

## Minutes

March 6, 2018, 6:00 PM, the Mt. McLoughlin Room of the College Union (Klamath Falls) and Conference Room #402 (Wilsonville).

## Attendance/Quorum

President David Thaumert called the meeting to order at 6:01 pm. All senators or alternates were present with the exception of Hugh Jarrard, Mark Clark, Christian Vukasovich, and Lindsey Davis.

## Approval of Minutes

A motion was made and seconded to approve the minutes of the February 6, 2018 meeting. A question regarding the RPT report was asked; following a brief discussion it was agreed that the minutes were accurate as drafted. The minutes were approved.

## Reports of Officers

### Report of the President – David Thaumert

- David reported that a University General Council will be joining OIT on April 2, 2018. David Groff comes to OIT with a lot of legal experience, but no significant higher education experience. Having in-house legal council will enable the university to share legal expertise with the General Counsels of the other Oregon universities.
- Regarding OIT-21-030 on Department Chair Selection and Evaluation Policy, this revised policy may allow for professional department chairs. The revisions have also been referred to Academic Council for feedback and will be coming to Faculty Senate review and endorsement.
- Regarding comments received on the Building Manager policy, this policy has been referred to Administrative Council for consideration to update and revise.
- The Senate standing committees of Faculty Welfare, RPT and FCC have been requested to provide committee members to serve on an *ad hoc* committee to comprehensively consider workload and related ties to compensation and RPT, and to subsequently recommend new policies and changes to existing policies.
- “Save the Date” on May 18, 2018, OIT will have a President’s Investiture. More information will follow from the President’s and Provost’s offices.

### Report of the Vice President – Sharon Beaudry

- Sharon reported that Academic Council had met twice since the last Faculty Senate meeting.
  - On February 9, 2018, President Naganathan attended and provided information on other state schools:
    - OSU has launched an Engineering program in Bend and will be expanding in Portland.
    - UO has started an Applied Science program, which may lead to an Engineering program in the future.
    - Dr. Naganathan is collaborating with the Presidents of Rogue Community College and SOU to explore the possibility of forming a Southern Oregon Alliance.
    - OIT is moving forward with the Doctorate of Physical Therapy program
    - OIT is considering adding a Physician Assistant program.
    - A task force may be assembled to look at compensation issues.
    - Equipment requests received totaled \$1.9 million while there is only \$480,000 available.
  - On March 1, 2018, Academic Council met regarding the role of Department Chairs and new job descriptions. They have asked for feedback from all chairs.
    - The Provost is working on summer productivity grants.

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- The Provost will also be holding Chair training for all chairs on March 23, 2018 and additional training will also be a part of Convocation.
- Solutions for workloads of less than 36 hours was discussed.
- The May 18, 2018 Presidential Investiture will be held at OIT. It will be a great marketing tool for the university. This is the same weekend as the following Klamath Falls events: Catalyze Klamath, Spring Fling, Taste of Klamath, and Iron Eagle.

### **Report of the ASOIT Representative – Faith Lee**

- Faith reported that ASOIT is working on tuition and incidental fee recommendations.

