples was distributed to the Senate, possible revisions were submitted, resulting in the following revised letter.

Dear ~~Dr. Chris~~ President Maples:

This letter presents the review of and feedback on the 2012-2014 budgetary and the subsequent proposed cuts as seen from the perspective of the Faculty Senate. The most detailed presentation of that budget that has been seen by the faculty body is your 18 October presentation. As such, this letter responds to that presentation.

Overall, Faculty Senate and their constituents agree with recognize the necessity of the proposed budget. However, we do so with some stipulations. Most notably, we feel it necessary to move up the July 2012 Cost of Living Allowance Adjustment (COLA) to January 2012 to avoid having it frozen given that salaries have not increased since 2008 and given concerns that the Governor will freeze state employee salaries in FY 2013. We also find the current level of staffing to be insufficient.

Generally, the faculty support the following prioritization of needs:

1. Increase faculty base salaries by the 2012-15 COLAs proposed.
2. Retain and search for all essential hires in 2011-2013.
3. Return to pre-cut Distance Education (DE) compensation levels and implement a plan for more equitable faculty overload compensation across the board university.
4. Increase base salaries beyond the 2012-15 COLAs to levels competitive with our comparator institutions.

The first priority **agrees aligns** with your 18 October presentation. However, the Association of Oregon Faculties (AOF) has repeatedly warned of the immediate danger of a salary freeze. Further, increased health care costs amount to roughly a 1.8% cut to compensation. The COLA would help to offset that **loss of income**. We feel it is not only prudent but essential to move up the July 2012 COLA increase to January 2012.

Priorities two and three are strongly linked. We cannot continue current operations without these essential hires. However, the hires do not take into account that the current DE model requires an excessive and unsustainable level of overload for many faculty. A return to pre-cut compensation **levels in DE** would make their overload more acceptable and should go in hand with more equitable faculty overload compensation for on-campus **courses** which faces similar difficulties. However, **even the** compensation **alone** will not make DE or on-campus overloads sustainable in the long term. Simply put, we need more faculty now.

Finally, **our OIT** salaries need to be competitive to retain the faculty we do have. OIT faculty love teaching, and we are extremely dedicated to our students. We are essential to OIT's goal of a quality, hands-on, public education. OIT cannot afford to have our **faculty** ranks eroded by ~~the offers of our competitors~~ **our inability to attract and retain qualified faculty**.

Thank you for your candor on these difficult issues and for your dedication to OIT's continued success. The OIT Faculty Senate and their constituents **are supportive of** ~~acknowledge~~ the budget cuts you have proposed, **given and respond with** the above stipulations concerning COLA, staffing, and salaries. We look forward to reading your response.

Sincerely,

Matt Schnackenberg
Faculty Senate President

Mark Clark proposed acceptance of the revised budget letter by friendly amendment.

Hallie Neupert said that she understands the need for budget reductions, but feels that many of the proposed budget cuts will hurt OIT's ability for future growth and she proposed the following change to the first sentence of the last paragraph.

Thank you for your candor on these difficult issues. ~~and for your dedication to OIT's continued success.~~

Mark Clark seconded this motion. Jamie Zipay stated that this letter was from Faculty Senate, but was also representing the voice of the faculty in general. While faculty understand that something needs to be done, not everyone supports the proposed cuts. Some MIT faculty feel that the proposal to purchase the DOW equipment rather than lease it will hurt their ability to recruit. Faculty are also concerned about the proposed 20% cut to Distance Education (DE) compensation while expecting enrollment to increase by 10%. Concerns were voiced that some of the proposed cuts could hurt OIT's ability to recruit.

The vote to amend the sentence as indicated above was 9 votes to strike the words, 11 votes to retain the original sentence and 1 abstention. The sentence will remain in its entirety.

Sean StClair raised concerns regarding prioritization #3 in the letter. Faculty he had talked with did not support a return to pre-cut Distance Education (DE) compensation. In fact, faculty felt it was inappropriate for Faculty Senate to be discussing DE compensation because teaching online is outside the normal faculty contract and compensation calculation. They felt that DE was an issue to be handled by the Distance Education Advisory Council. Hallie stated that because this letter was in response to the President's October 18 presentation which included cuts to DE compensation, it was appropriate to address those cuts.

Sean made the motion to remove #3 from the letter. Motion was seconded. Vote to cut item #3 was 13 yes, 9 no and 1 abstention. The vote removed #3 from the letter.

Hallie made the motion to remove the last paragraph on the first page; motion was seconded. Vote was unanimous to delete that paragraph.

