

FACULTY SENATE MINUTES
December 7, 2010

President Matt Schnackenberg called the meeting to order at 6:00 p.m. All senators or alternates were present except Robin Schwartz and Cristine Crespo. A quorum was determined.

Approval of Minutes

Marla Miller made a motion to correct the Vice President's Report in the November minutes as follows:

- The second statement under the "Marketing" heading should read:
*Working on a long-term plan for branding and identity for OIT.

Following discussion, the Senate voted 1 abstention and the rest aye to change the November meeting minutes.

The minutes of the November 2, 2010 meeting were then approved as amended.

REPORT OF OFFICERS

Report of the President – M. Schnackenberg – Revised the agenda for the meeting. Under the report by the Faculty Rank Promotion and Tenure Committee, the Revision to the Faculty Senate Charter was struck from the agenda. Revising the Charter would be a long difficult process, and probably not justified by the small proposed change. The change is tabled for now, but may be reconsidered later.

Grant Kirby has been re-elected as the Faculty IFS Representative for the term January 2011 through December 2013.

Chancellor Pernsteiner visited the OIT campus on Monday, November 22nd.

- The governance plan that would provide the OUS more control over budgets was discussed. The Chancellor said that the legislature might support the plan because, as it currently stands, the kind of money they can give us might not produce the outcomes they hope for.
- When asked what he saw as the best aspects of OIT, the Chancellor said that OIT has an excellent job placement rate. He also complimented OIT on how quickly the university adjusted to offering more health related programs.

Some complaints have been voiced about the selection of Standing Committee members. In the future, recommendations could be taken from the Standing Committees and then Senex would make final decisions. Recruitment of committee members will be increased in the future.

Program Reduction and Elimination Committee (PREC) will probably be reconvened at the end of winter term. A complaint from the 2008-2009 PREC was that President Maples never announced the results of PREC's deliberations. As a result, some of the former members of PREC were confused about when their job was done and whether their work was actually recognized. Senex will meet with President Maples and former committee members to ensure that these issues are addressed for the operation of the upcoming PREC.

A PEBB Resolution was introduced in November at a meeting in Eugene, attended by Matt and Jim Long, along with other institutional IFS presidents and vice-presidents. The resolution had been passed by Oregon State University, Southern Oregon University and Western Oregon University. Senex wanted to share the resolution with the senate for their review and thoughts.

Resolution of the OSU Faculty Senate Regarding

Public Employee Benefits Board Decisions:

Whereas: As public employees, the Faculty and Staff of OSU are required to use PEBB-approved benefits plans to receive medical and dental benefits, if they desire coverage associated with their employment;

Whereas: The Open Enrollment policies and timeframe for PEBB-approved medical and dental plans are decided by PEBB;

Whereas: PEBB has established an Open Enrollment period of one month (October 2010);

Whereas: For a number of reasons, many related to travel required to fulfill the responsibilities of the position descriptions of the Faculty and Staff, OSU Faculty and Staff members may be out of communication for periods of over a month;

Whereas: If an OSU Faculty or Staff does not enroll in a medical and dental plan for 2011 – either by choosing to continue current plans or selecting new plans – during Open Enrollment, they will be automatically enrolled for employee-only coverage in the PEBB Statewide and ODS Traditional plans. Other individuals now covered will lose coverage Jan. 1, 2011.

Whereas: The consequences for a public employee or their family members' lack of medical and/or dental coverage are inconsistent with PEBB's value statement of serving government for "the improvement of employee health;"

BE IT RESOLVED:

1. We request that the default outcome of no action during an Open Enrollment should be the closest possible coverage to that which the employee had prior to the Open Enrollment period.
2. That PEBB should put continuance of and provision of promised benefits as the top priority in all decisions regarding the provisions of medical and dental benefits for public employees.

Presented to the OSU Faculty Senate by the Faculty Senate Economic Welfare and Retirement Committee and the Faculty Senate Executive Committee.
Unanimously passed by the OSU Faculty Senate on October 14, 2010.

Senex feels that the senate has three options:

- Pass the resolution for OIT.
- Support the other schools that have passed the resolution.
- Acknowledge the resolution with no action from the senate.

