



Minutes

May 1, 2018, 6:00 PM, the Mt. McLoughlin Room of the College Union (Klamath Falls) and Conference Room #402 (Wilsonville).

Attendance/Quorum

President David Thaemert, presided from the Portland Metro campus and called the meeting to order at 6:00 pm. All senators or alternates were present with the exception of Eklas Hossain, Don McDonnell and Christian Vukasovich, IFS and AOF representative. Terri Torres served as Secretary, pro tem.

Approval of Minutes

Mark Clark moved and Terri Torres seconded to approve the April 3, 2018 minutes. Veronica Koehn stated that under the Faculty Welfare section, the "s" should be dropped on page four from the word "communications". Yasha Rohwer also added that in that section under the last bullet, the wording "have met" should be amended to "to meet". He also stated that there was a missing bullet before the sentence "Discussion regarding the ownership...". Terri Torres questioned the Provost's section, the second to last bullet regarding IR data. Provost Kuleck clarified that IR would provide feedback but does not make the decision. Terri was satisfied, following this clarification, to leave the minutes as written. David reported that the fourth bullet, page three regarding the University Trustees should be amended to: "As part of the new policy for selecting university trustees (faculty, staff, and student trustee roles) a representative group created a short list of candidates from all applications and submitted it to the president. The president recommended one candidate from each category to the Board Chair, who, in consultation with the Executive Committee of the Board, forwarded the recommendation to the Governor for consideration." There was no opposition nor abstentions and the amendment passed. The minutes were approved as amended.

Reports of Officers

Report of the President – David Thaemert

- David reported that Elvira Schechtel, NSC professor on the election committee, is present this evening to explain the election processes.
- David requested an agenda item be added so that President Naganathan could speak. Mark Clark moved, Terri Torres seconded this motion. There were no abstentions nor opposition and the motion passed.

Report of the Vice President – Sharon Beaudry

- Sharon reported that elections are underway for Faculty Senators. There have been numerous nominations. This week the election committee will collect nominee statements and photos for the ballot. The ballots will go out Monday, May 7, 2018 and be due in two weeks. She stated that automatic reminders will also go out, via the Qualtrics system.
- Academic Council met with Stephanie Pope, Director of Budget & Resource Planning, to review the new budget processes. Much of the budget processes will be pushed down to the Department Chair levels (e.g. overload) and also include the rollover of funds from one fiscal year to the next, to encourage saving for larger equipment needs.

Report of the ASOIT Representative – Faith Lee

- Faith reported that ASOIT participated in a Safety Town Hall meeting Monday, April 20, 2018 with Dr. Naganathan and Campus Safety.
- ASOIT will be holding their annual club banquet on May 21, 2018.
- Their election campaign started today.

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- May 3 and 4, 2018 will be the last blood drive for the year.

Reports of Standing Committees

Faculty Rank Promotion & Tenure (RPT) – Matthew Sleep

- Matthew Sleep, stated that, if the NTT policy submitted to the President's Council does not pass, the committee will bring a new NTT policy for Senate review to the June Senate meeting.
- The committee is almost finished with the comparisons between what Faculty Senate approved for the policy last June and what the Provost would like in the policy. The committee voiced the opinion, gained from faculty opinion, that tenure is very valuable. Matthew Sleep stated that OIT has approximately 80% tenure track faculty versus other Oregon universities which average 45% tenured faculty. Retention is an issue. Discussion from Senators included the sentiment that tenure track appointments equal an investment to the university.

Faculty Welfare – Yasha Rohwer

- Yasha stated that the committees' work on revising last year's workload report is nearing completion and they should have a report to present at the June meeting. Given the new charge, Welfare will fold in the committee time charge into the workload report.
- The committee met with a SenEx representative, two department chairs (one each from ETM and HAS), and the Dean of HAS to obtain feedback on the edited chair selection and evaluation policy and the new proposed guidelines. They also received feedback from all department chairs that was emailed to David. The general consensus in the emailed feedback is that department chairs generally like the revisions to the chair policy and the new guidelines, but feel the revision process is moving too fast. Dean Maupin also stated she thought the changes were being considered too quickly. There is a need to clearly spell out the role and responsibilities for chairs, but we must also do this for the Deans and the Provost. Yasha stated that the proposed draft of revisions from Dr. Kuleck and the new guidelines should continue to be worked on in the fall. This may prove more beneficial, as the ETM Dean should be hired and in place by then. It was agreed that it might be best to have the new Dean in place before passing policy. Furthermore, Yasha stated that the administrations' new initiatives concerning unique solutions to complex chair issues can still move forward under the old policy. Yasha emphasized that, since the Deans are in charge of evaluating the department chairs, it is very important that the Deans buy-in to the revised policy.

