

Minutes

The Faculty Senate met November 3, 2020, via Zoom, due to COVID-19 social distancing requirements. A recording of the Zoom session can be found at this link: https://youtu.be/MLOdP6j_cU8

Attendance/Quorum (0:12)

Vice President Christopher Syrnyk called the meeting to order at 6:00 pm. President Don McDonnell was unable to attend the meeting due to a family medical matter. All Senators or alternates were present except Don McDonnell.

Approval of Minutes (4:25)

Minutes of the October 6, 2020 meeting were approved as-is. The motion to approve was seconded, but the vote was mistakenly not taken until after the report of the President.

Reports of the Officers

Report of the President – Christopher Syrnyk (5:50)

- Christopher gave the report in Don McDonnell's stead.
- Don is looking to improve communication between the administration and the faculty.
- Christopher spoke to the purpose of the Academic Standards charge regarding course evaluations.
 - This charge came about due to the Provost's and Oregon Tech Online's desire to gather more information regarding students' opinions of various course delivery methods during COVID-19.
 - These additional evaluation questions are not being introduced to "rate" faculty, but instead to identify future training opportunities for faculty.
 - Because the request for faculty feedback on these additional evaluation questions provided a restrictively short timeline, Don hopes that we can have a more nuanced conversation about the questions before winter term evaluations begin, and address the various concerns raised by faculty so far during that conversation.
- Don recently met with Dr. Naganathan to discuss ways to improve unity between faculty, staff, and the administration.
 - SenEx plans to meet with Drs. Naganathan and Mott this coming Thursday, to extend this conversation.
 - Toward this end, Don asks that faculty share their thoughts with SenEx, and that we all work in what ways we can toward stronger unity across the university in the future.
- Don is drafting a report for the Board of Trustees that will be presented on November 13th.
 - If you have suggestions, concerns, or comments, please get them to him directly before then.
- Questions?
 - There were no questions.
- End of report.

Report of the Vice President – Christopher Syrnyk (10:07)

- No new information to report with regard to FOAC, but they will be meeting on November 5th.
- Academic Council met on November 2nd.
 - Academic Council was introduced to the new director of the Ph.D. for Physical Therapy program.
 - The winter term matriculation process was discussed as well: when are advisors connected with these students? When are department chairs informed? How are notifications sent out?
 - Retention notification reports were also discussed.
 - The content of the reports has not changed, but they will be sent out sooner in the future.
 - Ultimately, the purpose of the reports is to help determine why we are and aren't retaining students.

Oregon Institute of Technology Faculty Senate Minutes – November 3 2020

- Wendy Ivie talked about our expectations for the students who will still be on campus after Thanksgiving.
 - She urged faculty to communicate with their students to make sure they were clear on who would be physically returning to campus after the break and who wouldn't be.
 - Classes will resume for some students on December 2nd, but for most students classes will resume on December 3rd and 4th.
- Oregon Tech Online says that Canvas shells for winter term courses will be available starting on November 9th. They also want to remind faculty that Kaltura and Panopto videos need to be transferred to Canvas if you want to be able to keep them in the future.
- Faculty hiring requests will be made using a new series of documents issued by the Provost. She also asks that faculty think strategically when making position requests in the future.
- It is assumed that the budget will not be as robust as in the past. There will be information coming to the chairs soon regarding overload and adjuncts.
- Questions?
 - There were no questions.
- End of report.

Report of the ASOIT Delegate – Mason Wichmann (14:56)

- ASOIT is looking for more ways to represent students and get them involved in the decisions made around campus.
 - A current focus is the proposed stadium/track project. ASOIT is using surveys and polls to gauge student opinion on this project.
- ASOIT is also looking for ways to help students academically.
 - One such effort is looking into expanding the Textbook Depot, which gives students an opportunity to check out textbooks that have been donated or bought by ASOIT.
 - Many of these textbooks need to be updated or otherwise replaced.
 - Mason requests that any faculty who are interested in helping with this effort contact him via email.
- There was an Oregon Council of Presidents earlier today that Mason attended.
 - He felt the meeting was productive.
 - Students expressed that they are struggling due to COVID-19, both financially and in terms of mental health. They would like to see more mental health resources available at their universities.
- Questions?
 - Christopher asked a question about how the Textbook Depot works.
 - Mason explained that any donations faculty could make would be helpful and that ASOIT is also looking into building a current list of textbooks used on campus so they can keep the Depot up to date more easily in the future.
- End of report.

