

Minutes

The Faculty Senate met May 5, 2020, via Zoom due to COVID19 social distancing requirements.

Attendance/Quorum

President Terri Torres called the meeting to order at 6:00 pm. All senators or alternates were present. A quorum was determined.

Approval of Minutes

Minutes of the April 14, 2020 meeting were approved as written.

Reports of Officers

Report of the President – Terri Torres

- Greeted and thanked all for attending the May 5, Faculty Senate meeting.
- Congratulated and acknowledged Don McDonnell as the new Faculty Senate President starting after June.
- Met with Provost Mott and discussed fall, spring, and summer restarts.
- Student evaluations – Evaluations will be conducted and available for all faculty to review, however, they will not be recorded on the Annual Performance Evaluation (APE) form.
- SenEx met with Provost Mott and Brian Fox and discussed the financial future of the university regarding the following items:
 - Dependence on state funding
 - Lack of sports lottery funding
 - Pre-existing university financial issues. New financial shortage is in addition to the previous 1.9 million deficit.
 - Oregon Renewable Energy Center (OREC) and The Engineering Technology Industry Council (ETIC) funding decrease
 - The Coronavirus Aid Relief and Economic Security Act, (H.R. 748), which has many restrictions
 - Dorm housing being down
 - Concern over future freshmen enrollment
- Dr. Nagi and Program Reduction and Elimination Committee (PREC) are looking at ways to help weather the storm.
- End of Report

Report of the Vice President – Matthew Sleep

- Faculty Senate elections – Emailed all faculty reminders requesting nominations as well as informing existing Senators of their time frame on the committee. Mentioned that current Senators may run again, and welcomed self-nominations. Ballots will go out once all nominations are received.
- The Academic Council met with Provost Mott and discussed working groups for fall term.
- Discussed issues regarding Fiscal Operations Advisory Council (FOAC). The following was included:
 - Purpose of the committee and its importance
 - Emphasized the importance of FOAC as the single mechanism that supports shared governance in the budget building process
 - Researched FOAC equivalents at other universities to help create a portfolio of what FOAC is, in order to define structure and purpose of the committee, and how it will work for our university
 - Changes have been made in the budget build process to now include involvement of departments, department Chairs, and Deans

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- Problematic areas recognized – The budget build process is not set in stone, no clear process on when to call for budgets to go out, who do departments contact to request additional funds, and how does FOAC fit into this process
- Continues to have many questions. Does not believe it is a good time to lay out conditions for FOAC, and encouraged this to be re-addressed in the fall.
- End of Report

Report of the ASOIT Representative – Samantha Henkell (Klamath Falls)

- No Report

Reports of Standing Committees

Faculty Rank Promotion & Tenure (RPT) – Christopher Syrnyk

- No Report

Faculty Welfare – Kari Lundgren

- Directed Faculty Senate to page 7 of the reading packet for visual reference.
- Reported on the preliminary data received from the work-place culture and work-life balance survey administered winter term.
- Included in the reading packet was the overview of quantitative data, not included was the qualitative data.
- Reported 119 respondents, 60% of faculty participated in the survey. The survey was administered before the following additional stressors: COVID, remote teaching, and the formation of the Program Reduction and Elimination Committee (PREC).
- Directed attention to four survey questions and responses.
 - Question 12, number two – 78% of respondents felt the workload is not equitably distributed across the university
 - Question 12, number three – 78% of respondents feel they have to make concessions in the quality of their work to get everything done
 - Question 12, number four – 77% of respondents reported that they feel pressured to work out of contract dates
 - Question 12, number five – 83% of respondents reported that fell consistently pressured to work on weekends and evenings
 - Results indicate 77% or more of faculty respondents reported similarly
- Additional comments – Reports from this data and responses to the questions ambiguously point to at best, a serious faculty moral issue, and at worst, this data points to a faculty welfare crisis even before COVID. More than 50% of the respondents posted responses that flagged faculty welfare issues such as: burnout, negative workplace culture, feeling pressured to take on overload, and online work. One exception was Question 13, number three where 49% of respondents report sometimes resenting the work they are asked to do.
- In summary, the responses from colleagues to our survey on burnout and workplace culture were emphatic, with a majority and sometimes even a super-majority of respondents expressing concern with the status quo for workload workplace culture at Oregon Tech.
- The analysis is ongoing and these are preliminary findings. The Faculty Welfare Committee is requesting input from the Faculty Senate.
- End of Report

Academic Standards – Addie Clark

- No Report

Faculty Compensation (FCC) – Mike Healy

- Faculty Compensation Committee (FCC) met last Thursday.

