

Oregon TECH

FACULTY SENATE

Minutes

December 5, 2017, 6:00 PM, the Mt. McLoughlin Room of the College Union (Klamath Falls) and Conference Room 402 (Wilsonville).

Attendance/Quorum

President David Thaemert called the meeting to order at 6:00 pm. All senators or alternates were present except Ben Bunting and Lindsey Davis, Administrative Council representative.

Approval of Minutes

Mark Clark moved and David Hammond seconded a motion to approve the minutes of the October 3, 2017 meeting, which had been tabled pending review of the Open Floor and Report of the Provost sections. The minutes were approved as corrected. Mark Clark moved and Matthew Sleep seconded a motion to approve the minutes of the November 7, 2017 meeting. Christian Vukasovich questioned the second bullet point of the Open Floor section regarding forming an ad-hoc committee to review the practices of HR; he thought there was a vote taken to form this committee. The minutes of the November 7, 2017 meeting were tabled until further review.

Reports of Officers

Report of the President – David Thaemert

- David reported that he met with Dr. Naganathan last week and he endorses having an outward-facing President with an inward-facing Provost. He expressed concern about administration bandwidth and the need to be consistent with university policies, procedures and timelines. They discussed the importance for information exchange through Q&A in Town Hall meetings. Dr. Nagi mentioned the desire for mid-year salary adjustments.
- David met with Provost Kuleck two weeks ago. The Provost wishes to further explore tenure track versus non-tenure-track and perhaps phrasing these in language similar to SOU as “professorial” and “professional.” They also discussed the importance of optimizing search ads for better responses of qualifying faculty candidates.
- SenEx continues to wish to meet with the Provost, Vice President of Finance and Administration and Human Resources regarding continuing personnel issues. No date has been set yet.
- David announced the election of Mark Clark as the IFS Senator for the 2018-2020 term.
- David announced that he will have a meeting on Monday with the Provost regarding current NTT promotion policy recommendations as approved by Faculty Senate last June. Those attending the meeting will be Ken Usher, Matthew Sleep, Don McDonnell, Hugh Jarrard and Tiernan Fogarty.
- There will be no meeting in January, as the Winter term will not have started by the first Tuesday of the month.
- David announced that Sharon Beaudry will be sending out notifications for nominations for Faculty Senate President. David’s term ends in June and the election will be in February.

Report of the Vice President – Sharon Beaudry

- Sharon announced that there is no report for FOAC as they will not meet until later this month.
- Academic Council has met and is waiting for additional clarification on the Faculty Hiring Requests procedures.
- According to the Charter, election for Faculty Senate President must be done in the first two weeks of February. The election committee will send an email to the faculty for nominations in January. Requirements for President include being tenured and having served at least two years on Faculty Senate.

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Report of the ASOIT Representative – Faith Lee

- Faith reported that there was not much to report, as student focus is on finals. Their last general meeting turned into an open forum focused on the OIT app. Campus Life posted a forum to discuss the direction the students would like the app to go. Campus Life released a trial run of updates; feedback has been positive. There are now more feeds that can be posted on the application.

Reports of Standing Committees

Faculty Rank Promotion & Tenure (RPT) – Matthew Sleep

- Matthew spoke on the Non Tenure Track policy passed by faculty senate in June 2017. He said questions revolve around when contracts get renewed for the next academic year among others. He stated that Oregon Tech hired NTTF last academic year, and that all new hire postings were NTTF this academic year. The committee also believe that applicants need to be informed that Oregon Tech currently does not have policy or procedure regarding this as it is still being considered by President's Council.
- On their second charge, he referred to page 14 of the packet. The committee recommends removing the entire sentence "However, the Provost may modify the timeline if he/she determines a reasonable need to do so." This is on page 5 of OIT-20-030. Matthew moved and Mark Clark seconded this change. Discussion followed and the motion passed with no abstentions nor opposition. The revision is to go to President's Council for review.

