

### **Minutes**

April 4, 2017, 6:11 PM, Mt. McLoughlin Room, College Union

### **Attendance/Quorum**

President David Thaemert called the meeting to order at 6:11 pm due to communication equipment problems. All senators or alternates were present except for Christian Vukasovich, IFS Representative and Leanne Reed, Administrative Council. A quorum was determined.

### **Approval of Minutes**

Minutes of the March 7, 2017 meeting were approved as written.

### **Faculty Compensation (FCC) – Sharon Beaudry**

Sharon Beaudry made a motion to change the agenda order and have the FCC report given first. Nancy Stepina-Robinson of MGT America was present to give a short presentation regarding their recently-completed compensation study. Mark Clark seconded the motion. There was no discussion and the motion was approved.

Compensation study consultant Nancy Stepina-Robinson attended Senate to answer any follow-up questions from the presentations given earlier in the day. She confirmed that the process taken was very thoughtful and that we now have a solid road map to build policy and implement a plan. She also shared that a compensation philosophy would be important in driving the plan. The comp philosophy will need to be developed in concert with leadership and the board. Comments from faculty included that the MGT study verified previous data obtained and that now is the time to utilize the data and make changes. Interim Dean Hallie Neupert stated that the full report will be published soon. The PowerPoint presentation will be released very soon, before the full report is published in approximately one month.

### **Reports of Officers**

#### **Report of the President – David Thaemert**

- David stated that the transition team for the new President has been working to present information to Dr. Nagi Naganathan. They will meet next week, providing the president with a “broad view of the big issues.” This will help Dr. Naganathan in the next 15 months, which is what he would like to focus on.
- He stated that the Ad Hoc committee on the Academic Calendar will be meeting soon and there is no report at this time.
- He thanked Interim Dean Neupert, Suzette Yaezenko, Chief Human Resource Officer, and the FCC committee, who all contributed and worked with MGT on the compensation study.

#### **Report of the Vice President – Hugh Jarrard**

- Hugh stated that Faculty Senate elections will be held in May. Upcoming vacancies include three ETM, five HAS and one At-Large positions. The Elections Committee will be calling for nominations in the next week from all eligible faculty members. The election will be in May via Qualtrics and each candidate will be asked to write a brief statement (200-500 words), outlining their relevant experience and policy positions, for the ballots.
- He stated that there is no report for Academic Council as they will be meeting April 6.

## Oregon Institute of Technology Faculty Senate Minutes- April 4, 2017

### Reports of Standing Committees

#### **Faculty Rank Promotion & Tenure (RPT) – Ken Usher**

- Ken stated that the committee would like to present two new policies and one with small revisions. These are on pages 7-24 of the packet. He made a motion to approve OIT 21-04x. The motion was seconded by Mark Clark. Ken explained that the differences in this policy for Fixed Term faculty are the changes in criteria. These criteria have been made more “modest” and include lists of expectations and include APE’s for Fixed Term faculty. He stated that the difference is that there are fewer expectations than with tenured faculty. Discussion followed and included why some activities were included, some were not, the amount of detail stated or not, how much discretion department chairs would have on the expectations and whether lists should be included at all.
- Aja Bettencourt-McCarthy made an amendment to the motion striking listed examples from the Professional Development and Departmental Service sections, and the amendment was seconded by Kevin Pintong. Following lengthy additional discussion the vote was taken on the amendment. 12 voted in favor of the amended motion and 14 voted against. Motion failed.
- Mark Clark made a friendly amendment to the original motion. This amendment referred to page seven in the criteria paragraph. He amended the motion to strike “of the Board of Higher Education” from the wording, and replace those with “adopted by the Board of Oregon Institute of Technology”.
- Further discussion followed. The vote on the policy as a whole was taken with 21 in favor and five against. Motion passed.
- Ken then spoke of OIT 20-04x on Academic Rank & Promotion for Fixed Term Faculty. He stated that paragraphs 2-5 are a best attempt to delineate when these positions are appropriate or not. He moved to approve this policy. Mark Clark seconded. Discussion followed. Ken reiterated that in the evaluation section, the committee again is making the requirements more modest for Fixed Term faculty. The policy states in the Instructor I to II section that a Master’s degree or higher is listed as requirement. This means an increase in salary with increased rank and can provide extended terms of a contract, up to two years. Joe Reid made a friendly amendment regarding wording on page 16, the last paragraph. To add wording to the following sentence “Correspondingly, expectations for professional development and departmental service are reduced relative to expectations for tenure-track faculty, and there are no expectations for institutional service from Instructors.”
- Aja recommended striking paragraphs 2, 3 and 4 on page 16 as these do not belong in policy. A final amendment was made by Mark Clark to remove these paragraphs. Motion was seconded by Sean St. Clair. After further discussion about needed changes to the policy, the amendment was withdrawn, and the initial motion to approve the policy was also withdrawn. Aja also commented on the need to strike paragraph 2 on page 20 and on page 29, to change all paragraphs with the statements “Show promise....” to match the first policy, OIT 21-04x. Senators were encouraged to send further feedback about the policy directly to Ken for consideration by RPT. Ken stated the committee will report back at a later meeting with re-worked policy.
- Ken then moved to amend the Promotion Timeline for Instructional Faculty attachment to 20-040, to reflect changes made in 2015 to that policy. These are the items in the packet that are in bold. Motion was seconded by Joe Reid. There was no additional discussion. Motion was approved.