Jim Long pointed out that the 1.8% cut in compensation, due to increased health care costs, mentioned in paragraph 4, was actually closer to a 1% cut. Provost Burda said that the maximum paycheck reduction, according to HR Director Ron McCutcheon, would range from about \$40 to about \$73 per month, depending on the health plan chosen by an employee. The actual percentage of the compensation cut is dependent upon the faculty member's salary.

Following discussion, Mark Clark made a motion to include the following statement in the letter:

In light of the reduction of Distance Education compensation we reserve the right to make further recommendations with regards to Distance Education and overload compensation.

Hallie Neupert seconded the motion. The vote was unanimous to include this statement in the letter.

Vote to approve the letter as it has been amended was unanimous.

December 8, 2011

Dear President Maples:

This letter presents the review of and feedback on the 2012-2014 budget and the subsequent proposed cuts as seen from the perspective of the Faculty Senate. The most detailed presentation of that budget that has been seen by the faculty body is your 18 October presentation. As such, this letter responds to that presentation.

Overall, Faculty Senate and their constituents recognize the necessity of the proposed budget. However, we do so with some stipulations. Most notably, we feel it necessary to move up the July 2012 Cost of Living Adjustment (COLA) to January 2012 given that salaries have not increased since 2008 and given concerns that the Governor will freeze state employee salaries in FY 2013. We also find the current level of staffing to be insufficient.

Generally, the faculty support the following prioritization of needs:

1. Increase faculty base salaries by the 2012-15 COLAs proposed.
2. Retain and search for all essential hires in 2011-2013.
3. Increase base salaries beyond the 2012-15 COLAs to levels competitive with our comparator institutions.

The first priority aligns with your 18 October presentation. However, the Association of Oregon Faculties (AOF) has repeatedly warned of the immediate danger of a salary freeze. Further, increased health care costs amount to roughly a 1.8% cut to compensation. The COLA would help to offset that loss of income. We feel it is not only prudent but essential to move up the July 2012 COLA increase to January 2012.

Finally, OIT salaries need to be competitive to retain the faculty we do have. OIT faculty love teaching, and we are extremely dedicated to our students. We are essential to OIT's goal of a quality, hands-on, public education. OIT cannot afford to have our faculty ranks eroded by our inability to attract and retain qualified faculty.

In light of the reduction of DE compensation we reserve the right to make further recommendations with regard to DE and overload compensation.

Thank you for your candor on these difficult issues and for your dedication to OIT's continued success. The OIT Faculty Senate and their constituents acknowledge the budget cuts you have proposed, and respond with the above stipulations concerning COLA, staffing, and salaries. We look forward to reading your response.

Sincerely,

Matt Schnackenberg
Faculty Senate President
/db

Report of the Vice President – J. Long – Jim reported news from the last Academic Council meeting.

- The search for deans for the colleges of ETM and HAS will be postponed for two years.
- S & S budgets are going to be decreased by 15%.
- There will not be an increase in course fees for this year.
- There was a discussion of the cost/revenue model questioning how much revenue a department generates per student vs. the cost to educate a student.
- There is no longer a budget for equipment.
- There was a discussion regarding Wilsonville. Mateo Aboy's projection of 1000 students by 2017 raised concerns.
- It was announced that searches had been approved for five faculty positions: COM - two positions, HSS and MMET one position each, and one position in Portland with 0.5 FTE in REE and 0.5 FTE in Gen Ed.

Notes from the faculty leadership meeting that Jim and Matt attended in Eugene.

- All campuses were represented this year.
- Last year, Eastern was faced with a difficult budget situation. This year, OIT appears to be the only OUS campus with a budget shortfall and the only campus where faculty will not receive a COLA increases. The other universities are looking at salary increases with some already in place. However, not all universities are happy with their relationship with administration, especially Portland State University. Both U of O and Western feel strong financially.
- Shared governance is a concern across all campuses. Western seems to have the best relationship with their administration while PSU is getting mixed and confusing signals from their administration on shared governance.
- All campuses are concerned with the changes in the health care plan.
- Distance Education was discussed. The other universities thought the OIT DE model was unusual. DE at PSU has become an independent entity where faculty operates more as consultants; the DE program operates outside the scope and control of the faculty. The representatives felt that having DE inload and under a standard contract was the most manageable model.

