

Clive Kaiser, Pat Hawk; Byron Marshall, Business; Michelle Barnhart, Business; Chrissa Kioussi, Pharmacy; Melissa Yamamoto, Student Affairs; Salvador Castillo, Associated Faculty; Kelly Benoit-Bird, CEOAS; Cora Borradaile, Engineering; Jennifer Almquist, Associated Faculty; Robert Allen, CEOAS; Bernadine Strik, Agriculture; Patti Duncan, Liberal Arts; Joanne Bunnage, CPHHS; Lisa Hoogesteger, Student Affairs; Michelle Swift, BUS; Bill Bogley, COS;

FACULTY SENATE MINUTES

Thursday, January 9, 2014

3:00-5:00 PM

LaSells Stewart Center

Construction & Engineering Hall

New Senator Orientation

1:00-2:45 PM

Agriculture Production Room ~ LaSells Stewart Center

A. INSTALL ELECTED OFFICIALS

- Installation of President Dan Edge new Executive Committee members: Chris Bell, Alix Gitelman, and Bernadine Strik; Interinstitutional Faculty Senate Senator, Jay Noller; and newly elected Faculty Senators.

Comments from President Gable:

- I wish to take the President's prerogative as I step out of office to make a few comments that I hope you will find useful.
- I'll start by invoking the image of Cincinnatus returning to his plow. For those with a less classical upbringing, Cincinnatus was a 5th-century BCE Roman entrusted with powers of dictator when Rome was faced by a crisis by invading neighboring tribes. The crisis averted, Cincinnatus gave up those powers and returned to his farm to plow his field. Now, I have had no real power in this position of trust: I control no budget, I have no minions to do my bidding. I have had a platform to speak, and I hope I have done so well on your behalf and in your interest. That platform has also allowed me to see somewhat more than I might have otherwise.
- This is now the most exciting period I've seen in my 25 years at OSU. From the depths of the 2008 financial crisis, we have recovered from that winter of fear and emerged to a position of opportunity, renewal and

redefinition. I often observe that the retrenchments we have dealt with put us ahead of the curve—many of our peer institutions are struggling with problems we (fingers crossed) have moved past. We have new initiatives, a renewed strategic plan, more independence than ever, and the intellectual froth that our hiring of a large number of new faculty has brought. Yet we still live in a world where we specifically, and as part of the larger community in higher education generally, face existential challenges. I recommend reading “College Unbound” by Jeffrey Selinger (a contributor to the Chronicle of Higher Education) for a challenging take on the current state of academe.

- I’ll hit on a couple of issues and how they likely affect us. We know that the rise of private for-profit institutions, and the emergence of organizations operating MOOCs, threatens our core business model based on students paying tuition. Why should students go into debt on the order of the price of a new luxury car when they are given the promise of a \$10,000 degree? My assertion that “we are the fix for the \$10,000 degree” may not serve us for long, so we must continue to articulate to a broad constituency both the specific value we provide for the student, and the broad impact we have for our state, the country and the world.
- Likewise, our research and outreach/engagement enterprises are contingent on the structure of largely Federal government support that is at risk. We’ve seen other countries, notably Britain, that have distilled their research support down to a small number of top universities. Should the U. S. follow the same path, we will have to struggle to maintain competitiveness. The scholarly enterprise itself faces change as the nature of publication and scholarly communication evolves. We will need to adapt to changes we cannot directly control.
- Yet every successful organization operates in some fashion on what a colleague termed “unfair advantage.” History and circumstance has given us several, and the wise among us need to capture and exploit those. We are a leader in online education, and I am confident that staying on the cutting edge will keep us competitive with what the MOOCsters throw at us. I suggest that our efforts in assessment of learning step toward that competitive advantage, whether we discuss in-person or online education. As part of our land-grant heritage, we embrace the idea of providing an affordable quality education and making it broadly accessible—financially and physically. We are reaching out geographically—establishing the Cascades campus, expanding programs in Newport, to say nothing of our long standing statewide presence in Extension and other activities. We are successfully recruiting and graduating students from community colleges and other institutions. Each brings challenges, but these are known quantities.
- On the scholarship and research front, we have embraced (often as a means of survival) a collaborative, interactive culture that I believe prepares us for funding challenges. We are situated to tackle big problems because we have individual faculty with unique strengths, and the structures in place to allow us to come together on projects that no one group could tackle. Likewise, in embracing the means to reach out to our functions throughout the state, we set ourselves up for research collaborations across the globe.