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- Reviewed the compensation draft and supplied feedback. This will be presented to administration by the collective bargaining members.
- End of Report

Reports of Special or Ad Hoc Committee

- No Report

Unfinished Business

- No Report

New Business

- No Report

Open Floor Period

Abdy Afjeh –Vice Provost Research & Academic Affairs

- Thanked President Terri Torres for the opportunity to address Faculty Senate.
- Discussed university accreditation. Northwest Commission on Colleges and Universities (NWCCU) is the universities accreditation body. It encompasses the North West as well as Canada, specifically British Columbia.
- Reviewed the standards that were adopted in January 2020, and the standards we have to adhere. The process and requirements are outlined as follows:
 - Annual report
 - Mid-cycle report
 - Policies, Regulations, and Financial Review (PRFR)
 - Evaluation of Institutional Effectiveness (EIE)
 - AD HOC Reports
- Standard one:
 - Institutional mission
 - Improving institutional effectiveness
 - Student learning
 - Student achievement
- Standard two:
 - Governance
 - Academic freedom
 - Policies and procedures
 - Institutional integrity
 - Financial resources
 - Human resources
 - Student support resources
 - Library and information resources
 - Physical and technology infrastructure
- Reported on Student Learning Outcomes (SLO). Referenced connection in data flow charts between Course Student Learning Objectives (CSLO), Program Student Learning Objectives (PSLO), and Institutional Student Learning Objectives (ISLO).
- Provided an example of a course syllabus and requested that Faculty Senate adopt a template that addresses SLO and accreditation requirements.
- End of Report

Nagi Naganathan – President of Oregon Institute of Technology

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- Dr. Naganathan thanked everyone for the invitation to speak.
- University Presidents have been busy lobbying across the state, and have been in contact with Governor Brown.
- Presidents Council met and is looking at reopening possibilities which have been presented to the Higher Education Coordinating Commission (HECC). HECC has a great desire to have a cohesive reopening process.
- The Department of Administrative Services has come up with some state deficit projections. The state deficit is projected to be between two and three billion dollars, and 1.85 billion dollar deficit to universities. There is a little over one billion dollars in the reserve.
- This translates to a 17 percent across the board reduction to all state agencies including HECC, as the Governor is unable to distinguish between agencies. Oregon sports lottery and Oregon Renewable Energy Center (OREC) funding may receive a reduction as well. For these reasons we need to prepare for a 17 percent reduction. Estimated the likely deficit target to be 4.5 million dollars to Oregon Tech.
- May 20, the state will get an updated revenue forecast. He is hoping it will be better than the three billion dollar deficit, and closer to two billion dollars, which may give us some reprieve. There are a lot of unknowns and the state is doing its best at this time.
- State request we be thoughtful regarding layoffs and reductions. Several measures are being put in place such as: work share program, early retirement, voluntary fee reduction, and campus closures.
- End of Report

Erin Foley – VP of Student Affairs

- Thanked President Torres for asking her to present on the campus reopening plan.
- Reopening plan – Oregon University Pandemic Reopening Plan provides Oregon Universities with a pathway for utilizing federal government guidelines and the “Reopening Oregon” framework. The overall goal is to maintain safety. Oregon Tech will comply with the Governor's executive orders and Oregon Health Authority (OHA) to guided and execute a unified plan for the university to implement a phased, and monitored reopening plan.
- The shared operating assumptions are as follows:
 - Shared criteria along with flexibility in approach
 - Local coordination and collaboration
 - Maintain student-centered process
- Reviewed the Oregon Gating Criteria and Preparedness Requirement process. In order to get from one phase to the next there is a “gate” process for each step that must be met.
- Dean Foley provided a visual step-by-step document on strategy and timeline of what the phased, reopening process would look like for Oregon Tech. It will be assumed each campus will re-open asynchronous depending on their regional guidelines.
- End of Report

Report of the Provost – Joanna Mott

- Greeted everyone.
- Dean Foley shared what we have been working on. The reopening plan Dean Foley presented was sent to HECC and the Oregon Health Authority.
- We are dependent on the state and county health departments as well as the hospital to get permission to move forward through the different gating criteria. Dean Foley started a working group across campus and will continue the work on this. Also thanked Roger Lindgren for his hard work.
- Met with the Academic Council and discussed the following scenarios for fall term: remote lectures, face-to-face experience, classroom size, and time schedules. Will work with faculty and their schedules.
- Expect to follow social distancing fall term and is addressing how to best plan to meet those requirements. Working with Dean Keyser to look at classroom square footage to determine how many people can be in each classroom.
- Spoke with Dr. Naganathan regarding the May 11 registration date and requested it be moved to open May 20.
- End of Report

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Report of the President’s Council Delegate – Terri Torres

- No Report

Report of the Inter-institutional Faculty Senate (IFS) Representative – Mike Meyers

- No Report

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

- No Report

Report of the Administrative Council Delegate – Zach Jones

- Constituents have reached out with concerns regarding the Administrative Counsel representative on PREC.
- Administrative Counsel was not consulted in the process of the formation of PREC. Brenda Campbell was chosen by the President to fill the position. Expressed that Administrative Counsel would have liked to be consulted during the process, but respects the President's decision and will support Brenda as the team representative.
- Believes Administrative Counsel has the opportunity to provide input on course of action and will assist the university in weathering this budgetary storm.
- Hosting a general meeting next week that will feature executive senior leadership staff. Executive staff will be on hand to answer questions surrounding the current and future state of affairs at Oregon Tech.
- End of report

Adjournment

Terri Torres adjourned the meeting at 9:00 PM.

Respectfully submitted,
Vanessa Bennett, Secretary
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