Reports of the Standing Committees

Faculty Rank Promotion & Tenure (RPT) – Monica Breedlove (17:45)

- RPT met for the first time this year earlier today.
 - Monica explains that this meeting took so long to organize because she wanted to first talk to some OT-AAUP representatives about the role of RPT going forward.

Oregon Institute of Technology Faculty Senate Minutes – November 3 2020

- At the end of last year, the general impression was that promotion and tenure issues would be firmly in the hands of OT-AAUP. Monica says that this is no longer necessarily the case, as Oregon Tech wants to keep promotion and tenure at the Faculty Senate level.
 - This would mean that RPT could continue in its current capacity, or something very much like it.
 - To this end, RPT is once again going to look at the NTT promotion policy-that-is-not-a-policy that was originally passed by Faculty Senate in 2018. The hope is to pass this policy again through Faculty Senate and then through President's Council.
 - Monica says that the policy will likely be brought to Senate either in December or January.
- Questions?
 - Paula Russell had a question about the possibility of RPT offering a tenure/promotion workshop or other resources sometime during fall term since that workshop was not part of Convocation this year like it typically is.
 - Monica made a note to address this request as soon as possible.
- End of report.

Faculty Welfare – Yasha Rohwer (21:52)

- Welfare has met twice since the last Senate meeting and they are making progress on their charges.
- Questions?
 - There were no questions.
- End of report.

Academic Standards – Addie Clark (22:25)

- Addie has provided her full report to SenEx, and it has been included in these minutes as **Appendix A (pgs. 10-11 of this packet)**. I have summarized the report below.
 - Academic Standards met twice during October, and have been working on their charges.
 - During their first October meeting, Standards discussed all of their charges and how best to approach them.
 - They also started working on their first three charges.
 - They also decided that charge #5 is going to be an ongoing charge throughout the year due to the nature of its dependence on other committees' work as well as external factors.
 - They decided to meet with Wendy Ivie to help address charges #1 and #3.
 - Academic Standards sent out a survey to faculty to gauge their response to Testing Services being reduced; these questions are included in the October Senate Packet.
 - The response to this survey has been thorough, but Addie requests that anyone who hasn't filled it out yet please do so before tomorrow at noon.
 - Addie hopes to be able to share the survey results with Senate during the December meeting.
 - Academic Standards has also been working on the "emergency charge" of drafting and finalizing the additional course evaluation questions already mentioned in the President's report above.
 - Addie briefly explained the process of Academic Standards and CCT collaborating to generate a list of questions, which Academic Standards then approved. These questions are included in the October Senate Packet.

Oregon Institute of Technology Faculty Senate Minutes – November 3 2020

- Addie then passed on CCT’s recommendation that participation in completing these additional evaluation questions be incentivized somehow, so each class is more likely to get a meaningful sample size.
- Addie reminded us that as the chair of Academic Standards she also holds a seat on GEAC.
 - GEAC is interested in (re)opening discussion of revisions to our general education curriculum, but is unsure of who to take those recommendations to in order to begin a meaningful conversation.
 - We don’t currently have an AVP of Academic Excellence, but the position is being revised and resubmitted for another search.
 - In the interim, GEAC would like to discuss with the Provost who precisely they can take their ideas to for approval.
- Questions?
 - There were no questions.
- End of report.

Faculty Compensation (FCC) – Sean Sloan (29:51)

- Sean Sloan was not present to give his report at the requested time.

Reports of Special or Ad Hoc Committee (30:30)

- Currently, there are no Special or Ad Hoc committees.

Unfinished Business (30:50)

- There was no unfinished business.

New Business (30:50)

- There was no new business.

Open Floor

Erin Foley and John Van Dyke (31:10)

- Last week, there was a campus forum to discuss the future of some athletic projects. Erin and John Van Dyke are here to discuss this, and to answer any questions.
 - Currently, Athletics has some funding (just under \$1M) that can either be used for something related to athletics or given back. Additionally, Athletics also has \$650,000 of “manna from heaven” that needs to be spent on athletics. So, they are interested in determining what students, faculty, and staff would want to see this money used for. John presented a few ideas:
 - A track and stadium renovation that would cost around \$2.4M.
 - This would involve repairing/resurfacing the track and a renovation to the stadium itself.
 - This would allow us to increase the size of our track team (in theory, John estimates that we could increase our team’s size from the current 55 students to around 80).
 - A baseball stadium on campus. This would cost around \$2.2M.
 - Currently, our baseball team plays off campus and we rent out Kiger Stadium for this. Kiger Stadium is getting old, though, so we need to either renovate it or build a new stadium in the near future.