### **Reports of Standing Committees**

#### **Faculty Rank Promotion & Tenure (RPT) – Ben Bunting**

- Reporting for Matthew Sleep, Ben reported that the RPT committee is looking at non-tenure track(NTT) policy and will have a formal report in April.
- It was asked what happened to the NTT policy approved by Senate last year. David Thaemert stated that with the new leadership the policy will most likely be rejected. David explained that since President's Council meets so seldom it may not make sense to wait for the rejection before working on a revised policy and to work with the leadership who are now in place. The Provost stated that administration should work with Senate to reach a consensus. Much discussion followed voicing concerns about setting precedent of not following policy with the new administration while attempting to expedite the approval of the NTT promotion policy. It was voiced that OIT 01-001 states that following Senate approval of policy revision, it is to be presented to President' Council for review and approval. It was brought to Senates attention that it would be helpful for faculty and administration to come to a consensus of the definition of share governance. A desire for clarification of responsibilities of faculty and administration was made. Terri stated that the April open forum with Dr. Naganathan would be a good time to address shared governance. The Provost seminars will be inviting a guest speaker(s) to discuss shared governance as well. The Provost was asked what part of the policy should be rejected. The Provost stated that the Council may believe sending work that very well may be rejected sets a "bad tone": conversation is needed. It was asked when the President's Council meets. David explained the meetings are usually in June. Claude also asked if NTT are being hired without policy to which the Provost replied yes. He stated the goal is to get a policy in place as soon as possible. A motion to follow OIT-01-001 policy and submit the approved NTT policy to President' Council was made and seconded. It was then stated that since there is a high probability that the policy would be rejected that work be started on revisions. The motion was amended to begin working on a revised NTT promotion policy simultaneously with the submission of the current revision to President's Council. The amended motion passed with one abstention and no nays.

#### **Faculty Welfare – Yasha Rohwer**

- Yasha stated that as Erika Veth is not available, their report will be given in April.

#### **Academic Standards – Veronica Koehn**

- Veronica reported on their first charge. She read her report, starting on page 13 of the packet. A motion was made and seconded to accept the recommendation to remove foreign language requirement from the general catalog. Discussion followed on the pros and cons of the need and value of student exposure to other cultures, and language fluencies. A motion was made to table the issue as changes to essential studies have not been approved. It was not seconded. Motion was withdrawn. A motion was then made to remove the foreign language portion from the catalogue, this was seconded. The motion passed with four nays, no abstentions.
- Veronica stated the ESLO adoption portion of the charge would be tabled.

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### **Faculty Compensation (FCC) – Eve Klopf**

- Eve gave her report stating that the Provost desired to develop an *ad hoc* committee to focus on development of a list of comparator schools, updating the compensation, and workload policies.
- Sean St. Clair stated this issue has been discussed for 10 years and that the same data keeps being illuminated. It was also stated that faculty had been promised the MGT data would be viable for three years, to give OIT time to address the compensation and comparator issues and develop policy. Spirited discussion followed with Sean encouraging the *ad hoc* committee to focus on drafting policy more so than developing another comparator list.
- The Provost stated he had no history and the President agrees, so they wish to assemble an *ad hoc* task force composed of members of RPT, FCC, Welfare and faculty members at large to review long and short term merit policy and compensation. The goal is to make full recommendations and provide clear compensation policy.

### **Reports of Special or Ad Hoc Committee**

- The *ad hoc* calendar committee met with SenEx to revisit the calendar issue. There are still questions regarding contact time. The committee is going to develop two proposals, including pros and cons for both proposals and present to Senate, then to the Provost. Due to timing, any decision will not affect the 2018-19 academic year.

### **Unfinished Business**

- None.

### **New Business**

- None.

### **Open Floor Period**

- Eklas Hossain asked if Active Shooter training was available. Announcements are available regularly on the Tech Connect page every Monday.
- Mike Gilinsky, Director of the Respiratory Practitioner Technology program stated security at Sky Lakes Medical Center (SLMC) has brought a joint problem to his attention. There are many SLMC employees and OIT students smoking at the lot just across from OIT's main entrance. It was noted that this location is directly in front of the Respiratory Rehab Center. While both campuses are non-smoking there are enforcement challenges as SLMC security officers cannot patrol on OIT property. He was directed to Campus Security to address this issue.
- Eve Klopf brought up concerns about the apparent addition of a policy requiring that leave (which would then be counted as FMLA leave) be taken for events involving employees which fall under categories that are covered under FMLA, and also that there appeared to have been a removal of any policy or practice relating WLU to leave hours. An HR representative answered that the school was required under federal law to require employees to take leave (which would then be counted as FMLA leave) when those employees experienced situations which qualified under FMLA and to require a doctor's release in order to return to work. She stated that OIT does not have an FMLA policy, rather this is Federal law. She stated that particular situation "has not happened before at OIT to her knowledge" and this is the reason the work load calculation is not being done. She also stated that there had been no removal of any policy or practice relating WLU to leave hours, but, rather, that the school just didn't have one. Eve shared further concerns that the school was not equally applying its mandatory leave policy to all faculty who would qualify under it, and that, especially given the flexible nature of scheduling for faculty positions, she was concerned that the policy appeared to be only applied to people with visible or especially apparent FMLA-qualifying conditions/events. She also indicated that she knew of at least one faculty who had taken parental leave, which indicated that a calculation between WLU and leave was used.