Academic Standards – Veronica Koehn

- Veronica moved and Mark Clark seconded a motion to delete the fourth paragraph on page eight of the packet of the OIT 13-012 policy. There was no discussion, no opposition and no abstentions. Motion passed.
- Veronica stated that the committee would like input from faculty regarding their third charge on Transfer Credits, page eight of the packet. She stated that Wendy Ivie, Registrar, has reviewed the ESLO and feels the 150% rule has been violated. The committee recommends that:
 1. All credits should be accepted.
 2. Transfer all credits but have them reviewed before any credits are given.
 3. HB2998 will require that schools analyze the number of credits students graduate with, so that the numbers are not exceptionally high.

Discussion followed regarding how OIT analyzes transfer credits versus other Oregon institutions. It was stated in discussion that the total number of credits a student graduates with can be affected by switching majors, switching schools, advisor workloads and human error. Another option might be for advisors to manually give credit after analyzing transfer lists. Dean Maupin stated that HECC is looking at this currently and that OIT is the only university accepting most every transfer credit. She stated this will affect funding in the future. It was asked if the ROCK team could be enlisted to help evaluate transfer credits. Verbal approval was given by the Senate to present this option to SenEx.

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Faculty Compensation (FCC) – Eve Klopf

- No report.
- A question was asked if the committee is reviewing the \$3,300 differential, as part of their third charge. Eve indicated that the committee had attempted to address this earlier in the year, but had been unable to get support to do so; she now assumes that it will be addressed by the ad hoc committee.

Reports of Special or Ad Hoc Committee

- Sharon Beaudry reported on a proposal to how senate posts election results. SenEx has endorsed keeping the current procedure wherein the winner is announced via e-mail to all faculty. The proposed change would require the total number of votes cast for all nominees to be posted. Discussion followed including the desire to have names and vote tallies, possibly using 918's rather than names. Some stated they wondered what would be gained from knowing the vote tallies. It was also discussed that the election committee should make clear that election results are available if requested. Mark Clark moved and Christopher Syrnyk seconded to adopt the SenEx recommendation. Greg Waterman made a friendly amendment that an email be sent out with notification that voting results are available upon request. Mark Clark accepted the amendment and Yasha Rohwer seconded. The vote was taken with no opposition nor abstentions and the motion passed.

Unfinished Business

- None.

New Business

- Elvira Schechtel presented the names of faculty seeking emeritus standing. The committee letters are in the packet, pages 11-14. Claude Kansaku and Jill Schultz, from Computer Systems Engineering Technology and Dental Hygiene, were unanimously elected to receive emeritus status.
- Mark Clark moved and Veronica Koehn seconded to approve the Campus Life smudging procedure. Josie Hudspeth stated that the students and ASOTI are appreciative. There was discussion as to whether smudging could pose any health risks but since this is a procedure not a policy, it does not require formal approval. Josie stated that currently any smudging will only be done in outdoor areas, not in any buildings, which is what the Fire Department has given approval for, outdoor use only. Another point discussed was to take out the reference to "Native American and Alaskan Indian" as there are other cultures, such as African American who also use smudging. Using less restrictive verbiage would be more inclusive. Again, as this is a procedure rather than a policy, any language changes do not affect the motion. Vote was taken with no abstention nor opposition. Motion passed.
- The SenEx slate was discussed. As the elections are not completed, the slate cannot be presented yet to the Faculty Senate. Only the President has been elected thus far. The rest of the slate will be announced following elections at the June 4, 2018 meeting.