Oregon Institute of Technology Faculty Senate Minutes – November 3 2020

- John points out that this would *not* increase participation in the baseball team.
- Rebuilding our tennis courts, which would cost around \$1M.
 - John says that this would not affect enrollment.
- Install soccer field lights, which would cost around \$200,000.
 - We currently can't host NAIA playoff games without lights.
- John says that our track is in really bad shape: team members are getting injured running on it, and we haven't been able to host an event since 2013.
 - This is currently the option that Athletics is leaning toward for these reasons.
- Erin added that none of these options will raise student fees, either.
- Questions?
 - Mark Clark asked if John has a total figure for how the track and stadium repair breaks down, in case we wanted to just repair the track, but not the stadium.
 - John said that the track repair alone would be about \$1.7M, but that with increased event traffic due to the track repair, and with graduation being held in the stadium each year, it doesn't make a lot of sense to repair the track and leave the stadium as-is.
 - Christopher asked if John thought that a combined track and stadium repair would lead to more events being held on campus (and not just track events).
 - John said yes: it would become both a university and community resource if the repairs were done.
 - Terri Torres asked for clarification on the matter of student fees. Erin confirmed that the combined track and stadium repair would *not* raise student fees.
 - Terri then asked where the extra money would come from to cover the difference between Athletics' budget and the projected cost of the project.
 - Erin said that we would try to fundraise the remaining money, and if that failed, they would seek a loan through the Foundation.
 - Cristina Negoita asked if Athletics had done a pro forma to judge the impact of each of the potential projects.
 - John answered that they have explored the financial dimensions of each decision, and that Facilities has done these estimates at the request of Brian Fox.
 - Cristina followed up by asking about future costs of maintenance *after* the initial expenditure is made.
 - John responded that future maintenance will of course be necessary, but will be close to what we're paying currently.

Zach Jones (44:30)

- Zach gave a presentation about TOP/TRIO, supplemented by slides that have been included in these minutes as **Appendix B (pgs. 12-29 of this packet)**. I have summarized the report below.
 - TOP is at the beginning of a new, five-year (federally-funded) grant cycle, and part of what the program does in the first year of each cycle is go around the university and inform everyone about what exactly it is and why it exists.
 - Zach began this presentation by introducing the TOP staff: himself, Desiré Wooten, and Brianna Schwenk.
 - TOP serves 160 students on the Klamath Falls campus, and exists to “Increase persistence, retention, and graduation rates.”
 - During this five-year cycle, TOP's objectives have become more aggressive than in the past.
 - A six-year graduation rate of 51% of each cohort.

Oregon Institute of Technology Faculty Senate Minutes – November 3 2020

- A yearly persistence rate of 81% for their active students.
- A yearly good academic standing rate of 91% for their active students.
 - Last year, TOP *exceeded* each of these goals.
- Zach discussed some demographics. These statistics are included on the slides in **Appendix B (pgs. 12-29 of this packet)**.
- TOP provides six primary services to students:
 - Planning
 - Identity formation
 - Community building and social connection
 - Developmental, appreciative, and intrusive advising
 - Behavioral changes
 - Group and individual setting
- Zach also showed some examples of the experiences TOP provides our students. These are included on the slides in **Appendix B (pgs. 12-29 of this packet)**.
- Next week will be First Gen Student Week.
 - On this coming Tuesday, from 10am-11am, TOP will be holding a storytelling hour for First Gen faculty and staff who might want to participate.
 - There are other events that will be happening throughout the week.
- Zach closed by asking the faculty recommend students who might be eligible for and able to benefit from TOP: there are still about twenty spots left for this year.
 - He also suggested other ways that faculty could get involved with the program:
 - Guest speaker in ACAD classes
 - Presenter at weekly TOP Tuesday events
 - Retreat presenter
 - Partner with TOP on events
 - Retention initiatives
- Christopher and Kyle Chapman both thanked Zach and TOP for the program's work.