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### **Report of the Provost – Gary Kuleck**

- Twelve sabbaticals have been submitted and six have been awarded. He hopes to award one or two more.
- Summer productivity grants are currently being worked on. It is anticipated that up to \$40-50 thousand will be awarded. RFP will be released March 12, 2008.
- The third newsletter will be released next week.
- The seminar series schedule currently is:
  - March 20, 2018 - Stephanie Pope will present “Oregon’s Higher Educational State Funding Model”.
  - April 10, 2018 - Attendees of the KEEN January 2018 Conference will present “Creating an Innovative Ecosystem, part 1”.
- Future topics will include presentation focusing on shared governance and international recruitment.
- He thanked Sharon Beaudry for the Academic Council update and mentioned that Valjean Newsome has recorded the minutes which will be available soon.
- He congratulated Doctors Hossain, Shi, Zipay, and Barbara Neal for successfully making it to a phase II visit of a Keck grant for Smart Grids, including equipment and how to integrate them into education.
- OMIC is moving along, currently 15 industry partners. And they are getting faculty and students partnered as well as scholarship funding. The search has begun for a Director of OMIC.
- Mason Terry is the Director of OREC. He has an RFP out and hopes to develop teams of faculty, industry, and local partners for renewable energy projects. OREC is looking to partner with the Provost to hire a grant writer.
- A grants accountant position is currently being solicited.
- The Center for Excellence in Engineering and Technology (CEET) has obtained design and concept ideas from faculty and professionals. It will go out for bid March 15, 2018.
- Changes to searches include increased advertising funding.
- The search for the ETM Dean is going well and there are 60 well qualified candidates. Video interviews will be April 22 and 23.
- APRAA (Associate Provost of Research and Academic Affairs) search has 22 candidates as of March 6, 2018. This position will promote creative activities of faculty and staff across all campuses.
- Department Chair training will be held March 23, 2018. There will be additional training during Convocation. Topics will include leadership, academic planning, student development, financial planning, etc.
- He hopes to work on faculty hiring with the Academic Council and PLT to get into a normal hiring cycle.
- Any promotion recommendations will now go to Dr. Brian Moravec, acting Associate ETM Dean.
- He is working on the definition of duties for Department Chairs versus Search Chairs when a department is conducting a faculty search. This includes who is responsible for the job description, ads, etc.

### **Report of the President’s Council Delegate – David Thaumert**

- No report.

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

- No report.

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

- No report.

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

- Terri reported that a sub-group, including the Provost, is working on budgets on the academic side of the house. Another sub-group is worked on setting tuition for the next academic year. Undergraduate students will have a 4.5% increase, graduate students a 3% increase, and all differentials will increase from 20% to 25%.

### **Report of the Administrative Council Delegate – Sandi Hanan**

- Sandi stated they met in February.
- They were disappointed with the low turnout of only three departments for Spirit Week. The winner was ITS. They are working on ideas to increase participation next year.
- They are working on the issue of communication between and within departments and the university.
- They are working on tying merit increases to performance evaluations for the administrative staff.
- They are exploring the possibility of administrative staff being allowed to donate vacation or comp time, in the same manner as classified staff.
- Elections for Administrative Council will be held in May. Four seats will be open and they will start to solicit nominations for these open seats.
- They are also investigating the Building Manager policy to determine who and what the responsibilities are.

### **Adjournment**

David Thaemert adjourned the meeting at 8:40PM.

Respectfully submitted,  
Don McDonnell, Secretary  
/jp