REPORT OF THE PROVOST – B. Burda –

- \$145,000 will be cuts from the departments' S & S budgets, however, those departmental S&S budgets will be backfilled using monies from the Deans' and Provost's budgets.
- Brad will use the reserve from his grant overhead budget to roll over funds that departments saved from last year. There will not be any roll over at the end of this year.
- The Revenue Committees have held two poorly attended college meetings. The Deans have met with their respective department chairs and have provided prioritized lists associated with those meetings to the Provost. The Executive Staff will review the lists and have recommendations back to the campus in January.

In response to items in the budget letter discussed earlier and copied above:

- Brad stated that he has been in contact with the Chancellor's Office and there has been no indication that the Governor might freeze salaries during the current biennium. An email from the Governor, sent out in response to the budget forecast on November 17th, said that some state agencies might freeze positions in order to meet their budget cuts. That would leave currently open positions unfilled, not freeze salaries.
- In the letter, #1 on the list of prioritized needs reads as a statement in support of the budget that was rolled out in October which talked about a 2% salary increase next year and 2% each year of the following biennium.
- #2 on the list refers to retaining and searching for all essential hires in 2011-13. Brad said that departments had requested searches for eleven positions. The list of positions coming open next

year was reviewed with the prioritized lists received from the Deans; searches for five positions were approved as reported by Jim Long.

- Regarding #3, increasing base salaries beyond the 2012-15 COLAs, the FCC is looking at OIT's comparator institutions by discipline to see where we stand in terms of those comparators. The Fact Book on the OUS website has a comparison of salaries for all the universities in the system. Overall, OIT is at 92.2% of our comparators' average when comparing salary against total compensation. When the Faculty Senate first implemented the Compensation Plan, OIT's goal was to reach 95% of our comparators' average. Looking at the state approved comparator lists for the other universities, on which they base their recommendations and approval of our salary increases, in general, OIT's faculty compares more favorably than the other universities.
- The Executive Team has recommended that, beginning January 1, 2012, 12-month faculty receive a 2% salary increase. Beginning February 1st faculty on 9-month contracts will likewise receive a 2% salary increase. (January 1 is the middle of a 12-month contract; February 1 is the middle of a 9-month contract.)
- Faculty will also receive an additional 2% on July 1, 2012, for 12-month employees, or September 16, 2012, for 9-month employees. Because this increase will result in OIT being well below the required 5% fund balance in the first year of the next biennium, the Executive Team will reconcile OIT's financial position with updated revenue projections in November 2012, to see whether or not the additional 2% salary increase can be implemented. Based on OIT's financial position in November, if implemented, the additional 2% salary increase will be retroactive back to July and September.
- Revenue projections for next year include:
 - * an 8% tuition increase,
 - * 200 additional FTE in non-resident enrollment,
 - * a 10% increase in DE degree completion enrollment,
 - * a 25% revenue increase associated with the Boeing operation.
- Unclassified administrators will receive a 3% salary increase in July or September, depending on the individual contracts.
- Regarding the choice to lease or purchase equipment for the MIT Department, Brad has met with the department and a meeting has been scheduled with Brad, Mary Ann Zemke, and LeAnn Maupin to discuss strategy for a meeting with Toshiba. OIT would like to continue leasing the DOW equipment for 3-years and would like to pay Toshiba an amount that is equivalent to the cost of purchasing the equipment.

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

REPORTS OF STANDING COMMITTEES

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

Welfare Committee – D. Peterson –

- Following up on last month's survey regarding the Dean search, Dan reported that his research shows that no IP address cast multiple votes.
- At the February meeting, the Committee hopes to present their research related to Applied Research and the prospective of Applied Research on campus.

Academic Standards – J. Ballard – Jim reported that the Committee has met several times and now has a consensus on three of their charges. The Committee is waiting until the Registrar is available to attend the Senate meeting to bring the information forward.

The first charge was to investigate Academic Standard's representation on applicable President's Council Committees. The Committee has had several discussions on this topic and there is a concern about who

really owns academics at OIT. Some issues that CPC currently addresses appear to impact Academic Standards, but Academic Standards never sees them. The Committee feels that, although it wouldn't change anything, it would be able to provide information to the Committee if they had representation. Jim suggested that there might be a need in the future for the Senate to have a discussion about the responsibilities of the Academic Standards Committee. He raised the question, "Should Assessment be under Academic Standards or should it be under CPC?" He felt that Assessment is an Academic Standards issue, but it currently doesn't answer to anyone.

Faculty Compensation – D. Thaemert – Following the salary compression discussion at last month's Senate meeting, Provost Burda asked that the FCC revisit the previously reported compression analysis, considering salary effects due to grant-funded faculty positions. Based on CUPA (College University Professional Association) data queries currently in progress, the FCC will determine those programs in need of additional comparators for upcoming discipline floor salary analysis.