Open Floor Period

- Mark Clark announced that today is International Workers Day. Information will be forthcoming regarding Union representation of faculty. There will be a series of forums to discuss Unions and their impact on faculty and administration.
- Matthew Sleep spoke of outside activities and the impact on the Compensation policy. He stated that currently, four to six online courses may be more than one day's work and in violation of the policy on outside work. Discussion followed regarding the quality of teaching with online courses and if quality is sacrificed with

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online versus classroom teaching with so many courses being taught in a quarter. Mark Clark stated that when online courses were first being offered, OIT offered faculty increased compensation in order to have online courses available to students. This incentive was given due to the fact that faculty did not want to teach online courses. It was mentioned several times that the quality of the online course can be affected by the number of students in the class. Dean Maupin stated that current workload guidelines are not policy in regards to online courses and they are not included in in-load quantification. She did state that at a conference she attended, she found that all other educational institutions, (e.g., universities, community colleges, etc.) online is in-load. Provost Kuleck stated the Erika Veth, Dean of Online Learning, is working on guidelines.

Update from the President of the University – Nagi Naganathan

- President Naganathan gave an update on the Town Halls conducted and Task Forces assigned. He stated that he thoroughly enjoyed the Town Hall meetings and questions at those meetings. He had three topics he wished to discuss with Senate.
 - He stated that he has approved \$100,000 for upgrading classroom computers. He has tasked Jim Jones to analyze classroom needs in consultation with his advisory committee and come up with plans to provide “workhorse” options for those classrooms. He would like durable, reliable equipment in the classrooms, even if we have to reduce the level of sophistication and features.
 - He created an ad hoc task force to obtain a larger conversation on how best to incentivize faculty and staff. He is looking to increase decisions made at the college and departmental levels.
 - Eve Klopff asked, as Chair of FCC, how he believes compensation will be changed based on the MGT study of base pay versus what the ad hoc committee is recommending, which is merit based compensation. Dr. Naganathan stated that FCC, Welfare and RPT members were asked to be a part of the task force. Dr. Naganathan stated that the compensation analysis is in two phases. The first being merit pay and the second phase will be a broader study focused on base pay and the MGT study will not be discounted. He asked that FCC submit recommendations for the ad hoc committee. When asked why merit was being pursued before base, Dr. Naganathan stated that he is here today because of merit being valued. He believes when someone or an institution does something exemplary, those efforts should be rewarded. Matthew Sleep asked about policy statement of monies to first be allotted to COLA, then equity and lastly merit. Dr. Naganathan replied that such issues become secondary, when there is growth and when we have enough resources to work with. Dr. Naganathan would like to hear committee recommendations first. Aja McCarthy-Bettencourt asked that a member of the Library staff be included in the second phase of these reviews. Dr. Naganathan agreed this would be a good idea. First phase recommendations are due by June 1, 2018. The second phase will be continued in the fall. It was asked if a staff member could be included. Dr. Naganathan stated that he will have a separate committee specifically for staff, due to different measures and metrics. It was asked if the task force would be distributing \$65,000.00 of merit pay. Dr. Naganathan stated the task force is only to report recommendations to him, which is their charge. The monies are coming from the general fund. The merit pay will not be based upon workload, it is for exemplary performance, and quality work. Mark Clark stated that many faculty are more motivated by recognition rather than increased pay. Dr. Naganathan agreed that this has been his experience as well in the past and cited an example. He also stated for this reason he would like to place monies back in the departments to increase productivity and improve quality of life.

Report of the Provost – Gary Kuleck

- Dr. Kuleck introduced Dr. “Skip” Meyers who made a presentation on campus today on Academic Excellence. Matthew Sleep encouraged all to attend his seminar(s) and thought the information was very good.
- Dr. Kuleck stated that in the most recent newsletter, one item addressed was regarding the Board of Trustees and the roles of entities in shared governance. Dr. Kuleck and Dr. Anthony are creating an *ad hoc* working group to review general education reform. He will announce the members of the committee soon.

