

## Minutes

June 4, 2019, 6:00 PM, the Sunset Meeting Room of the College Union (Klamath Falls) and Conference Room #130 (Portland-Metro).

## Attendance/Quorum

President Terri Torres called the meeting to order at 6:00 pm. All senators or alternates were present except Kevin Pintong, Mark Clark, Leann Maupin, Dan Peterson, and Tom Keyser.

## Approval of Minutes

Minutes of the May 7, 2019 meeting approved as written.

Terry Torres announced two guests joining the meeting, Dr. Kuleck and Dr. Naganathan. There was a motion to amend the agenda allowing our guests to speak first.

## Reports of Officers

### Report of the Provost – Gary Kuleck

- This will be my last meeting; therefore, I would like to thank you all for the last two years. I wish all of you good luck in working with the new Provost.
- I have some updates: We put out the announcement for the summer creativity grant awards. We funded every program that came forward. There were five proposal program developments and six track two innovation proposals. I would like to thank everyone involved. Please note that there will be more details in the newsletter.
- Next is merit pay. We abided by the policies to the greatest extent about merit pay but the one difficult area was to pull all department chairs out and make them one unit. Department chairs are evaluated within their own department therefore no changes made. The merit pay is in the verification stage with the BAO and HR departments.
- We put two programs forward to the Board of Trustees the BS in data science, and the DPT program. In addition, Sky Lakes and OHSU have been phenomenal partners. There are incredible opportunities and it goes beyond just the program. Keep in mind that when you have a partnership it still has to pass through both sets of bodies. The Grad council did the work for the DPT program, the board approved and it will be going to their Senate on June 13. Western, OSU, & Cascade put proposals forward. In addition, we had some great conversations with these pieces. Some people say we are focused on getting practitioners in rural communities. So, if we think about the students that we bring into the program and how do we make sure students will continue in the program. They may go back to their own rural communities. Nevertheless, Scholarships and incentives need addressed. Then there was the question: “how can we get the most revenue or should we get all out-of-state students.” That would be a huge mistake therefore, this is an important topic for the community and Oregon Tech.
- We have heavy hurdles to go but we are now working in unison with the data science proposal. I would like to thank all those for working on that as well. I talked about accreditation and keep in mind accreditation will add improvement.
- The software engineering program may get a name change. I do not think we are going to get direct opposition due to the change. We will explore if this is going to be practical and then go to the board and report the develop process.
- Partnerships and opportunities: Yesterday we hosted Blue Mountain Community College from Hermiston Oregon. The college expressed excitement partnering with Oregon Tech. There has been some discussion in the past regarding partners in engineering opportunities and OSU did not work out for them.
- In addition, there is a business matter related to agriculture. One of the challenges/concerns they expressed is how do we get faculty at Oregon Tech up to their college to come and speak. The college feels there is disconnect between what needs done.
- I am very excited to announce that we have selected a director for center for global engagement. The development will integrate response from student services, admissions and from the academic site.

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- Promotion decisions are happening very soon. We have to take 20 people up for promotion and announcements will happen shortly.
- One more partnership is Southern Oregon higher education. The theme is that Southern Oregon is a destination for combined strength in academics that includes RCC, KCC, SOU and OIT. We have a unique site here in Southern Oregon offering renewable energy, environmental sustainability, and potential for ag-tech. Oregon Tech will benefit from this partnership.
- End of report