During the discussion of the resolution, Ron McCutcheon, Director of Human Resources, said that getting forms in before the deadline has not been a problem at OIT. In a straw poll of the senators, five senators voted in support of doing something. Following further discussion, the motion was made and seconded to pass the resolution with the following changes:

- Replace OSU with OIT
- Reverse the order of #1 and #2 under the heading: BE IT RESOLVED

Vote was all ayes to adopt the resolution with the two stated changes. Motion passed.

Report of the Vice President – J. Long – Academic Council met on November 23rd.

- Department Chairs are being asked to develop a cost/revenue model for their programs.
- Charlie Jones reported that both the ABET Accreditation and Advisory Council meeting for the School of ETM went well.
- Larry Powers talked about guidelines for faculty searches and candidate visits.
- Discussed faculty evaluations and what PAC is looking for.
 - * Faculty up for promotion are responsible for making and supporting their case in their narrative. They shouldn't expect a list of "do's" and "don'ts."
 - * Evaluation numbers are a measure that comes from department averages.
- How people are chosen for committees was discussed.

REPORT OF THE PROVOST – B. Burda – Two weeks ago, OIT's revised Mission Statement was passed by the Academic Strategies Committee, a sub-committee of the Board that reviews all academic matters before they go to the Board. The revised statement should be on the agenda for approval in January.

Charlie Jones is the chair of the Northwest Accreditation Committee that is working on OIT's first-year report on Standard I.

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

REPORTS OF STANDING COMMITTEES

Faculty Rank Promotion and Tenure – T. Fogarty –

- *OIT-20-040 Academic Rank & Promotion for Instructional Faculty* revised as follows:

*Page 1, paragraph 5, first sentence (change is high-lighted):

Promotion decisions will be based on the faculty member's portfolio, outlining **and providing context for the achievements within** the five most recent years.

*Page 2, under Criteria for Promotion, last paragraph (change is high-lighted):

Show promise of continuing professional development, scholarship, and creativity; **which. Professional development may be evidenced in a broad variety of activities. This** may include, **but is not limited to**, consulting work and participation in professional organizations at the state, regional, or national/international level.

*Page 3, paragraphs 1 & 2 (change is high-lighted):

Engage in professionally-related public service and/or mentor less experienced faculty whenever possible.

Show evidence of continuing professional development, scholarship and creativity. ~~through involvement in such activities as~~ **Professional development may be evidenced in a broad variety of activities which may include, but are not limited to**, continuing coursework, ~~or professional certification, consulting work, publication,~~ applied research, ~~and/or by contributing to state, regional, or national/international professional organizations.~~ **Engage in professionally-related public service and mentor less experienced faculty whenever possible.**

* Page 4, paragraph 1 (change is high-lighted):

Show evidence of continuing professional development, scholarship, and creativity. **through involvement in such activities as Professional development may be evidenced in a broad variety of activities which may include, but are not limited to,** continuing coursework, ~~professional or~~ certification, consulting work, publication, applied research, ~~and/ or by~~ contributing to ~~state, regional, or national/international~~ professional organizations.

Tiernan Fogarty explained that most of the proposed changes were related to professional development. Motion was made and seconded to approve the revised policy as presented. Following an extensive discussion, the proposed revisions were changed to read as follows:

*Page 3, paragraph 2 (change is high-lighted):

Show evidence of continuing professional development, scholarship and creativity. ~~through involvement in such activities as~~ **Professional development may be evidenced in a broad variety of activities. which This may include, but are is not limited to,** continuing coursework, ~~or~~ professional certification, consulting work, publication, applied research, ~~and/ or by~~ contributing to ~~state, regional, or national/international~~ professional organizations. ~~Engage in professionally related public service and mentor less experienced faculty whenever possible.~~

* Page 4, paragraph 1 (change is high-lighted):

Show evidence of continuing professional development, scholarship and creativity. ~~through involvement in such activities as~~ **Professional development may be evidenced in a broad variety of activities. which This may include, but are is not limited to,** continuing coursework, ~~or~~ professional certification, consulting work, publication, applied research, ~~and/ or by~~ contributing to ~~state, regional, or national/international~~ professional organizations.

Following further discussion, the vote to accept the amended revisions was all ayes. The vote on the motion to accept the revised policy as amended was all ayes; motion passed.

