

Minutes

December 4, 2018, 5:59 PM, the Sunset Room of the College Union (Klamath Falls) and Conference Room #131 (Wilsonville).

Attendance/Quorum

President Terri Torres called the meeting to order at 5:59 pm. All senators or alternates were present except Lindy Stewart and Sharon Beaudry of Academic Council.

Approval of Minutes

A motion was made to approve the minutes of the November 6, 2018 meeting by Mark Clark and seconded by Vanessa Bennett. There was no discussion and were approved as written with no opposition nor abstentions.

Reports of Officers

Report of the President – Terri Torres

Terri reported the following:

- She presented to the OIT Board of Director's on November 15, 2018, on behalf of the approximately 180 faculty members on our various campuses. You can watch the presentation via the Board website.
- Dr. Nagi met with SenEx this week. Some of the topics of discussion were:
 - General Education model - Dr. Nagi stated at convocation that we would have an answer by the end of the year, he said Dr. Kuleck will be giving us an update in his report tonight.
 - The Portland-Metro position was discussed. Dr. Nagi will be visiting with Faculty Senate in February to address this and other hiring concerns.
 - There was discussion regarding merit or "pay to stay" increases in salary. Some faculty were given increases beyond promotion floors. It was explained that this is not necessarily merit pay. The first step is to go through the department chair, then the dean. It was explained to SenEx that in the future extra funds should first address COLA, market, then merit.
 - I am happy to say that Brian Fox and Sean St. Clair are now working together to remedy the lack of adequate HVAC in Cornett Hall. The attached letter was received today, December 4, 2018.
- President's Council (PC) report
 - We received a letter from a labor attorney, Brian Caufield, representing the university that stated that all policies that will or could be negotiated in the future. All matters concerning tenure, direct or indirect monetary benefits, workload, grievance procedures and other conditions of employment cannot be negotiated nor discussed at the current time between faculty and administration. For these reasons, I asked that the four policies---OIT-20-040, 20-041, 20-030, and 20-035 as well as the Academic Appointment, Rank and Promotion for Non-Tenure Track Institutional Faculty (NTTF policy) be removed from the agenda. There was discussion of a policy that would fill the gap until we can negotiate a new policy but that is not possible.
 - Calendar Change-The recommendation from Faculty Senate that will go to President Naganathan, the recommendation would add time to the beginning of the year to make up for the three days taken off the week of Thanksgiving. This will mean that the year will start on either Wednesday or Thursday of Fall 2020. There is concern that convocation will be cut too short. There will be some investigation into how to remedy the short convocation problem by administration.
 - Regarding the current foreign language requirement, this is not a policy however, PC all agreed to drop the foreign language requirement. A hearty "Thank you" goes to Academic Standards for doing this work.
 - There will be no Faculty Senate meeting in January.

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Report of the Vice President – Matthew Sleep

- Academic Council met and were given training on budgets by Stephanie Pope. Harmony Stobaugh from Human Resources gave a training on HEROES. Dr. Abdy Afjeh spoke about the availability of Small Start Grants, these are small dollar grants, often used for working on obtaining larger grants.
- Resource Budget Commission (RBC) has \$150,000 available for student project awards. January 19, 2019 is the deadline for application submission for student projects.
- Matthew also reminded everyone of the upcoming budget training opportunities. The dates and times can be found on the December 3, 2018 TechConnect newsletter.

Report of the ASOIT Representative – Junmin Yee

- Junmin met with ASOIT on the Portland-Metro campus; they discussed student engagement on both campuses.
- ASOIT is working on water bottle filling stations on campus. They would like to have at least one station per building. Funding for this has been allocated. Chilled water stations should be installed by Winter or Spring term 2019.
- He also informed everyone that the Diversity Center the Women's Center have merged; they are now a joint collaboration called "Treehouse".
- ASOIT is working on budgeting, working with the various clubs and RBC.