- There are a couple of internal areas where I'd like to ask us to look in the mirror—others have already challenged us. One is in the area of our diversity, or lack thereof. One challenge in bringing a diverse population of students to campus is that a student rightfully expects to see him/her self-reflected in the faculty that instructs them. Our composition is not imposed on us—every faculty search committee is staffed by—us. Other peers have done a better job at reflecting their communities in both faculty and student demographics under the same limitations with which we operate. We need to have candid discussions about elevating diversity as a priority. And we need to recognize that there is no finish line; issues of culture, race, ethnicity, sexual orientation and gender will be renewed with every new entering class of students, and every cohort of new faculty. The process is the product.
- With that comes the responsibility to critically assess how we treat one another. One area where we are diverse is in the roles we play within the University. That is an advantage—we can develop specialization to specific tasks. But it risks (and I believe has, in many cases) development of an unnecessarily rigid system of hierarchies. The flip side of promoting meritocracy is a class system that demeans people in roles different from our own. Again, no one imposes this on us, and we can freely choose how we treat our colleagues. I'll remind us that civility and collegiality—granting all of our coworkers the room to be effective and valued in their role and to develop to their full potential—is a core expectation in the academy. It is up to us to act on the aspirations to which our profession calls us.
- Which brings me back to shared governance, and your opportunity to help shape our collective future. I have been pleased and impressed by your engagement with the business of the Senate through our many committees. You successfully manage much of the business of the University through your service. I'd like to think that both our committees and we as a body are able to address controversial issues, bring to bear the diversity of our opinions, backgrounds and professional skills, and come to resolution in a respectful manner. My one last challenge to you is to explore how we can broaden participation. We are blessed with an effective opportunity through shared governance to have an impact on how we operate as an institution.
- So now I return to my plow. Yet that's a poor image, since it carries connotations of toil and servitude. In contrast, I believe what I return to is actually the best job in the world—a member of the faculty of Oregon State University. I thank you for the trust and support you have shared with me over the past year, and I wish for you all success in your search for Truth and in all your endeavors.

Kevin installed Dan as President.

Dan presented Kevin with a plaque that read..

Kevin P. Gable
Oregon State University
Faculty Senate President
2013

Given in appreciation for his leadership, unwavering commitment to faculty governance, and dedicated service to the faculty of Oregon State University.

Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy.

~ Norman Schwarzkopf

Dan installed Kevin as president-elect until the current president-elect election has concluded.

Dan then installed the EC members: Chris Bell, Bernadine Strik, Alexis Gitelman; IFS Senator, Jay Noller; recognized Karen Hooker as the new IFS EC members; and newly elected Senators. He also recognized Bob Mason, Peg Herring, Janet Nishihara, and Donna Champeau as the outgoing EC members.

APPROVAL OF PARLIAMENTARIAN

- Approval of Michael Beachley as Faculty Senate Parliamentarian.

The motion to approve Michael Beachley passed by voice vote with no dissenting votes.

DISCUSSION ITEM

Faculty Senate Function

Kevin Gable, Faculty Senate President-Elect, will lead a discussion on how to improve engagement with issues in front of the Senate.