Faculty Welfare – Yasha Rohwer

- Yasha stated that the committee would like to obtain additional clarification on their first charge.
- On their second charge, Charter revisions, he referred to page 23 of the packet. He said in Section 4, the committee only wanted Senate to discuss proposed changes and submit the revisions for a vote at the February meeting. Once approved it will be sent to all faculty for a vote. A friendly amendment was made to change the word "should" to "will" in the sentence: "If no faculty member is available with all these qualifications, co-chairs who collectively meet these qualifications **will** be assigned."
- On their third charge, they are reviewing on-line versus classroom classes. The committee is wondering if Welfare should address this issue alone or would an Ad Hoc committee made up of all the stakeholders be more productive.

Academic Standards – Veronica Koehn

- Veronica stated the committee met November 14, 2017 to revisit their first charge of the foreign language requirement. The committee is thinking to remove this from being an Admissions requirement to a Diverse Perspectives option ESLO and referred to page 24 of the packet. The committee is looking to assess community college syllabi for foreign language courses to see if they include cultural aspects. The committee plans to present their findings to SenEx in January and determine if they should write policy on this issue.
- Erika Veth gave a Power Point presentation on Digital Badging, page 24-25 of the packet. Mark Clark moved and Don McDonnell seconded a motion to approve the Guiding Principles at OIT for Digital Badging. This document was initially presented to Senate at the June 2017 meeting. Discussion followed regarding the need, value, pros and cons of adopting badging. A friendly amendment was made by Matthew Sleep regarding who would be responsible to review department requests for badges. Some changes were made to the wording of the Guiding Principles, but policies will still need to be developed. A vote was taken on the adoption of the revised Guiding Principles. There was no opposition nor nays and the motion passed.

Faculty Compensation (FCC) – Eve Klopff

- Eve reported that the committee has had two meetings. They are working on updating policy to include the MGT report. They have requested a meeting with Provost Kuleck and SenEx to continue work on the updates.

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Dr. Kuleck asked that any requests to HR go through him first, following the chain of command and not be sent directly to HR.

- Regarding their second charge, Eve stated they are beginning to work on department chair compensation and contracts as they are not compensated or contracted in the same manner. The committee feels these positions need to be under similar contracts.

Reports of Special or Ad Hoc Committee

○ Academic Calendar- Robyn Wilde

Robyn read a resolution from the committee to close the campus all day on Wednesday of Thanksgiving week and start the term on the Wednesday prior to the current schedule. This will make up for the three days of class lost Thanksgiving week. One faculty member stated that in a poll of students, only six out of 40 were in favor of this change. The remaining 34 students stated this would result in their “skipping” the week of Thanksgiving. It was also stated that starting class earlier would result in losing one full week of work or internship in the summer causing potential financial hardship. Another faculty member had polled faculty and found the preference was to close for Thanksgiving week and add a week in December. The Provost stated that “seat time” is crucial, not only for accreditation but also for federal funding, financial aid and other issues. So staying as we currently are, short on “seat time” is not to be ignored. Terri Torres moved and Greg Waterman seconded to accept the resolution. Discussion followed including the possibility of sending surveys to faculty and students. The vote was taken and the motion failed with no abstentions. The issue will go back to committee.

Unfinished Business

- None.

New Business

- None.

Open Floor Period

- Michael Hughes, Natural Sciences, spoke to Senate regarding concerns about release time from instruction for Sponsored Projects. He proposed the creation of a committee and charge for creative works. Currently there are no objective criteria for non-instructional activities and he feels this needs to be addressed. Faculty should not be penalized for creative works, especially since most projects include student participation even though it is not structured class instruction. SenEx will discuss the requirements and talk with the Provost to work on the current disparity between the promotion policy and culture regarding the recognition of creative works.
- Terri Torres asked about a “naughty printing list” and what effect this list could have on faculty promotion. No one had information on such a list. She also asked how to get printing done somewhere other than the DRC using GEN001. Concern was expressed that it appears that administration is monitoring printing and paper use, which are the cost of doing business, more closely than larger expenditures. Dean Maupin stated that each department has a set amount for printing allowed to be charged to GEN001. Once this amount is exceeded, the charges go to the department index. This printing mechanism was set up to encourage the use of the DRC for printing, as the cost is less than by the use of the copiers in the departments. The DRC asks for a 24-hour turn-around to allow for all printing requests to be completed and delivered. Office managers can print to GEN001 if there is not sufficient time to request the printing be done by the DRC. Terri Torres suggested that faculty be included in the vendor selection for printing. Dean Maupin stated that faculty was included in the vendor selection.
- Jeff Pardy brought up a recent HAS department meeting where it was discussed that OIT has a current 80% hiring rate of tenure track faculty. He stated that in reality, since 2013 to present, the tenure track faculty actually