Reports of Standing Committees

Faculty Rank Promotion & Tenure (RPT) – Ben Bunting

- Ben stated the committee has met and are beginning work on revisions to the Library faculty APE. Upon further analysis of this form, the committee also noticed that 21-042 needs to be updated to match 20-041. Similarly, though the instructional faculty promotion policy (20-040) and the corresponding APE were recently updated, 21-040 needs to be updated to align with those two documents. Ben requested that RPT be charged with these tasks this year.
- Ben also noted that the links to FOP and APE forms for instructional, library, and adjunct faculty need to be updated on the Policies and Procedures webpage

Faculty Welfare – Yasha Rohwer

- Yasha stated the committee has met and is working on their second charge. They have drafted a form to be used by faculty for service and would like feedback on the form via email.

Academic Standards – Veronica Koehn

- Veronica stated that the committee is working on their first charge and information is listed on page 10 of the packet.
- They would like to build a flowchart to delineate where recommendations should go.
- They are looking at work flow. Previously all recommendations went to President's Council. It has just been found that not everything needs to nor should go to the Council.

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Faculty Compensation (FCC) – Eve Klopf

- Eve stated FCC has had several meetings. They have been working on their first two charges by drafting a letter to HR clearly communicating some concerns regarding the benefits differential value currently being used. This included another request to purchase data on benefits at our comparator schools as suggested in the MGT study and requesting that the salary ranges for faculty be updated on a yearly basis, also suggested in the MGT maintenance plan.

Reports of Special or Ad-Hoc Committee

- None.

Unfinished Business

- None.

New Business

- None.

Open Floor Period

- Aja Bettencourt-McCarthy reminded everyone that Catalyze Klamath is now in its fifth year. Projects to be submitted for consideration must be entrepreneurial and could become a viable business in Klamath County. Alumni who have graduated in the last five years are also eligible to enter. The deadline is January 9, 2019. All the information is on the website www.oit.edu/catalyze.
- Vanessa Bennett asked about the possibility of having animals on campus during mid-terms, dead, and finals weeks for students. Andria Fultz stated that PM does have assistance dogs on campus during finals.
- Eve Klopf questioned the possibility of posting faculty evaluation information publically, as other universities do. Discussion followed including the premise that some students may feel their comments are between them and the faculty member, not the public. Several faculty stated they knew of campuses where the faculty evaluation numbers are posted but not specific comments.
- Christopher Syrnyk would like Senate to write a resolution to ensure a national search is started quickly for a new Provost. Mark Clark stated that Dr. Naganathan assured SenEx that a national search will be conducted and will begin soon. He also stated that Dr. Naganathan specified that this search will also include input from faculty..
- Monica Breedlove suggested a need for improved signage on campus, as she has found two families lost on campus in just the last week.
- Kevin Pintong asked who is in charge of Human Resources, now that the Director of HR is gone. No one knew for sure though it appears that Sandi Hanan is acting as the “face” of HR.
- Mark Clark urged all Senators to vote and tell other faculty to vote on the ballot for faculty union officers. Ballots have been sent out to all FTE faculty. Mark stated that contract negotiations will begin Winter term.

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Report of the Provost – Gary Kuleck