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

Yasha stated that the Welfare committee is continuing to work on its final charge concerning workload. They are compiling the data gathered in the chair interviews and plan on presenting their final report at the next Senate meeting. The report will focus on how chairs conceive of workload and how they chairs perceive that workload affects the welfare of their faculty.

## Oregon Institute of Technology Faculty Senate Minutes- April 4, 2017

### Academic Standards – Chris Caster

Chris stated that regarding their charges:

- First charge: Update Credit for Prior Learning (OIT-13-013) policy to incorporate NWCCU standards and address associated accreditation visit commentary. Further conversations between Interim Provost Dean Maupin, Erika Veth and Wendy Ivie are taking place but they are finding that, possibly with a single sentence change or two in this policy, they might be able to function, as some have, with our distance ed/online learning.
- Second charge: clarify the OIT policy for withdrawal from a course and determine how to ensure that such policy is being consistently followed by all departments and offices across the university. Statements regarding this charge will be in May's Faculty Senate packet.
- Third charge: make recommendations regarding transcript documentation of a student's Essential Studies Synthesis Experience (ESSE) with descriptors providing detail. There will be a meeting May 25, 2017.
- Fourth charge: review and make recommendations regarding potential revisions to Transfer of Credits (OIT-13-011) policy, including:
  - limiting courses and/or total number of credits transferred to a student's Oregon Tech academic record (i.e., Determination of Transfer Credit, Applicability of Transfer Credit),
  - removing policy redundancy or conflict (i.e., OIT-13-013 versus CLEP and CPL sections), and
  - updating language (i.e., "college", "OIT", etc.).
- Higher Education Coordinating Commission (HECC) limitation of transfer credits may have a bearing on this charge and the ASC(Academic Standards Committee) members feel it may be premature policy which may be in conflict.
- The committee will present updated changes made to OIT-13-011 policy for review and comments at the May meeting.
- Regarding Digital Badging, the principles are being vetted and reviewed by the ASC.

### Reports of Special or Ad Hoc Committee

David Thaumert reported on this in his President's report.

### Unfinished Business

David Thaumert stated that the Bylaws revisions, pages 25-32 of the packet include minor changes in wording and major changes in nominations and elections procedures and the agenda. Mark Clark moved the revisions be accepted. Motion was seconded by Greg Waterman. Discussion included whether seating is done by college or location. David stated that the seating is done by the college. The vote was taken and the motion passed.

### New Business

None.

### Open Floor Period

- Kevin Pintong, who is working with Sharon Beaudry, announced that the Student Project Symposium will be held June 1, 2017 from 2-6 PM in Cornett and the CU. This is open to any student project.
- The promotion video presentation by Di Saunders, originally scheduled for tonight's meeting, will be presented at the next meeting.
- Matthew Sleep reported on new, online course evaluations. He reported that response rates have dropped for his courses from approximately 90% to 65%. In addition, there is inconsistency across campus with some faculty offering various levels of extra credit for evaluation completion percentages. He stated that there should be a uniform, campus-wide incentive for course evaluation completion such as early release of final grades.

## **Oregon Institute of Technology Faculty Senate Minutes- April 4, 2017**

- Joe Reid reported that Steve Neiheisel, President of Strategic Enrollment Management, has announced the reorganization of staff in the Admissions, Registrar and Retention departments to better meet the goals of these departments.

### **Report of the Provost – given by Dean LeAnn Maupin**

- Interim Provost Maupin stated that the Academic Council will meet April 6 to continue work on Strategic Planning. They are working to determine resources for Fall 2018.
- She was asked if the new Provost, when chosen, will work on training for new Department Chairs. She stated that she hoped this will be a priority for the new Provost, who has not yet been named.
- She also stated that the Faculty Handbook is a “best practices” resource which refers to policies. She hopes the new Provost will review the handbook in addition to the 45-unit workload assignment, which was considered “low” by previous administrations. David Thaemert stated that, as Faculty Senate President, he expects to work with the new Provost on issues such as this during the coming summer.

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

No report, as they have not met.

### **Report of the Association of Oregon Faculty (AOF) Representative – Report read by Mark Clark**

Christian Vukasovich was not present but sent his report. He stated AOF members are continuing to meet with legislators and follow bills as they emerge and evolve. He will have more to report after their next meeting.