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tenured only account for 44% of the total faculty. He would like Faculty Senate to present this statistical fact to the Board of Trustees. He also handed out sheet listing categorized headcounts for all Oregon public universities, which showed tenured OIT faculty are at 44%. Appendix A

- Mark Clark stated that there is currently considerable interest in unionization of the university faculty. He said that this is the fourth time that he has seen this idea presented to OIT faculty, but that the number of faculty currently interested is considerably larger than in the past. He suggested that an open forum sponsored by Faculty Senate would be a good way to disseminate information on this topic. Other faculty agreed, Mark indicated that he would work with Senate Executive to schedule forums in late January 2018.
- Mark Clark stated that OIT may want to consider implementing gender neutral bathrooms and that any new buildings and/or remodels should be designed to make conversion to gender neutral facilities as easy as possible.

Report of the Provost – Gary Kuleck

- Dr. Kuleck emphasized that he would like discussions to be data-driven and evidence-based. He introduced Farooq Sultan, in Institutional Research (IR) and stated that another staff member will be joining Farooq Winter term, therefore IR will be able to provide information to department chairs. Information may be requested or sent via the IR email or an on-line form. Dr. Kuleck would like to see information flow from Faculty Senate to SenEx to IR.
- The Provost Leadership Team (PLT) has started the search for the ETM Dean and are using a professional search firm to hopefully avoid a failed search. They are also preparing to advertise a search for an additional person in the Special Projects and Grants area.
- He emphasized the importance that committees work together along with the Provost when addressing like issues such as NTTF and workload. He would like to have the remaining policy regarding NTTF to be completed within a year.
- Dr. Kuleck compared and contrasted the Oregon Tech NTTF promotion policy to other universities that he has experienced or researched. He explained that there are other models out there that may fit Oregon Tech's needs more effectively. He compared our policy for FTE of the 36 workload units (WLU) plus other duties or service to WOU, EOU, and SOU 44 to 45 WLU that include other duties. He then elaborated on Embry Riddle's model of professional and professorial tracks and what the expectations are for these two tracks.
- He stated that he appreciates the policy work committees have done and that we have a great foundation to build upon.
- Dr. Kuleck also went to Sheffield, England to tour the Advanced Manufacturing Center, which is similar to OMIC. He looked at the types of programming, how faculty careers are charted, how they promote faculty, and the programs the center offers to attract students and promote their programs.
- Dr. Kuleck hopes to have quarterly forums to keep in touch with faculty and how he hopes to work closely with all the committees.
- He also wants to work with Academic Council (V.P. Sharon Beaudry addressed some of this earlier in her report) to work with department chairs to think of how they envision the future of their departments.
- He sees compensation and RPT linked rather than being entirely separate issues.
- He wants to develop a NTT policy and get it in place but wants to be sure that it is a good model to include:
 1. increased length of contract from one to three years,
 2. to evaluate ad appearance and where they are placed, and
 3. he wants the Deans to negotiate with candidates as it is not always salary that is an issue. Possible inducements could include creative works, including creative works for tenure or if a candidate wants more instruction and pedagogy rather than creative works.
- Obtaining increased diversity is an issue that needs to be addressed on all campuses. This includes student populations as well as faculty and encompasses gender, ethnicity, veteran status, disability, etc. Discussion followed, addressing the option of recruiting and sponsoring international faculty. Eklas Hossain requested to

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meet with the Provost to discuss the gentleman's agreement that he had with the previous administration. Dr. Kuleck agreed to meet with him. David Thaemert stated that this will be an extended conversation in the future.

Report of the President's Council Delegate – David Thaemert

- David stated that the Council met via email regarding the revised Credit for Prior Learning (CPL) policy which was approved by the President and posted on the website.