- Noted that CLA and Engr do an excellent job of caucusing.
- Chris Bell, EC, should discuss important issues and encourage Senators to attend.
- VTB – CLA, asked for a lead faculty member for caucuses (Peter Betjemenn); invited those related to issues to meet with the caucus; utilize their mailing list to get feedback from their constituents.
 - Andy K asked if there is follow-up to the caucus or regularly scheduled meetings.
 - VTB – meet as issues arise; made effort after meeting to advise colleagues if there is something to report.
- KG – asked Senators to assign a percentage of what is brought to FS that is important and engaging and what should be sent to OSU Today.
 - Steve Zielke, CLA, appreciates issues at FS – some haven't been brought to his attention. Info may be available, but he's not been exposed to it in other venues.
 - ? COF – suggested updating FS issues at faculty meetings
 - Heppell, CAS – likes idea of bringing issues to their respective colleges, not sure how to do that. KG suggested to deans that they take advantage of Senators to gage opinion.
 - Bob Mason, COS – values when Sabah or Ed share their insights. kG advice to Dan – get Sabah on stage by 4:50.
- Asked Senators to give thought to this issue – contact Senators.

SPECIAL REPORT

Unit Restructuring and Professional Faculty Job Category and Compensation Program Update
David Blake, Assistant Vice President and Chief Human Resources Officer, will outline recent

restructuring within the division of Human Resources, as well as provide an update of the Professional Faculty Job Category and Compensation Program

Dave showed a PPT related to the professional faculty job category and compensation program update. Phase 1 - August/September 2013 Communication to all professional faculty by their supervisor to discuss placement in the structure – Job Family, Job Level, and Position Profile, with opportunity for review

Phase 2 – October/November 2013 Communication to all professional faculty by their supervisor to receive notification of the assigned Salary Grade in the Compensation Structure for their Position Profile

Results -

- 1711 Professional Faculty Positions assigned into 408 Position Profiles
- 131 Professional Faculty employees received increases to bring them to the minimum of the assigned salary range on December 1, 2013
- No employees are below assigned salary range; 23 employees are above assigned salary range (no reductions in salary will occur)
- Program transparency - Complete website with all program elements available to all employees
- Next Steps
 - Completion of Administrative Guidelines with Policy Team On-going maintenance and review of salary structure and benchmarks **Phase 3 Communication and Training – March 2014**
 - Managing Pay within the Salary Ranges
 - Setting Starting Salaries

Questions:

- Tiffany Woods, CAS, how do faculty know what to do to move up in salary range? DB – training in March 2014 will address that defined career path, time in grade, etc.
- Henri Jansen, COS – How often will ranges be adjusted? DG – look at it yearly and revise accordingly – could age data or go back out to market.

Reorg Chart – Added: people issues' risk management, environmental health & safety, public safety & OSP, office of Facility Operations (trade people). The reorg will allow them to efficiently coordinate campus operations, i.e., inclement weather issues.

Questions:

Dreher, CAS, chemical safety and facilities mgmt. have typically been underfunded – will the funding be addressed? DB – chemical safety is huge – changes will come, particularly in training, monitoring, and safety. Agreed these are areas of improvement. Need to better maintain facilities.

Adam Alani Pharmacy –

Dave publically thanked the facilities staff who were able to

Andrew Valls, CLA, never heard of professional faculty – who is included. DB – he also had never seen professional faculty used. When separated from DAS, they were called Management Service. Kevin – discussion of who is faculty is complex. Professional faculty includes advisors. Term in common use is that faculty refers to all who are non-represented (non-SEIU).

Tiffany Woods, COF? – what do pf faculty need to do to move up in salary range? DB – there is a merit range system (if there is funding). Merit is a defined amount given to appropriate unit to determine how to distribute. They are formalizing a pf review system to assist with the merit system. COLAs can be included, but it's up to the administration how to award. In July the increase will be merit based.

E. COMMITTEE REPORT

Executive Committee Report

Dan Edge, Faculty Senate President-Elect, will report on fall term Executive Committee activities.