REPORTS OF SPECIAL OR AD HOC COMMITTEES – No reports.

UNFINISHED BUSINESS – None.

NEW BUSINESS – PEBB Letter:

Dear Chancellor Pernsteiner:

I am writing on behalf of the faculty of the Oregon Institute of Technology regarding the recent changes in Public Employees Benefit Board (PEBB) policy. A great number of our faculty are troubled by these policy changes.

Our concerns are based on the following principles:

1. Faculty prefer to be rewarded for healthy practices rather than punished. No one approves of punishment for personal health decisions, especially when several faculty have worked for organizations in the past whose health care providers accomplished the same—and better—through reward.
2. Faculty worry that collection of further Protected Health Information (PHI) increases security risks and decreases privacy. There is some concern among faculty regarding the precedent collecting this information sets, perhaps leading to further and further information being required in the future.
3. Faculty do not accept the need for repeated mandatory enrollments. Missing an enrollment results in long-term loss of benefits to otherwise eligible faculty and their dependents. The frequency of such enrollments is as questionable as the consequences for the failure to comply.
4. Faculty must be enabled to travel when necessary to satisfy their professional pursuits. Limitations in out-of-area coverage work against that. It is in the interest of all OUS institutions that the OUS promotes an international presence.

PEBB has violated every one of these principles and as such has put into question their utility to the OUS. At the recommendation of the OIT faculty, please advocate for adherence to these principles, including a change in health care provider if necessary.

If the OIT faculty may be of any assistance in securing the proper quality of health care, please do not hesitate to contact us.

Sincerely,

Matt Schnackenberg
OIT Faculty Senate President

Matt said that the Eastern Oregon Faculty Senate was addressing their letter to their university President rather than to the Chancellor. Mark Clark made a friendly amendment suggestion that OIT's letter should be sent to President Maples with a copy to the Chancellor.

Sean StClair suggested that the second sentence of #1 of the second paragraph be changed to read:

No one **Most do not** approves of punishment for personal health decisions, especially when several faculty have worked for organizations in the past whose health care providers accomplished the same—and better—through reward.

This change was approved by all senators.

Jim Ballard suggested that the letter go forward, but be revisited in two months with follow up from the Chancellor asking for a re-evaluation of the health care plan and possible alternate coverage.

The vote was unanimous to send the letter to President Maples with the one change to the second paragraph.

REPORT OF THE AOF REPRESENTATIVE – T. Thompson –

- The Governor has established a task force on higher education, student institutional success. The 17 member task force includes two students, one is Betty Fong, an OIT Portland REE student.
- The Oregon Education Investment Board has been established by the Governor and the chair of this board will hold the title of Chief Education Officer (CEO) of the State of Oregon.
 - * The Governor has put forth legislation that will place the Chancellor under the CEO, as well as K-12 education, the overseer of community colleges, and other education-related entities.
- Senate Bill (SB) 242 created a 15-member Commission of Higher Education that will report to the Chancellor.
- OSU faculty will receive a 4% salary increase beginning February 2012. Eastern Oregon faculty will receive 2% retroactive to September and 4% on July 1, 2012. PSU stated that they are looking at 5.1% and 5.1% over the biennium.

REPORT OF THE IFS REPRESENTATIVE – M. Clark – IFS has not met since the November Senate meeting. The December meeting was cancelled because the State Board will not be meeting in December. The next IFS meeting will probably be in early February with the primary focus on the on-going health care discussions.

Matt Schnackenberg asked Mark to check into the possibility of the State Board meetings being held at the various campuses around the state, instead of always meeting in Portland.

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

REPORT OF THE ADMINISTRATIVE COUNCIL DELEGATE – Suzet Petersen –

- Good representation at the first brown bag lunch three weeks ago. Budget issues were discussed, among other issues and concerns.
- The Council intends to set goals to recognize individuals in different departments who are going above and beyond to assist with recruitment and retention on campus.
- The Council will meet on Dec. 8th to review the survey results about what did and did not get completed last year.

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

OPEN FLOOR PERIOD –

- Sean StClair reported that new faculty member Vera Gude has resigned from the Civil Engineering Department and is going to a university in Mississippi for a 50% salary increase.
- Carrie Wittmer announced that this is her last Senate meeting because she is leaving OIT. Her alternate, Anne HillerClark, will serve the remainder of this academic year.

ADJOURNMENT – The meeting was adjourned at 8:20 p.m.

Respectfully submitted,
Hallie Neupert, Secretary
/db