Report of the Association of Oregon Faculty (AOF) Representative – Christian Vukasovich

- Christian reported the HB2998, the credit transfer bill, is still being considered. PSU is very concerned about this and they feel that the Oregon Legislature is overreaching with this bill. HECC is getting more feedback but wish to see this passed and placed into effect by Fall 2018.
- SB1067 on Cost Containment, especially the health care costs, is generating interest. At the Higher Education Summit in October there was a good turnout. He stated that the health care bill for part-time and adjunct faculty died in session but is being reconsidered and may be brought back in the 2019 legislative session.
- Ballot Measure 101 will require Oregonians to approve measures passed by the Oregon Legislature. This is felt by many to be repetitive and expensive to bring to a ballot by the people.
- He also gave a report on the status of universities in Oregon and what issues each is facing at this time.

Report of the Interinstitutional Faculty Senate (IFS) Representative – Mark Clark

- Mark thanked everyone for re-electing him to be the Oregon Tech IFS representative; he also thanked Maureen Sevigny for participating in the election and for her willingness to serve the university.
- HB2998 continues to be a work in progress. IFS had a lengthy meeting with HECC, they want faculty to resolve the transfer credit issue.
- Matthew Sleep stated that Seth Anthony, who is the Oregon Tech representative for the HECC workgroup on HB2998 is doing a great job.
- Mark stated that in addition to being elected to serve as the OIT IFS representative, he was also elected to serve as the IFS Secretary.

Report of the Fiscal Operations Advisory Council (FOAC) Representative – Terri Torres

- Terri stated that a FOAC sub-committee is currently working on a budget model.

Report of the Administrative Council Delegate – Sandi Hanan

- HR was invited to the first part of our meeting to present a draft training and employee development plan for faculty and staff. More will be reported on this as the draft is completed.
- They are currently brainstorming for Spirit Week.

For the good of the order

Eklas asked the Provost how he was going to select what faculty would receive seed money for projects, Dr. Kuleck explained that he would need to find the funds and recommended that they meet in the future.

Adjournment

David Thaemert adjourned the meeting at 10:32 PM.

Respectfully submitted,
Don McDonnell, Secretary
/jp

Oregon TECH

Oregon Public Universities Instructional Staff as reported to IPEDS
November 1, 2017

* Data Source = IPEDS; includes full and part-time medical and non-medical staff by occupational category, faculty and tenure status.
** 2015 is the most recent year available through IPEDS.

Report Year: 2015

Institution Name	Headcount			
	Tenured	On Tenure Track	Not Tenure Track	Total
Eastern Oregon University	52	27	114	193
Oregon Institute of Technology	81	64	36	181
Oregon State University	783	335	935	2,053
Portland State University	455	183	1,208	1,846
Southern Oregon University	138	18	165	321
University of Oregon	561	209	1,395	2,165
Western Oregon University	143	33	204	380
System Total	2,213	869	4,057	7,139

Percent			Percent
Tenured	On Tenure Track	Total Tenure/Tenure Track	Not Tenure Track
26.9%	14.0%	40.9%	59.1%
44.8%	35.4%	80.1%	19.9%
38.1%	16.3%	54.5%	45.5%
24.6%	9.9%	34.6%	65.4%
43.0%	5.6%	48.6%	51.4%
25.9%	9.7%	35.6%	64.4%
37.6%	8.7%	46.3%	53.7%
31.0%	12.2%	43.2%	56.8%

Faculty senate report:

1. Blood Drive: Feb. 8th and 9th
2. Black Out Game: Feb. 10th
3. Parking Policy Proposal:

ASOIT spent Fall term reaching out to students, staff, and faculty discussing their concerns about the efficiency of options for parking vehicles on the Klamath Falls Campus. We began with researching safe parking practices and the parking policies of other universities in Oregon. We then discussed our findings and with Campus Safety to understand the history and rationale behind the current policies. Based on these efforts, we believe the solution for optimizing the overall experience of parking on campus for all users would be to allow vehicles the option to back into parking spaces in addition to the head in parking that is already supported. With this change we hope to improve the perceived negativity around the parking policies here on the Oregon Tech campus.