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

- Christian Vukasovich was not present but sent his report. IFS met with members of HECC to further discuss their thoughts on the transfer credit policy. It looks like this is something HECC has on their wish list, but understands that it might be difficult or even impossible (but they still want to look into it enthusiastically).
- They went over current legislation and identified bills that could use IFS testimony. They spent some time optimizing their efforts with targeted bills.
- During campus reports, there was a consistent theme of dissatisfaction with course evaluations, with many campuses minimizing their role as much as possible.

### **Report of the Fiscal Operations Advisory Council (FOAC) Representative – Hugh Jarrard**

- FOAC met on March 10<sup>th</sup> 2017 with an Agenda to discuss Tuition/Budget Setting updates, the Emergency Operations Plan, and an overview of the SSCM. Brian Fox, Vice President of Finance and Administration, began with a review of the Tuition/Budget Setting calendar and timeline.
- He also shared a presentation from the Tuition Recommendation Committee (TRC) on the Input and Framework they receive and the role that they play in the process. Brian described TRC’s sensitivity to the need to balance the conflicting goals of affordability for students (affected if tuition is too high) and how to manage the financial need of programs (affected if tuition is too low). As described previously, budget forecasts predict significant impacts on OIT’s fund balance, even in the best-case funding scenario. Brian then described the impact of tuition hikes on the fund balance given a starting Governor’s Recommended Budget (GRB) of \$667M (and then increasing by \$20 M increments up to \$747M). Brian stated OIT may see an approximate 7-8% increase in tuition (as of the time of the meeting). Opportunities to provide input from the community will occur in the coming weeks.
- Stuart Sockman, Environmental Health/Safety Office Director of Emergency Management, then presented an Emergency Operations Plan for Klamath Falls based on FEMA guidelines surrounding preparations, communication, response, and recovery (a plan for Wilsonville will be developed separately). He then described an Incident Management System and the Active Shooter Exercise on Campus (co-sponsor with Sky Lakes) that will occur on April 11, 2017.

## Oregon Institute of Technology Faculty Senate Minutes- April 4, 2017

- Finally, Brian Fox gave an overview of the Student Success and Completion Model (SSCM), developed by the Higher Education Coordinating Commission (HECC). The SSCM is an outcome-based funding model that links the distribution of state funding to achieving state educational attainment goals (centered on degree/certificate completion). The Resource Allocation Model (RAM) is based on three buckets: student enrollment, regional support, and an incentive fund for completion. In the old model, the largest funding piece went to cost-weighted enrollment (84%), with only a small amount for degree completion (1.5%). In the new model, degree completion will be the most important measure (60%) with cost-weighted enrollment now making up less (35%). These state funds currently make up 45% of the OIT budget (although this will likely decrease in the future), so it is imperative that we recruit high quality students that are more likely to complete a degree and more likely to gain employment after graduation as ROI data is increasingly important in outside analysis as well. Brian stated that OIT has a focus that is spot-on in terms of training for employment, as well as supporting basic education that improves overall students overall.

### Report of the Administrative Council Delegate – Erin Ferrara

Erin stated they are scheduled to meet April 12, 2017 with the goal of voting on Bylaws and Charter, inform any interested staff members about elections, review HR annual review process and provide feedback.

### Report of the ASOIT Representative – Zachary Pascual

- ASOIT elections have started and the applications are out for all students to apply.
- Tuition Forum was held on April 4, 2017 at 4:00 p, which only had nine students in attendance. Erin, Brian, and I will be going up to Oregon Tech Wilsonville for their tuition forum on Thursday, April 6, 2017, I will also meet with ASOIT Wilsonville to have our first ASOIT council meeting.
- TRU (Technical and Regional University) Day: Some ASOIT representatives will go to Salem on May 16, 2017, to lobby for funds from the state and support why Oregon Tech should be getting more funding. He is working with Brittany Miles to help in recruiting students from Klamath Falls (need to be available May 15-16). ASOIT will fund the student travel (lodging and transportation) for the students who attend, but those students attending would cover their own meals.
- Blood Drive is May 4-5, 2017.
- Administrative Affairs Officer- Cheyenne is working on:
  - DOW Bistro Sodexo meeting with Brian, Erin, and herself to discuss the usage from students about the Bistro. The DOW Bistro now has a card swipe.
  - Blue Zones events
  - 24-hour study lounge, looking for a space that gives students access to computers, printer, and is secure to prevent any thefts.
- Campus Clubs: Faith is working on:
  - Super Club Sign-Up April 11, 2017 from 2:00-4:00 PM.
  - End-of-Year Banquet is June 1, 2017, for which they are looking for some options outside of campus.

### Adjournment

President David Thaemert adjourned the meeting at 9:10 PM.

Respectfully submitted,  
Don McDonnell, Secretary  
/jp