Report of the Provost – Dr. Joanna Mott (1:05:30)

- Winter term registration has begun.
 - Winter classes will operate the same way that fall classes did in terms of COVID-19 adjustments.
- Fourth week enrollment numbers are certified and shows that freshman enrollment is up 11%.
 - Transfers were down 13%.
 - Excluding dual credit, our headcount is up .6%.
 - SCHs are down .8%.
 - Total headcount is up .1%.
 - Credit hours are down 1%.
- Dr. Mott stressed the importance of retention, and expressed appreciation for Zach and the TOP program.
 - She also made the point that retention is something everyone can help contribute to, across all staff and faculty groups.
- Chairs will be receiving lists of students who haven't registered for winter. Dr. Mott encourages us to reach out to those students to see what we can do to encourage them to register or, at least, learn why they aren't going to return.
- Regarding concerns about transfer, and the resulting complications:
 - The deans have spoken to both KCC and RCC to help ease the transfer process.

Oregon Institute of Technology Faculty Senate Minutes – November 3 2020

- Dr. Mott says that we have also begun to coordinate in similar ways with Portland-area community colleges.
- There is a continuing dialogue about the possibility of common course numbers for some courses to alleviate some of the ambiguity around transfer.
- Dr. Mott corrects Christopher’s earlier comment: chairs will be provided with one Excel spreadsheet and one Word document to make position requests. There are not six different documents as part of this process, as previously claimed.
 - She continued by saying that position requests need to be supported by data, and need to fit existing strategic plans.
 - Filling existing positions will not be automatic, but based on need.
- Requests for equipment should go out within the next week.
- The budget continues to be uncertain, though the HECC model looks better than it did previously.
 - That model may be finalized in the next few weeks, and regardless of how it shakes it out, we stand to lose “a significant amount of money.”
- Dr. Mott has reached out to Randall Paul to discuss where GEAC fits in the chain of command, but she has reservations about revising the general education curriculum now because of all of the changes happening at the state level.
- Questions?
 - Terri asked if a previous request to stagger administrative furlough days could be followed up on.
 - Dr. Mott said that Oregon Tech Online has already staggered so that they are available throughout the week.
 - Terri requested that this sort of thing also be done with office managers as well as staff from Student Affairs.
 - Dr. Mott said that Student Affairs staffing requests would have to be directed to Erin.
 - Erin responded to say that no office is currently closed all day due to furloughs.
 - Cristina had a question about the letter that Addie read during October’s Senate meeting. She wanted to know if Dr. Mott could speak to some of the requests that were made by faculty in that letter.
 - To address specific concerns about course modalities, Dr. Mott reiterated her earlier point that winter term courses will operate the same way that fall term courses are currently operating. Faculty seeking exceptions should speak to their chairs.
 - Cristina also asked what happens to a faculty member who potentially shows up to campus after missing COVID-19 symptoms.
 - Dr. Mott responded that any faculty who shows *any* symptoms of illness should stay home. They should then contact their medical provider to determine next steps.
 - Kyle asked about scheduling courses remotely vs. on-campus: are these determinations made automatically by the Registrar’s Office, or do course changes need to be indicated by scheduling coordinators?
 - Dr. Mott said she will talk to Wendy Ivie about this in the morning to see whose responsibility making these distinctions on the schedule is.
 - Tom Keyser and Dan Peterson both said that they will look into this as soon as possible as well.
 - Addie suggested that there be no blanket changes made to *all* upper-level classes, because some of those classes have been intentionally scheduled on campus for specific reasons.
- End of report.

Report of the President’s Council Delegate – Don McDonnell (1:24:20)

- Don is not present for this meeting, so there is no report.

Oregon Institute of Technology Faculty Senate Minutes – November 3 2020

Report of the Association of Oregon Faculties (AOF) Representative – Mark Clark (1:24:40)

- No report.

Report of the Inter-institutional Faculty Senate (IFS) Representative – Mark Clark (1:24:50)

- IFS has not met yet, but will be meeting later this month.
- Mark congratulated Lindy Stewart for being selected as the second IFS representative, and thanked her for her service.
- Questions?
 - There were no questions.
- End of report.

Report of the Fiscal Operations Advisory Council (FOAC) Representative – Christopher Syrnyk (1:25:45)

- FOAC has not yet met, but will be meeting this week, so no report.