### ***Report of the President of the University – Dr. Naganathan***

- First, I want to start by thanking Dr. Kuleck for his two-year service he has worked extremely hard so please join me in a round of hands.
- Faculty asked if we would have clarity in the interim Dean before LeAnn's last day in the office.
- Commencement is coming June 15, 16<sup>th</sup>, and 18<sup>th</sup> in Klamath Falls, Portland Metro and Seattle. I hope that you all take the opportunity to introduce yourselves to the CEOs. Keep in mind, we do not just bring them for a talk, which is part of the formality, but the idea is really to engage them. I am hoping that whatever we are doing in energy environment, we can really connect and create a good story that they will feel that they need to look at Oregon Tech much more intentional.
- I'm visiting the departments to learn things that I am unaware of. I have to say that I am learning a lot.
- The legislature will end on June 30 but immediately we will start working for the short session that is going to start next February so we are going to do a lot of cultivation on follow-up programs.
- There is a new term in Salem called, "Capital Fatigue." When it comes to universities, they are very unhappy about universities requesting new buildings. Oregon State's Bend campus did not fare well, the rubrics of HECC is being revised. Therefore, the new change of rubrics for capital bring newly hired consultants who are traveling around the state. They have already visited OIT and completed tours of our campus and we have another group coming as well. This time it is about the community, which they are not only meeting with some of us at the University, they are also going to meet with the Chamber of Commerce and others. The legislature has asked for a new plan. Now, God works in mysterious ways and it may end up being a boom for Oregon Tech because the speaker who spoke to the consultants said, "don't come back and say that every university must get one building each cycle, if they deserve it they should get more." This is where everything comes together.
- I would like to thank Junmin and Jonathan for all their hard work on tuition increase and many other things. Jonathan came all the way from Portland and joined our faculty and staff in presenting to the board on the tuition increase. That kind of consensus conversation has many favorable impacts.
- I mentioned on June 13, I am going to go to Salem to present to HECC and appeal for that endorsement of the tuition increase that the board has ratified which is about 5%, and then go in front of HECC. I wrote to the commissioners that did groundwork behind the scenes with the support of the executive director. We had one of the nonvoting commissioners here, Dr. Lears from Southern Oregon University. She has been an observer about this process attending three meetings as well as wrote a favorable report to HECC. I wrote to commissioners who did groundwork behind the scenes and I'm already receiving a response. The commissioners were impressed with Oregon Tech and this in turn will influence other decisions at HECC.  
I hope to get a favorable outcome on the 13<sup>th</sup> as I did not know how this would play out this summer, many unknowns, but we had to build the budget, as we could not delay submitting this to the board. We did make some assumptions that if the state surprises us may require additional budget adjustments in the future. I hope that our University has a strong fall class. All your roles become important in converting the current confirmed students to show up as meticulous in the fall. We have a record number of students that have confirmed at Oregon Tech this year. Three hundred-sixty-four freshman came last year and this time we set a goal of 428 and the last number I heard was 457. However, when they hear about the 9% tuition and all factors assigned, this change could compromise matters therefore, your participation is going to be vital especially when they come to register for their classes. HECC is supportive because the current image of Oregon Tech is we are a growing institution. We know our strengths and weaknesses and we are trying to build on those strengths and work on the weaknesses.
- The board is concerned about the budget and there will be a retreat this summer. One of my homework assignments is delivery of the dashboards for the University that I will be presenting as drafts to the board. This will happen in July.

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- The Council of Presidents will also be having a retreat to look at issues across the state. That will be happening in July.

### **Report of the President – Terri Torres**

- I met with Dr. Naganathan and the topic of discussion was retention and a plan for space allocation in the new C building as well as FOACS role in the budget process.
- I would like to thank Brian Fox and Dr. Naganathan for the budget presentation. It's good to understand our universities challenges and the plans to solve those challenges. The presentation was informative.
- I spoke to the board last week expressing importance that both faculty and board interact.
- Faculty Senate committees are almost finished.
- Gary, Paul and I have worked on the college committees and those are almost finished as well. Please note; Paul developed a list of committees you have served on and are presently serving.
- The Provost Search results of a third candidate will be visiting campus today.
- Canvas training has some modifications. When you go in to Canvas and click on the modules, you will see areas at the top that need completed. Once complete, you will be able to work on your shells. There are face-to-face classes as well.
- Convocation is coming up and I would like to encourage you all to get involved.
- Finally, I want to thank you all for your service.
- End of Report

### **Report of the Vice President – Matthew Sleep**

- No Report

### **Report of the ASOIT Representative – Junmin Yee**

- We continued working with the Library by providing snacks for the extended hours so that other students can study.
- We had our awards banquet and recognized the amazing achievements that student clubs and programs had accomplished over the past year.
- We have concluded our elections and I am proud to announce Samantha Henkell as the 2019-2020 ASOIT President.
- End of Report

### **Reports of Standing Committees**

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

- I am presenting RPT's edits to 21-040, as shown in the packet. These edits previously became part of our charge to update the librarians' policies (which we already completed); when it became clear that 21-040 was out of date when compared to the instructional faculty's APE form and promotion policy (20-040). In addition to the changes suggested in the packet, I received an email from a faculty member that the wording be substituted for the final original change: "For each S-F-W evaluation period, faculty members will be provided access to their summary numerical evaluation scores. The faculty members shall offer required statistics with their APE forms." This change is meant to get away from specifying "IDEA Center" in policy, and to keep from requiring faculty to enter their evaluation data in policy, if that practice changes in the future.  
Motion to accept the changes listed in the packet, with the one alteration mentioned above.
- During discussion, a Senator suggested that we also change the "S-F-W" wording in the policy to spell out "spring - winter - fall." This change was added to the motion. Motion passed.
- End of Report

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

- I would like to report two finished charges. The first is the workload change 2008 and please note two months ago the flowchart was included in the packet.
- The first issue, gave Academic Council input about the change regarding workload.

