

FACULTY SENATE MINUTES
February 4, 2014

President Dan Peterson called the meeting to order at 6:03 p.m. All senators or alternates were present except Pat Schaeffer and Erika Veth. A quorum was determined.

APPROVAL OF MINUTES

The minutes of the December 3, 2013 meeting were approved as presented.

REPORT OF OFFICERS

Report of the President – Dan Peterson

- SenEx continued follow-up with the Provost regarding the academic leadership document. As a result of the discussion in Senate, SenEx created two new charges:
 - Rank Promotion and Tenure – review *OIT 20-030 Indefinite Tenure Selection* policy. This document lacks information regarding deans and their say in the tenure and promotion process.
 - Welfare – review *OIT 21-030 Department Chair Selection and Evaluation* policy.
 1. Review the section entitled “Removal” on page 3. The dean currently does not have much power or authority in that process, and SenEx has asked to have that section enhanced.
 2. Look at changing the tenure requirement in the policy so that a department chair must be tenured.
 - SenEx met with President Maples and discussed governance at a state level, and asked that communications with faculty be increased in order to better understand the process. There is also concern regarding upcoming changes and a strategic plan for Oregon Tech. There is a plan in place through 2017, but President Maples should have a revised strategic plan available for review by the end of winter term.
- SenEx sent a new charge to Academic Standards for consideration. Oregon Tech Online (OTO) produced a document that defines hybrid, blended, and fully online courses. SenEx would like to see recommendations regarding the document since the last policy was dated circa 1992.
- Dan has had ongoing interaction with the Provost regarding faculty compensation.

Report of the Vice President – David Thaemert

- Academic Council has not met since December 3rd. No report.
- Ryan Madden is the newly elected IFS representative.

Report of the Provost – Brad Burda

- Salaries – 12 month faculty should have seen increases to January paychecks. 9 month faculty will see increases to February paychecks. FCC helped create a new range of validation to use in calculations on the 1% market piece. Salary increases for the next contract year – July 1st for 12 month faculty, September 16th for 9 month faculty – will see the 1% allocated according to market. FCC and the Provost will review the process during spring term to see if modification may be warranted in order to possibly have better data to use in calculating the increase for 2014-15.
- Academic Structure – Provost Burda thanked everyone involved for their comments on the ALS report. The Provost Leadership Team drafted a document that endorses the two strong dean model. The HAS and ETM colleges are university-wide structures independent of campus locations. All department chairs will report to deans irrespective of location; however, there will be dual reporting for department chairs who have faculty and/or programs at locations other than Klamath Falls. The Provost will be reviewing all Oregon Tech academic policies; therefore, policy changes will be forthcoming and brought to SenEx in the near future. Provost Burda has begun to divide some of PVT001 between the deans, and is pushing the vast majority of the faculty recruitment budget toward the deans. Signature authority changes are also

forthcoming and will be transitioned in during the 2014-15 academic year; and beginning with the 2015-16 academic year, signature authority will rest with the deans.

- Search Committees –
 - The HAS Dean search committee is complete and will be chaired by Matt Schnackenberg. Committee members include Ryan Madden; Seth Anthony; Chris Caster; Mark Neupert; Gregg Waterman; Claude Kansaku; Erin Foley; Cara Calvo; Kelly Peterson; and Tracy Ricketts. The Provost strived for a broad committee representation of the campus community in rank, departments, etc. He included Tracy in order to evaluate incoming candidates from a fundraising standpoint.
 - The OTO Director search committee will be chaired by Gary Zimmerman and is currently one member short.
 - Committee memberships will be announced next week. Advertisements and postings will possibly be done next week.

REPORT OF THE PRESIDENT’S COUNCIL DELEGATE – Dan Peterson

- No report.

REPORTS OF STANDING COMMITTEES

- **Rank Promotion and Tenure:** RPT was given a charge regarding tenure and promotion policies, and they were asked to look specifically at the idea of bringing in research. They reviewed the draft of *OIT 20-040, Academic Rank and Promotion for Instructional Faculty*.
 - Seth Anthony suggested on page two, fourth bullet, that the sentence read “...which may include scholarship and research on teaching and learning.” Since the Welfare Committee is currently charged with discussing and defining research on campus, RPT needs guidance on whether or not to wait until the Welfare Committee has formed recommendations on research. Discussion on this topic and how Senate would like to proceed.
 - It was decided to send the document back to RPT for further review. Dan encouraged senators to have discussions about it with their constituents. The desired result is to bring comments to the March 4th meeting, discuss those comments, and potentially make a motion to move forward.
- **Welfare:** There are several charges and not much progress being made in any particular area.
 - Grievance process – Welfare has made suggested changes to the procedure. They will try to have the document ready for the March 4th meeting.
- **Academic Standards:** No report.
- **Faculty Compensation:**
 - Rick thanked Joe Reid for his work on the compensation process which is still in development.
 - FCC is working on charges relating to the overload pay policy and the geographic stipend. They are meeting next week to discuss this.
 - FCC hopes to bring more information to the March 4th meeting.

REPORT OF SPECIAL OR AD HOC COMMITTEES

- No reports.

UNFINISHED BUSINESS

- None.

NEW BUSINESS

- None.

REPORT OF THE AOF REPRESENTATIVE – Christian Vukasovich

- No report.

REPORT OF THE IFS REPRESENTATIVE – Feng Shi

- IFS met January 31st and February 1st at UO. Matters discussed included operation of an institutional board; governance of TRU universities; the emergency situation of SOU; and the position of IFS in the future. The next meeting is March 28th and 29th to potentially be held at Oregon Tech Wilsonville.

REPORT OF THE FOAC REPRESENTATIVE – David Thaemert

- Report tabled.

REPORT OF THE ADMINISTRATIVE COUNCIL DELEGATE – Tony Richey

- No report.

REPORT OF THE ASOIT DELEGATE – Michael Benedict

- The Edge's funding has been on hold the last few weeks because of complaints from students and departments. For details, see Michael. ASOIT asked The Edge to adhere to a code of ethics, an action plan and to change the format of The Ledge. This has been done and funding has been reinstated. The paper will be watched closely to ensure compliance with ASOIT's requests.
- Two ASSOU members visited with Oregon Tech ASOIT last week to discuss governance and other issues.
- Blood drive February 19th and 20th. A sign-up sheet is in ASOIT.
- Pinkout Saturday, February 8th, as well as a celebration for Danny Miles' 1000th win.

OPEN FLOOR PERIOD

- Feng Shi – if Wilsonville is not available for the next IFS meeting, it will be held at OHSU. If at Wilsonville, IFS representatives plan to ask the President or Provost to attend and give a speech to introduce the school, its programs, etc.
- Ken Usher – post tenure review policy. In discussion in several contexts, those undergoing post tenure review as full professor are eligible for a pay increase, while those who aren't full professors undergoing post tenure review are not. Is changing this something that has broad support for consideration? Discussion.
- Tanya McVay – the Welfare Committee has been charged with reviewing and recommending options for new faculty development, including mentoring. In talking with junior faculty, the common consensus is that it is difficult to get information from senior faculty because senior faculty are not informed. Issues regarding the SSC, DRC, OTO, etc. were mentioned and discussed.
- Length of future meetings and productivity was discussed.

ADJOURNMENT

- The meeting adjourned at 7:41 p.m.

Respectfully submitted,

Robyn Cole, Secretary

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