- *Portfolio Guidelines for Promotion, Tenure, and Post-Tenure Review*

Proposed change to the first paragraph under the heading of General Guidelines (change is high-lighted):

The portfolio is a professional document that **supports your application for tenure, promotion or post-tenure review. It is the candidate's responsibility to justify the case for tenure, promotion or post-tenure review. The portfolio** shall include

Motion was made and seconded to accept the revised Portfolio Guidelines as presented. Following discussion, the motion passed with all ayes.

Welfare Committee – M. Marker – Committee received four charges for the year.

- Develop an evaluation process for the deans and provost. Models are currently being drafted for review at the February Senate meeting.
- Address current exclusion of library staff from committees and awards. Hope to bring this before Senate in February.
- Determine whether the number of online courses taught might indicate a staffing shortfall. Postponed until March.
- Review *Employment of Full-Time Instructional Faculty Policy, OIT-20-010*, and the *Employment – Affirmative Action in Faculty Search, OIT-22-050*. Look for inconsistencies in the policies and present a draft revision soon.

Academic Standards – J. Ballard – Charge to the committee is: Develop standards for how often a particular class may be taught online versus onsite in order to ensure sufficient onsite sections for the preferences of onsite students. Various departments have said that there is no problem within their department on this issue.

Concerns have been raised that the addition of new online courses would cannibalize onsite courses such that the necessary enrollment numbers aren't met. Jim Ballard raised several questions. Do OIT's online courses really serve our students? If a similar course is taught onsite and online, how well do the students do by comparison? Are the outcomes for the two courses the same? How do we best serve today's students?

Although online and onsite seem to be relatively equivalent tools for delivery of course content and learning, faculty are compensated differently and students are charged differently. Online courses cost more than onsite courses. Staffing is the main reason that online courses are taught out of load. Courses taught in load are within the faculty contracts; payment for in load courses, whether online or onsite, is the same.

Faculty Compensation – B. Clark – Committee has met. The committee was charged to analyze CUPA data and recommend changes to institutional floors, comparator average salaries, and comparator floors. A comparator list has been prepared that has 7 universities for ETM, 7 universities for HAS, and 2 universities that have enough programs to compare to both HAS and ETM. CUPA is able to provide salary comparisons for ETM and their comparator universities. However, for the HAS comparisons, some of the comparator university programs didn't have the number of faculty necessary to be able to release the data. Integrated Post-Secondary Education Data Systems is another organization that collects data from various universities for salary comparisons, and people are working with them to collect the necessary data.

The question was asked if there was a position on campus regarding the 2% annual COLA increase that is stated in the Compensation Policy. This 2% has not been received for the past two years and the suggestion was made to ask President Maples for a statement about what faculty can expect in relation to this 2%.

REPORTS OF SPECIAL OR AD HOC COMMITTEES – No reports.

UNFINISHED BUSINESS – None.

NEW BUSINESS – None.

REPORT OF THE AOF REPRESENTATIVE – T. Thompson – Before he left office, former Governor Kulongoski made the recommendation to incoming Governor Kitzhaber and the Oregon legislature to eliminate the 6% pickup for PERS for state employees. AOF is fully against that action unless it is eliminated across the board.

Classified staff received a step increase this year. For the most part, union schools kept their salary steps intact. AOF has heard that U of O is discussing potential faculty salary increases as is Oregon State. A big question is what the state legislature will do about state employees' salaries. AOF will start meeting with state legislators in January. Although state funding is down, overall revenues are up.

REPORT OF THE IFS REPRESENTATIVE – G. Kirby – At the December state meeting, IFS met with several members of the State Board.