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- The last issue was a resolution in case the Provost and the Associate Vice President of Strategic Enrollment Management were in disagreement about changes. Please note, they make the final decision. Erica Veth is working on a resolution procedure.
- Next, our committee is looking at a charge and Oregon Tech policies.
- First policy OIT 22 010. Our committee was unable to review this policy due to an issue with HR.
- There are three policies in consultation with Oregon Tech and that is AAUP. The decision made that those policies might be for the collective bargaining negotiations.
- End of report

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

- Please find a document from Erica who asked me to pass out regarding the credit hour policy. The highlighted sections are in response to our last Faculty Senate meeting.
- Under the quarter-credit-policy item 3, the language now says; “if courses taken in an alternative delivery format e.g., online or hybrid an equivalent amount of student workload is required.” In formally adopting this Oregon Tech credit hour policy, Oregon Tech is fulfilling the requirements put in place by Northwest Commission on Colleges and Universities. That is the last change.
- I would like to make a motion.
- Motion Passes

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

- Faculty compensation was not able to reach a resolution with HR on our concerns about the data in the library for compensation. Part of the problem maybe that this is 2017-2018 data. We may end up waiting until next year or at least in August for review of these items from the last meeting. Realistically this is probably our best solution.
- End of Report

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

- The committee on numerical teaching evaluation has included in your packets a summary. We wrapped up some of our news and compiled the information faster than we thought. The charge was updating policy 21-035 between written policy and practice. Seth Anthony did a wonderful job of addressing what sort of holes we have in our policy and how to address. Essentially, problems that we have is that the policy was written for paper. There is a bunch of questions and we do not necessarily think that the Ad Hoc committee should be answering those questions. Because there are differences in practices, who is to be evaluated? When are we supposed to be evaluated? There is a problem because summer sessions do not necessarily have to be evaluated but we have a lot of programs that have classes this summer. Senior projects, externships, and clinical are done and in a different variety of ways. Therefore, we need to spend time thinking about this. We will consult with Sen Ex before moving forward.
- Charge two is to propose a path towards thorough reconsideration of Oregon Tech’s policies surrounding evaluation of teaching that engages the perspective of students, faculty, and administration in compliance with principles laid out in the grievance procedure. We completed a review of literature on student evaluations of teaching and there are findings that I will brief. After speaking to the dean and several chairs I found out that the big takeaways here from what is out there in the literature is numerical teaching evaluations should not be the only thing used to engage teaching. It should only serve but a fraction of your teaching. Faculty and chairs report the numerical teaching evaluations do not measure teaching effectiveness. That needs to be a part of the evaluation process, promotion; tenure and therefore we should not be relying on those numbers. It does not mean that these evaluations are unimportant; they do give student’s voices and tell us when something has gone wrong. For example if you have a number that is consistently lower than other people who are teaching very similar things, than that tells us something nevertheless, it doesn’t tell us what to improve. Moreover, the problem is that we are using these things to say how good a teacher we are, but they do not accurately measure. They measure more of a customer satisfaction survey. The number produced is powerful, so we put it on our APE forms. Therefore, there is a high risk to misuse or misinterpret these numbers. We have talked about ways to go in suggesting a different path. In conclusion, we found that these evaluations should not be used as the only tool

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because of the way they measure up. There is a problem in the literature, a problem with gender bias, selection bias, and they do not include any courses that have a response rate of 50% or lower.

- Next is the recommendations of Ad Hoc Faculty Senate Committee on Workload. Members: Sharon Beaudry, Ben Bunting, Dibyajyoti Deb, Kari Lundgren (chair), and Steve Schultz. Review current information on faculty workload practices by department, noting the particular needs of each department with respect to teaching and other responsibilities, and collect additional information as needed. 2) Develop universal guidelines applicable to all departments for faculty workload that are as fair as possible. 3) At the same time, develop ways that would allow each department to assign workload in a way that meets their particular needs with respect to teaching and other responsibilities. In response to these charges, the committee makes the following recommendations: Quantify non-instructional workload according to 10 hrs. Per year (where 10 hrs. /year = 1 WLU) a) High commitment: >20 hours/year, b) Medium commitment: 10-20 hours/year, c) Low commitment: <10 hours/year. Adapt FOP and APE forms such that, in filling out both forms, faculty explicitly offer WLUs for both instructional and non-instructional work along with explicit discussion of or justification for balance between instructional and non-instructional workload. As part of this, forms should explicitly state total WLUs required per year (now set at 36 WLU). Host convocation workshop to encourage faculty to quantify their non-instructional work with the above non-instructional workload formula. Below please note tables presenting commitment levels of various major university and departmental activity. They are calculated by the committee using the non-instructional workload formula and consult with faculty who have served in the listed capacities. This list is not exhaustive but represents a start to the quantification project outlined above.
- End of Report