- Dr. Kuleck reiterated that there will be a national search for his replacement.
- The Provost began by reading from a legal opinion on the roles and engagement of administration with the Faculty Senate and its subcommittees. Basically, any direct dealing between faculty members and the administration around employment relation topics are not permissible since those need to happen between the administration and the union. Because this document was shared with the President's Council and President Torres, the Provost recommended that she share it out with Faculty Senators.
- Dr. Kuleck invited Seth Anthony to present an update on General Education Reform *Ad-hoc* Committee (GERAC). Seth stated that a continued analysis is ongoing.
 - It is hoped that General Education reform can be done without undue impact to curriculum maps, staffing, and transfer students.
 - The transfer analysis is the most complex issue being analyzed.
 - The curriculum maps are the most detailed and interconnected with the model at OIT.
 - Will need to propose how the GERAC model may need adjustment to best meet constraints.
 - The Essential Studies model is undergoing continued analysis.
 - He hopes to send recommendations to the Provost and President Naganathan next week.
 - Also being reviewed are curricula, staffing, and transfers.
 - Quantitative Literacy outcomes- a range of options will be proposed.
 - Terri Torres stated that the last model was developed and presented to the Senate. Will this model be presented also? Seth deferred this question to the Provost.
 - GERAC is composed of faculty and staff, and is advisory to the Provost.
 - Provost will move on this as he wants to present it to the President and most likely the Board.
- Program Development Process- kudos to all who worked on the new program development committees, including those on the Cybersecurity program.
- CPC turned this around really quickly after the departure of the lead faculty of the new program. They will take it to the Board February 5, 2019, then HECC will need to approve and then it will go to Northwest Commission on Colleges and Universities (NMCCU) in April for final approval.
- Data Science program is going to CPC and also working on certificate programs.
- Accreditation group met regularly Fall term, he then update Senate regarding the mid-cycle and recommendation from seven-year reports. These report will be submitted to NWCCU by March for their April 2019 visit.
- Searches are ongoing for seven faculty positions, six tenure track, and one instructor track. These are positions in Communication, HSS, CSET, EERE, Civil Engineering, and Management.
- Library search is down to two candidates. Recommendations are expected by the end of the week.
- Internationalization - The Board of Trustees would like to see the number of international students increase 6% by 2023. Areas involved with internationalization are: Academics under Provost Kuleck, Student Services under Dr. Erin Foley, and Enrollment Services under Dr. Erika Veth. They hope to form a campus-wide globalization taskforce to explore how to best achieve that objective. This will include hiring someone to coordinate all these activities.
- Dr. Afjeh is working on Request for Proposals (RFPs) for the Innovation Fund. Drs. Kuleck and Afjeh are working to coordinate the Summer Creativity Grant and Innovation Fund application process.
- Dr. Kuleck announced the deadline for Sabbatical applications has been extended to December 10, 2018.
- The inaugural Honors Program Breakfast was successful and is an excellent opportunity for faculty and staff to interact with top students. This event is planned to continue in the future.
- There will be more of the Provost Seminar Series coming up in winter term.

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- The Provost website is being improved and it is hoped there will be a live test of the website Friday, December 7, 2018.
- The Doctorate of Physical Therapy (DPT) program is making headway. Dr. Kuleck is working with OHSU leadership and are looking for a dedicated program director, which the Commission on Accreditation in Physical Therapy Education (CAFTE) requires for the program to be considered for approval.
- Maureen Sevigny asked the Provost a question regarding General Education which he directed to Associate Dean Peterson. She wondered if work is being done to process more efficiently changes made to General Education, making the change process smoother. Dan Peterson replied that he hopes this issue will be addressed and action taken to improve these processes.

Report of the President's Council Delegate – Terri Torres

- Terri addressed this in her President's report.

Report of the Association of Oregon Faculty (AOF) Representative – Matthew Sleep, Pro Tem

- Matthew stated that he and Mark Clark attended the recent AOF meeting. Some of the highlights of that meeting included the statement that OSU currently has their largest class ever. All other universities have flat enrollment.
- Currently all Oregon universities are undergoing union contract negotiations this year.

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

- Report delayed due to technical failure causing the loss of contact with the PM conference room. Terri Torres asked for his report at the next meeting on February 5, 2019.

Report of the Fiscal Operations Advisory Council (FOAC) Representative – Matthew Sleep

- Report delayed due to technical failure causing the loss of contact with the PM conference room. Terri Torres asked for his report at the next meeting on February 5, 2019.

Report of the Administrative Council Delegate – Lindsey Davis

- Report delayed due to technical failure causing the loss of contact with the PM conference room. Terri Torres asked for his report at the next meeting on February 5, 2019.

Adjournment

Terri Torres adjourned the meeting early due to technical failure at 7:40 PM.

Respectfully submitted,
Don McDonnell, Secretary
/jP