- When questioned about restructuring, Jim Francesconi, Board VP and Chair of the Academic Strategies Committee, gave the OUS proposal about a 70% chance of passing; 30% hinges on the Ways and Means Committee. Francesconi suggested that faculty and students play a more active role in reaching the legislators.
 - * Board would like to hear ideas for renewed efforts to support faculty as long as those ideas and efforts do not involve money.
- Richard Devlin, Co-chair of Ways and Means Committee, said that with a \$14 billion budget, we are spending at about \$15 billion.
 - * Adding in inflation/costs/lower income a \$3 to \$3.5 billion short fall is expected.
 - * “No real revenue is in view to offset the short fall,” Devlin said. Health Care is now the biggest expense followed by K-12.
 - * Need to identify the education subcommittee members and discuss agendas with them. There isn’t much chance of getting anything done without a champion in the legislature.
- George Pernsteiner felt that there probably won’t be any mid-term cuts in the current biennium. Cuts are expected in July.
 - * If university reserves are taken by the end of June, in addition to budget cuts, several institutions will be out of funds before the end of the school year.
- From discussions at the meeting on Saturday, the impression was that faculty need to be more involved with IFS strengthening IFS’ voice with the legislature.
- The Secretary of State is conducting an audit of faculty workload at the OUS institutions. They are looking at faculty contributions to the institutions.
- FOAC has asked if other schools are using differential tuition models to help generate dollars. Portland State’s Business and Engineering Schools do use differential tuition.
- Eastern Oregon University might lose their ability to charge in-state tuition for Distance Education (DE). Jay Kenton, OUS Vice Chancellor for Finance and Administration, has told EOU that they will have to charge out of state tuition for DE.
- Western Oregon University’s new health and wellness center will be coming online in February. The Live and Learn dorm is scheduled to come online in Fall 2011.

REPORT OF THE FOAC REPRESENTATIVE – J. Long – FOAC has been charged to look into a model for differential tuition and develop guidelines for OIT to apply differential tuition. This needs to be completed by early February. Some areas being looked at are:

- How program areas might be divided to apply differential tuition.
- Program area costs.
- Student demand for programs.
- Projected income for graduates (market value of degree).
- Financial aid.
- Resident status.
- Conformance to OUS guidelines.

OIT has hired a Strategic Enrollment Management consultant who will support gathering information for this effort.

When the Chancellor visited OIT, he talked about the reorganization of the Oregon University System. One of the things that will be closely looked at is differential tuition models on a per university basis. This would give OIT the ability to set tuition to meet our needs based on our students’ requirements. Differential tuition would be by program at OIT, not OIT vs. the other universities.

OIT has been told to plan for a 20% decrease in state support for the next biennium. Currently, OIT receives \$17 million in state support annually. The strategy to address the cut will be to build up the fund balance this year to try to offset some of the upcoming budget reductions.

Mark Neupert, Chair of FOAC, is asking faculty to submit very specific budget questions to any of the FOAC members. The questions will be researched and information will be provided to the faculty.

REPORT OF THE ADMINISTRATIVE COUNCIL DELEGATE – T. Richey – The council is resurrecting a survey that had gone out to all campus administrative staff years ago, to obtain input and direction for the Administrative Council.

REPORT OF THE ASOIT DELEGATE – D. Helmricks – Three new clubs have been approved - Pre-MIT, Renewable Energy, and Native American Student Union. There are now over fifty clubs on campus.

The Resource Fee Committee met in November and distributed money for the Resource Fee Grants. ASOIT is currently helping collect new unwrapped toys for Toys for Tots. ASOIT will not have office hours during finals week. ASOIT will participate in the Snowflake Parade on Dec. 9th. Some OIT ASOIT members will travel to Portland for their holiday party. Blood drives will be held Jan. 20th & 21st, and May 12th & 13th. The Election Committee has been meeting to discuss election by-laws and to make sure that the ASOIT Constitution and By-Laws match.

OPEN FLOOR PERIOD – Tim Thompson suggested that, in light of current and anticipated budget problems, senators might want to refer to the Faculty Senate Constitution Bylaws with regard to faculty meetings.

**BYLAWS OF THE FACULTY CONSTITUTION
OF OREGON INSTITUTE OF TECHNOLOGY**

Section 1: Meetings of the Faculty

- 1) Regular meetings of the Faculty shall be scheduled twice quarterly at a day, time, and place agreed upon by the Faculty and the president.
- 2) Special meetings may be called by the president or by the Faculty Senate. The conduct of a special meeting shall be limited to the business agenda as published.
- 3) **Agenda Committee** – This committee shall consist of three faculty members. No department shall have more than one member on the committee. The committee is responsible for setting the agendas for regular faculty meetings and organizing any other special topic meetings the faculty may wish to hold.

ADJOURNMENT – The meeting was adjourned at 9:11 p.m.

Respectfully submitted,

Hallie Neupert, Secretary

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