### **Unfinished Business**

- No Report

### **New Business**

- No Report

### **Open Floor Period**

- It is my understanding that there has been discussion about a Summer Institute, a set of classes piled together for high school junior and senior classes to try to come and experience Oregon Tech. The problem that became apparent was that this idea fell away and then at the last-minute it quickly returned. From what I understand, they came up with some arbitrary numbers for example, we will do math in three weeks, writing in three weeks, and then they reached out after the fact having not engaged faculty with the courses to get their advice. If faculty did not want to tackle this, then there would be a request of adjuncts. I question, who owns our classes? Overall, I would like to see it in writing that faculty are the ones that own their classes. This made me think, you cannot just hire somebody in my area of ability and put them in front of a bunch of students and teach and call that the Oregon Tech experience.

### **Report of the President's Council Delegate – Terri Torres**

- No Report

### **Report of the Association of Oregon Faculty (AOF) Representative – Matthew Sleep**

- No Report

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

- IFS met at Southern Oregon University and the president of the host university shared concerns about the survivability of the TRUs in the future, Western, Eastern, Southern, and Oregon Tech in this new budget system. She seemed very concerned that with the budget problems in Oregon has funded higher education and that OSU and University of Oregon and their political power may overcome the technical and regional universities. She is particularly concerned about her own university because of the emphasis on stem education and the de-emphasis on the liberal arts. SOU has proposed a 13 ½% tuition increase for next year. I am going to paraphrase something

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she said here that I feel was a fantastic thing to say about how faculty and administrators rather interact. “Faculty and administrators need to get to know each other better, when we don’t have the same information in front of us, how can we know each other and how can we make decisions.” I appreciated her honesty her statement resonated with me.

- Two bills passed legislature session that are important. House Bill 2213-the textbook affordability that will require our university to create a textbook affordability plan. Senate Bill 3, which allows applied baccalaureate degrees offered at community colleges. If community colleges offer the same applied baccalaureate degrees they have to go through the same HECC approval process as our new degrees have to go through. I hope that, that will prevent competition within the universities.
- Next, we met with Pam Marsh owner of the Green Springs Inn and a representative for District 5 for the Oregon state legislature. Ms. Marsh discussed the consortium between SOU, OIT, RCC, and KCC.
- We had a lot of discussion on student evaluation. University of Oregon has overhauled their student evaluation of teaching. They do not use any numbers, they use qualitative questions and the way they do it when the student completes the evaluation is they have to pick two things from a list that faculty did very well for example maybe feel welcome in discussions or handed back my work on time. This is an adaptive survey so depending on what the student picks then followed up with later questions about the most important thing the professor has done well. The things that the professor has done will prove pedagogical techniques.
- I also want to report that Western Oregon University is starting a DPT program, as we know.
- End of report

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

- I would like to thank Terry for moving FOAC in the right direction. At our last meeting, it was before our budget decisions that we were told that they were going to make budget decisions that afternoon with a meeting of the vice presidents, but then no representative of FOAC. That has changed; the FOAC chair now attends these meetings.
- In addition, we discussed capital improvement projects and something that came up was the new CEET building, “The Center for Engineering & Excellence Technology”. Originally, this was a large three-story building now it is a smaller two-story building because of cost and geotechnical considerations, however something caught my eye. While looking over the plans the boardroom has gone from 397square feet to 1500 square feet. I brought this up to FOAC. The response was, “we need a meeting space.” Personally, I was concerned. I think that in Oregon there is not a lot of support for higher education. As the president stated earlier, a lot of people view higher education as focused on making new buildings and not focused on student success.
- End of Report

### **Report of the Administrative Council Delegate – Lindsey Davis**

- No Report

### **Adjournment**

Terri Torres adjourned the meeting at 9:35 PM.

Respectfully submitted,  
Don McDonnell, Secretary  
/sub