- Serving on EC has been fascinating and fun. Amazing how much of the university you hear about – some of which you weren't aware of.
- All items that go to FS have been vetted by the EC who assists presenter with their presentation.
- Provide input on policy and advise far in advance before it's presented to the university community.
- Fortunate to have weekly conversations with administrators: Provost, President, etc.
- Fall quarter:
 - Issues - Faculty Welfare; post-doctoral issues, parking, curricular (prelim discussion re: applied bacc degree, credit for prior learning), fixed-term and diversity surveys;
 - Planning issues – SP3.0, long-term planning for a Marine campus at HMSC, planning effort related to sesquicentennial in 2014
 - Enabling technologies – google presentation; google hangout; blackboard functionalities
 - Administrative reports – Glenn ford Shem Bloomer
 - Other: OSU Divest and OSU Foundation perspectives ; voter forum during fall term
- Dan reiterated the opportunity next fall to serve on EC.

F. INFORMATION ITEMS

1. New Senator Orientation

The New Senator Orientation will be held January 9. If you are a continuing Senator, but were unable to attend the orientation when you were elected, please contact Vickie Nunnemaker (vickie.nunnemaker@oregonstate.edu) if you would like to attend the upcoming session.

2. 2014 Faculty Senate Meetings

Please reserve the following dates for Faculty Senate meetings for the remainder of the academic year; check your monthly agenda to determine the location. All meetings are scheduled to begin at 3:00 PM: January 9, February 13, March 13, April 10, May 8, and June 12.

3. Faculty Senate Handbook

[Faculty Senate Handbook](#) materials can be found on the Senate web site. The web site contains information about Senators, committees, agendas, minutes, etc.

G. REPORT FROM AND DIALOG WITH THE PROVOST

- Becky Warner, Sr. Vice Provost for Academic Affairs
- Thanked KHZ, Kevin, and outgoing Senators. Values role of Senate and welcomed new members.
- Searches – Vprovost for SA – 9 identified for airport – Jan 22 23; expected to bring in 4 in Feb
- Dean of Vet Med – early March for airport interviews.
- CVM – Proposal to offer Comparative Health Sciences in Fall 2014
- SP 3.0 – hope to distribute a draft by the end of the month.
 - Will ask FS to coordinate several more forums
- Board Orientation is meeting today – they are working on the 2015-17 budget; their meetings are open. Tomorrow – Ed will talk about mission and vision; SR – academic affairs and SP; SR, KG will talk about commitment to shared governance; exec dir of HECC will talk about the HECC. 2:00 – plan for legislative request for 2015-17. Board will have 3 primary working groups – academic program review group, finance and executive. Plans to meet 4 times per year – concerned about this few meetings. May need FS leadership to give subcommittee on academic programs to meet more quickly.
- RE: promotion paths – Becky suggested looking at profile Promotion – when you get a new job; promotion (small p) look at profile, take on additional work could result in a salary increase.
- Merit increase in July – units will determine. Becky will develop guidelines in spring.

Questions:

- Steve Zielke- CLA, give review of what happens after FS votes on academic programs? Becky – provost approves, goes to OUS provost council – it will now go to an institutional board and HECC will be final authorization. External reviews have not changed.
- Dreher, COS – new positions? Becky – a number is not set in stone. Institutional board required new staffing – will be lower than 50. A certain percentage will be based on enrollment growth and effort in diversity hiring. Perhaps 35-40. Likely will have information in February.

REPORT FROM AND DIALOG WITH THE FACULTY SENATE PRESIDENT

- President Dan Edge
- Spoke with OSU Barometer yesterday. Thanked Selina for assisting him
- Areas to focus on:
 - Develop effective and meaningful relationship with Board of Trustees.
 - Faculty welfare issues – some to resolve: fixed-term faculty survey – there are compensation, workload, respect issues to deal with. Urged Senators to complete the diversity survey. Anticipates that diversity survey will identify areas on which to focus.
 - Will encourage use and adoption of new faculty ranks – PoP, Sr Inst II and Sr. Research Assistant II ranks
 - Encouraged faculty to bring issues to the attention of Dan or EC
- Reminded senators that P-E election closes on January 15.
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I. NEW BUSINESS

No new business

Meeting adjourned at 4:26.