Report of the Administrative Council Delegate – Brenda Campbell (1:25:55)

- In response to the staff survey results Brenda presented during the October Senate meeting, Dr. Naganathan asked Admin Council for recommendations on how to improve staff morale and communication across the university.
 - In part, Dr. Naganathan's response was to give staff two extra vacation days during this holiday season and temporarily increase vacation cap for the rest of this year.
 - Brenda expressed appreciation for Dr. Naganathan's willingness to listen to staff concerns.
- Brenda reiterated Zach's point that First Gen Week is next week.
- There is an event next week as well for Pride Week, and an email invitation to this event has already gone out to all faculty.
- Questions?
 - There were no questions.
- End of report.

Adjournment

Christopher Syrnyk adjourned the meeting at 7:28 PM.

Respectfully submitted,
Ben Bunting, Secretary

Academic Standards met twice in October.

- In our first meeting, we discussed all of our charges. We discussed how to approach all of them and started the ball rolling on the first 3. We also felt that our fifth charge (on evaluating the report we prepared last year) was an ongoing charge as we answer questions from the other committees who received the same charge, since we recommended how Academic Standards fit into the whole model we proposed.
 - For our first two charges (on the waitlist policy and the transcript evaluation process) we discussed the need to get more information on current processes for both with the Registrar's Office. It is our intention to pick a time for this discussion that Wendy (who is ex-officio on the committee) can attend to answer some of our questions. This may happen at our next meeting or the meeting after.
 - For our second charge (on the decision to limit testing services services), we have sent a survey out to all faculty to better understand how pedagogy and faculty work have been affected by the changes. The questions in this survey are on pages 1-3 in the addendum that was sent out yesterday. As of this afternoon, we have 69 responses, which is up 24 after Paul Titus sent a reminder out on our behalf this morning. We are planning to close the survey tomorrow and would like to ask that any faculty who haven't filled it out to do so soon. If senators can reach out to their constituents, that would be helpful. We want to make sure we have a good sampling to gather meaningful results and that includes getting answers from people who feel they haven't been that affected. After the survey closes, we will be meeting as a committee to begin discussing the results and we hope to share the preliminary results with you all at the December meeting of Faculty Senate.
- As Christopher has already mentioned on behalf of Don: We were given notice of an emergency charge on October 15 to develop questions for course evaluations regarding teaching strategies due to COVID. We needed to turn them around by October 29. We were also advised that CCT was already working on questions related to this topic so they were also brought in. On Friday October 23, we were told that these would not be attached to the IDEA Center Evaluations, but be a separate survey, so with that in mind, Academic Standards met that Friday afternoon and drafted approximately 10 questions. On Monday, October 26, we were told the information we received the previous Friday was a mistake and these questions would be going on IDEA center evaluations this term. On that afternoon, I attended a meeting of CCT and they provided edits to our questions on Wednesday October 28. Academic Standards approved these edits at the end of last week and pages 4 and 5 of the same addendum to the packet you received contain the questions we agreed on. We would like to give these to online ASAP for their inclusion and are happy to answer any questions that Senate may have about them, but as Don's report mentioned, we would rather avoid debating whether we should be doing it at all, since it will be happening regardless and this way, we have a voice in what is being asked.

- I would also add that whatever form this survey eventually takes, it was the recommendation of CCT to incentivize the survey somehow (whether that be a gift card drawing of some kind from respondents or having faculty give extra credit for filling out their evaluations (which is a sticking point, we concede) to ensure more students than just the ones who have a strong opinion fill it out and we get a representative cross-section of student data.
- As the co-chair of Academic Standards, I also currently hold a seat on GEAC. GEAC currently has ideas regarding possible small changes to General Education but we are unsure who to take those to for discussion and potential approval while we do not have an AVP of Academic Excellence. Chair Randall Paul received word from the Provost today that the position is being revised and resubmitted to HEROES for another search. In the meantime, we discussed the need for some sort of flow chart that explains who GEAC should be taking these ideas to. He would also appreciate meeting with the Provost about the changing role of the AVPAE.
 - In the document prepared by Academic Standards last spring, we proposed that GEAC be brought into Senate in the new structure, but for this year, GEAC would appreciate the clarification of who we should be talking to in order to do things.

End of Report.