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- He also discussed a software program “Thought Exchange” which can encourage dialogue and provides more than simple surveys. It also provides a platform for forums to engage the community and allow for questions to be asked.
- He would like all standing committees to be named and ready to “hit the ground running” at the start of the fall term.
- Dede Williams and Nellie Stewart will be developing the 2018 convocation agendas. Please contact them with questions, suggested improvements, ideas, and thoughts.
- Regarding the Academic calendar and the *ad hoc* committee chaired by Dr. Robyn Wilde, they have given suggestions to the Provost however, given that June 1, 2018 is the deadline for any changes, the calendar will remain as drafted, without any recommended changes for Academic Years (AY) 2018-19 and 2019-20. The next opportunity to change the calendar will be AY 2020-21.
- Academic Council has been meeting and Valjean Newsome has been providing excellent minutes. The next meetings will be June 1 and 8, 2018. The June 1 meeting will address hiring requests for AY 2019-20.
- Searches are underway across campus for faculty, staff, and administrative positions.
- Regarding the ETM Dean search, currently the committee is waiting for a recommendation from the Provost and the President.
- The search is continuing for the Associate Provost for Research and Academic Affairs and it is expected to conclude the third week of May.
- Regarding policy revisions, the Provost commended the committees for all their work.
 - OIT 01-001-This policy outlines how policies are to be reviewed. The Provost discussed this outline.
 - On May 23, 2018, President’s Council will review the recommendations on Department Chair and NTT policies. Thereafter, President’s Council will meet quarterly.
 - On the Department Chair policy, the first consideration is term of service. Currently the Chair serves for three years; one recommendation is to change the term to five years or possibly four. He welcomes recommendations for guidelines and procedures for this policy. He would also like to see it stated that the Chairs are involved in new faculty hire negotiations.
 - Provost Leadership Team (PLT) is composed of Dean Maupin, ETM Dean Designee Hallie Neupert, ETM Associate Dean Brian Moravec, Provost Gary Kuleck, and AVP Erika Veth. This team reviewed the Provost’s policy recommendation. One issue being reviewed is how to adequately support Chairs. There are several large, complicated departments and the need for support is being looked at. President’s Council would like feedback from the Senate regarding Chair policy. Yasha Rohwer stated that the Chair Roles and Responsibilities Guidelines are linked to this policy. Current Chair policy will result in revision within departments next year to attempt to reach departmental goals (e.g., patchwork with different departments to address challenges within departments). Provost Kuleck indicated the Chair policy revision is essential to the Chairs’ success.
 - Regarding the Summer Creativity grant requests, the Provost has received 15 requests and these will be reviewed by the PLT. They have not yet been reviewed by the team. There was discussion of expanding those involved in the review.

Report of the President’s Council Delegate – David Thaemert

- The next President’s Council meeting will be at the end of May.

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

- EOU is debating whether to contract with Pearson for management of their online courses.
 - SOU administration changed an ‘or’ to an ‘and’ in a policy for post tenure review.
- PSU’s president will have an investiture that concludes with a parade through Portland.

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

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- Mark reported IFS has not met since the last Senate meeting. The next meeting will be May 19 and 20, to be held in Klamath Falls.

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

- FOAC met on May 1, 2018.
- Stephanie Pope presented the third quarter dashboard. We learned of 22.4% fund balance. This is good news. It was projected that there would be a 3 million deficit this year, however, it appears that we will be closer to zero. The reasons for this pleasant surprise are that there have been salary savings from unfilled positions and unexpected funds from the State.
- Thom Darrow gave a report on the Capital Projects:
 - Power North 12kV Upgrade
 - Cornett Renovation
 - Phase 1 will be done in two weeks
 - Phase 2 starts this summer
 - Emergency Storm Phase 2a projects
 - This will be completed before school starts in the fall
 - Athletic Exterior Renovation
 - Start after July 4th. This building will now match Dow and the new renovation on the outside of Cornett.
 - Basement of gym renovation will start June 2019.
 - Softball Complex Renovation
 - Largely donor driven. The renovation will consist of Synthetic in - and out – fields, new bleachers, and concession stand. The project is to start as soon as play-offs are complete this year.
 - Storm Drains 2b and 2c
 - There will be a new parking facility east of Facilities Fall 2018
 - CEET Building
 - June 2019
 - Boivin Hall will soon be remodeled.
- There is a Beautification Committee being formed to work on the grounds around campus.
- BAO Project Report - Cathy Dyck reported that they have a new list on their website providing personnel contact information as well as organization and streamlining of processes.
- Administration Growth - Why does the administration side of the house seem to be disproportionality growing in positions? What is the process for determining if a new hire is needed?
 - Reasons: New duties because of the OUS system breakup. In the past we have run on reduced administrators.
 - Conclusion: There needs to be increased communication with all stakeholders.

Report of the Administrative Council Delegate – Josie Hudspeth

- Administrative Council reports that our election cycle is open for two weeks in May and then we will announce which members have been selected to fill our 4 open seats.

Adjournment

David Thamer adjourned the meeting at 9:30 PM.

Respectfully submitted,
Terri Torres, Secretary Pro Tem
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