Oregon TECH
Parking On Campus

Problem Statement:

It has come to the attention of ASOIT through interactions with students, staff, and faculty that there is concern about the efficiency of options for parking vehicles on the Klamath Falls Campus.

Research

According to a 2015 article regarding parking safety, John Nielsen, AAA's managing director of automotive engineering and repair reported "Pulling into a parking spot, instead of reversing, is an easy way to increase safety and visibility in busy parking lots". This is in reference to selecting pull through parking when available. Since pull through parking is not available in most lots on campus, the next best solution is to allow vehicles to back into parking spaces, which allows for the safer option mentioned when exiting the parking space.

According to a new survey, 76 percent of U.S. drivers most frequently park their vehicle by pulling forward into a parking spot, rather than backing in. But this is a riskier practice that leaves pedestrians more vulnerable when the driver later reverses from the spot to move into the traffic lane. This is because there are increased blind spots when attempting to back out of a parking spots as other cars may reduce line of sight.

Furthermore, looking at parking regulations in other Oregon universities, there are no parking restrictions in the majority of colleges. The only minimal restrictions are at University of Oregon where parking along the street needs to be in direction of traffic flow, at University of Portland where it is head out parking in angled spaces, and at Western Oregon University where angled spaces are "head in" only. To be clear, none of the public universities in Oregon prohibit backing into a standard parking space.

Suggested Solution:

We believe the solution for optimizing the overall experience of parking on campus for all users would be to allow vehicles the option to back into parking spaces in addition to the head in parking that is already supported. We also suggest that new changes be implemented at the start of the new school year to reduce the need for signs and regulations books to be reprinted. With this change we believe that we can improve the perceived negativity around the parking policies here on the Oregon Tech campus. This will also reduce the quantity of citations helping to improve campus atmosphere and remove time commitments for students that have citations for back in parking.

Possible Financial Costs/Impact

The costs that we have identified that could come from this change The only real financial costs are for the labor to remove signs that dictate head in parking and a loss of revenue from citations for backing into a space. We believe that these costs will be nominal. Otherwise there are no additional financial costs.

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Rank, Promotion and Tenure – Faculty Senate

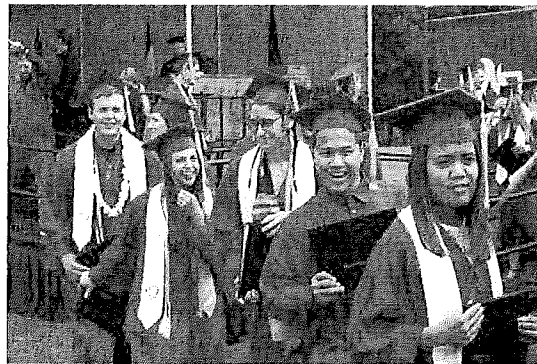
Charge – “Review and make recommendations regarding third-year review or alternate peer review processes to support faculty advancement and retention.”

Rank, Promotion and Tenure Recommendation:

- At this time RPT does not recommend a formal, 3rd year review process.
- Currently, the Communication and HSS departments each do individual 3rd year reviews, and the process for each is different. Faculty members from these departments say the 3rd year review is beneficial. The RPT committee feels this should continue to be left up to the individual departments in a manner that is fitting to them.
- In addition to the RPT meeting and discussion at convocation, members of the RPT committee will also present information to New Faculty Training that includes best practices for tracking instruction, professional development and service. We have already discussed this with CCT (they are in charge of new faculty training) and we plan on implementing it next academic year.

HOUSE BILL 2908 (2017): POST SECONDARY STUDENT TRANSFER

January 2018



Western Oregon University

- Rigor: for students and faculty, a rigorous foundational curriculum has high standards fairly and equitably applied in its creation and maintenance in peer review and collaboration processes.

As these principles were examined against the existing OTM and General Education Outcomes framework, Subgroup members felt that these instruments could be modified and re-instated to achieve the goals of the legislation, and to create a better system of statewide general education foundation for students. The Subgroup agreed that Oregon has tried to create workable frameworks in good faith, but that the inconsistent implementation of these frameworks, and the lack of a statewide student transfer “navigation” system for the complex array of bilateral articulation agreements and statewide degrees has led to confusion and frustration for Oregon students who do not have a major or transfer destination when they begin their education.