**IN ORDER TO PROPERLY RECORD MINUTES OF THE SENATE MEETING,
ALL SENATORS ARE REMINDED TO IDENTIFY THEMSELVES
AND THEIR SENATE AFFILIATION WHEN RISING TO SPEAK.**

Roll Call

- For those present or absent, indicate their last name only. In the case of two Senators from the same apportionment unit having the same last name, indicate both the first initial and last name; if the first initial and last name are the same, indicate the first and last name.
- For proxy's, indicate the first and last name of the proxy and the Senator's last name in parentheses with a 'v.' preceding it, i.e. Yogi Bear (v. Ranger)
- For those participating via webcast, indicate (webcast) following their name.
- Notify Vickie if someone appears on the list below, but not on the sign-in sheet.
- If someone is on the sign-in sheet, but not below, determine if they are actually a Senator by checking the current online Membership roster. If they are a Senator, add them below and advise Vickie of the name that is missing so I can correct the Roll Call master list.
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Members Present:

Agricultural Sciences: Allen, Dreher, Egna, Goddik, Heppell, Noller, Putnam, Rao, Chad Higgins (v. Selker), Strik (webcast)

Associated Faculty: Admiral, Almquist (webcast), Bangs, Blake, Breen, Brubaker-Cole, Castillo (webcast), Chastain, Cholewinski, Chow, Dorbolo, Etherton, Hawk (webcast), Templeton, Turpin

Business: Barnhart (webcast), Becker-Blease, Cluver, Leavitt, Marshall (webcast), Swift (webcast), Vestal

Cascades:

Earth, Oceanic & Atmospheric Sciences: Allan (webcast), Benoit-Bird (webcast), Spitz

Education: N. O'Malley

Engineering: Bailey, Bell, Borradaile (webcast), Jensen, Mayaram, Momsen, Warnes

Extension: Bondi, Kaiser (webcast)

Forestry: Ganio, Hansen, Puettmann, Tynon

Liberal Arts: Ehren Pflugfelder (v. Betjemann), Burton, Carson, Cramer, Duncan (webcast), Edwards, Heiduschke, Malewitz, Orosco, Valls, Zielke

Library: Wirth

Pharmacy: Alani, Kioussi (webcast), Linares

Public Health & Human Sciences: Bunnage (webcast), Cardinal, Ebbeck, Hoffman, Mahana, McAlexander

ROTC:

Science: Bogley (webcast), Colvin, Enrique Thomann (v. Faridani), Greenwood, Jansen, Karplus, Mason, McIntyre

Student Affairs: Bedwell, Hoogesteger (webcast), Reff, Yamamoto (webcast)

Veterinary Medicine: Parker

Members Absent:

Agricultural Sciences: Bolte, Cassidy, Chang, Hino, Jepson, Ross, Seavert, Thompson, Woods

Associated Faculty: Accapadi, Bruce, Gillies, Gomez, Halischak

Business:

Cascades: Gess-Newsome

Earth, Oceanic & Atmospheric Sciences: Haggerty, Mix, Trehu, Yalcin

Education: Stern

Engineering: Conley, Cox, Koretsky, Wood

Extension: Black, Hein

Forestry: Shaw

Liberal Arts: Chappell, Gottlieb, Gross, Headrick, Plaza, Rossi Jr., Williams

Library:

Pharmacy:

Public Health & Human Sciences: Magana, Settersten

ROTC: Wood

Science: Ahern, Denver, Hacker, Ostroverkhova, Rajagopal, Taylor, Weis

Student Affairs: Buckley, Davis-White Eyes, Kenney

Veterinary Medicine: Mandsager, Sisson

Guests Present:

Indicate first and last name, but no unit affiliation

Luke McIlvenny

Faculty Senate Officers, Ex-officios and Staff Present:

Officers: President, Dan Edge; President-Elect, Kevin Gable; Immediate Past President, Kate Hunter-Zaworski

Ex-officio Voting Members: Karen Hooker, Sabah Randhawa, Ed Ray

Ex-officio Non-voting Members: Michael Beachley, Parliamentarian

Staff: Vickie Nunnemaker