Despite inconsistent implementation across the system, the OTM remains a workable model and framework that is already adopted by all relevant academic governance bodies across the public institutions. It could, with significant modification, form the basis of foundational curricula that could find support throughout the state’s public institutions due to its grounding in long-standing common general education frameworks.

THE FOUNDATIONAL CURRICULA AND THEIR ELEMENTS

The proposed foundational curricula are essentially modifications to improve upon the existing OTM, comprising six of the statewide Gen Ed Outcomes areas: Writing, Cultural Literacy, Arts & Letters, Natural Sciences, and Mathematics. It removes Oral Communication from the core because only five of the seven public universities require it as part of their general education package. It also removes the space for electives as these are not considered part of a foundational curriculum (students who complete either an associate or bachelor’s degree based upon this curriculum will still be required to take a certain number of electives).

Additionally, the foundational curricula are differentiated between STEM and Non-STEM (or “BA”) pathways. In the STEM foundational curriculum, students are advised to take Mathematics and Natural Sciences credits that are at the appropriate level and in the appropriate disciplines for their eventual USTA path. In the non-STEM foundational curriculum, students are advised to take Social Science credits that at the appropriate level and in the appropriate disciplines for their eventual USTA path. Previously, neither the AAOT nor OTM made allowances for this kind of variation.

Just as significantly, the foundational curricula offer students a guarantee of transferability *and* articulation, something both the AAOT and OTM lack. All courses within the foundational curricula will transfer and articulate into the receiving university’s general education core requirements, or the equivalent.⁴

Foundational Curricula

The following foundational curricula is a broad description of course requirements for students at any Oregon community college or public university. Students who have not yet declared a major and plan to transfer can take classes that fit these categories at any Oregon community college and expect all classes to transfer to meet at least 30 credits of general education requirements for a bachelor’s degree at any Oregon public university.

Note that specific majors may also have specific requirements for foundational courses that overlap with these categories. Students interested in a certain discipline should follow the Unified Statewide Transfer

⁴ Western Oregon University’s equivalent is the “Liberal Arts Core” and Oregon State University’s equivalent is the “Baccalaureate Core.”

Agreement (USTA) guidelines for your intended major when picking the classes that you need. This guide notes several areas where particular consideration is recommended. This will help keep you on track for credits towards your 4 year degree completion.

The Foundational Curriculum is intended as a starting point for students who plan to transfer to a university, but are unsure as to their intended major or transfer destination. Students who are certain of their major, but not their transfer destination, should determine if there is a developed USTA for that major, and follow that as a guide. Students who are certain of both their major and their intended transfer destination should consult an advisor for information on an existing specific articulation agreement, USTA, or degree map that will prescribe their course requirements.

Subject	Foundational Courses for STEM majors	Foundational Courses for non-STEM majors
Writing	2 courses (6-8 credits) WR121, WR122	2 courses (6-8 credits) WR121, WR122
Cultural Literacy	1 course (3-4 credits) See list of AA/OT outcome courses.	1 course (3-4 credits) See list of AA/OT outcome courses.
Arts & Letters	2 courses (6-8 credits) See list of AA/OT outcome courses.	2 courses (6-8 credits) See list of AA/OT outcome courses.
Social Science	2 courses (6-8 credits) See list of AA/OT outcome courses.	2 courses (6-8 credits) See list of AA/OT outcome courses. Many non-STEM majors require specific sciences courses -- see the USTA for your intended major.
Natural Sciences	2 courses with labs (8-10 credits) See list of AA/OT outcome courses. Many STEM majors typically require specific majors-level (200+) courses – see the USTA for your intended major.	2 courses with labs (8-10 credits) See list of AA/OT outcome courses. Non-majors level (100) recommended.
Math	1 course (3-5 credits) See list of AA/OT outcome courses. Many STEM majors typically require specific mathematics (200+) courses – see the USTA for your intended major.	1 course (3-5 credits) See list of AA/OT outcome courses MTH 105/111 recommended.
Total	10 courses (32-43 credits)	10 courses (32-43 credits)