

# Faculty Senate

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## 1979 Minutes

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# STAFF NEWSLETTER

Appendix

Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 18, No. 15; 1-18-79

1979 Meeting 355

The January meeting of the Faculty Senate was held on Thursday, January 11, in Snell Hall Forum. The meeting was called to order by President Bill Wilkins at 3:33 p.m. following a get-acquainted reception for outgoing and incoming Senators.

Minutes of the Special Senate Meeting of November 16 were approved as published in the Staff Newsletter Appendix, Vol. 18, No. 11, of November 30, 1978. Minutes of the regular Senate meeting of December 7, 1978, were approved as corrected (under University of Oregon Faculty Files, line four was corrected from "denying student access to faculty personnel files" to "denying student publication of faculty ratings"), as published in the Staff Newsletter Appendix, Vol. 18, No. 13, of December 14, 1978.

ROLL CALL: Senate Members Present: Adams, G. Anderson, E. Anderson, Barte, Bodyfelt, Brodie, Buckhouse, Campbell, Carey, Carson, Chaplin, Coles, Conte, Davis, Decker, Ferrell, Firey, Frick, Frolander, Goetze, Grady, Gravatt, Griffiths, Gudger, Heath, Hisaw, Huyer, Kennick, Kling, Knapp, Krahmer, Lais, Lawrence, Leklem, Madden, Malueg, Masilionis, McClintock, McFarland, McGill, McGrath, McMahon, Miller, Morita, Morris, Mrazek, Nelson, Neshyba, Nicodemus, Nielsen, O'Connor, Oester, Osborne, Parks, Reed, Robertson, Sandine, Scanlan, Seaders, Sjogren, Stang, Stoevener, Stone, Strickler, Taylor, Tedder, Volk, J. Weber, L. Weber, Wells, Wickman, Wilkins, Williams, Willis, Wilson, Yoke, Yonker, Doler.

Senate Members not present were represented as follows: Bowman, Wiprud; Hacker, Foster; Johnston, Kiesow; Randerson, Foster; Sidor, Anderson; Stiehl, Lumpkin.

Senate members Absent were: Carpenter, Chambers, Cheeke, Edwards, Fischer, Froehlich, Fullerton, Goheen, Hovland, Kiekel, Lee, MacVicar, Motamedi, Munro, Norris, Peterson, Rickson.

\* \* \* \* \*

Seeking Recognition in the Senate: President Wilkins brought to the Senate's attention a previously passed motion (see Minutes of 11/10/77, p. VII) which provides that Senators, upon obtaining recognition to speak, should state their name and school or department. He requested Senators to adhere to that provision.

New Executive Committee Members Introduced: President-Elect Leo Parks introduced new members of the Senate's Executive Committee. They are: Kathleen F. Heath, Donald J. Reed, and Richard Scanlan. Continuing members are:

Glenn A. Klein, Sara (Sally) E. Malueg, Owen D. Osborne, and Dean David B. Nicodemus, ex-officio; Bill Wilkins & Leo Parks as officers.

New Senators Introduced: The names of newly-elected Senators were called and those present were recognized. New Senators are: Charles M. Fischer\*, Alberta B. Johnston, Gerald F. Kling, Louis M. Oester, Carl W. O'Connor, William E. Sandine\*, Jack R. Stang, Charles M. Gudger, Patricia A. Wells\*, Robert Kiekel, Howard Wilson, Robert V. Mrazek, John Peterson, Owen D. Osborne\*, William K. Ferrell, Philip L. Tedder, G. J. A. Masilionis, J. Douglas Brodie, Robert O. McMahon, Henry A. Froehlich, J. Gilbert Knapp, Thurston E. Doler, Sally L. Hacker, Sara E. Malueg\*, Thomas C. McClintock\*, Nicholas J. Yonker, Jane Huyer, Steve Neshyba, Lyman T. Lais, Frank P. Conte, John T. Yoke, Joel Davis\*, Fred W. Decker\*, William J. Firey, John W. Lee, H. Hollis Wickman, Barbara M. Coles, Agnes M. Grady, and Terry G. Robertson. (\*indicates re-election to a second term.)

Interinstitutional Faculty Senate: Senator Malueg reported that about 505 faculty in the State have pledged about \$21,000 of the \$50,000 being sought to support the faculty lobbyist. Beginning with the next paycheck, those who signed pledges will have a deduction from their pay with the letters ASSO OR FAC for the amount pledged monthly.

As previously decided, reaching the \$20,000 level triggered the Lobbyist Activating Committee's search for a lobbyist. Four or five individuals and/or firms have applied and the committee will begin Sunday, 1-14-79, to interview applicants following the IFS meeting at PSU.

In response to a question from Senator Nelson, Ag., Malueg stated that the Association of Oregon Faculties (i.e., the Lobby) will respond to whatever issues the constituency directs in whatever order it directs. However, the actual machinery for doing that has not been completed. Bylaws are currently being drafted to create the machinery.

In response to a question from Senator McClintock, CLA, Malueg stated that continued solicitations of support would be made in pursuit of the \$50,000 goal. Strickler, Bus., spoke forcefully in favor of faculty pledging in excess of the minimum \$3.00 per month, an amount that he considered too, too low.

In the matters of recruitment of candidates for the lobbyist post and of keeping faculty informed about the progress of hiring, Malueg seemed to favor a wide recruitment policy, and further, the keeping of constituencies informed of the progress in recruitment and hiring.

\* \* \* \* \*

Committee on Committees Report: Margaret Lumpkin reporting for Chairman Larry Boersma: The committee's recommendation to increase the membership of the Academic Requirements Committee by two faculty and one student was reviewed. Senator Lumpkin moved (79-355-1) to adopt the Committee's recommendation; it was seconded and passed. Senator McGill, chairman of the Academic Requirements Committee, in response to a question about the need for additional members, noted that the committee acts upon more than 3,000 petitions per year, meets each Thursday for the entire afternoon, and that the additional members would enable the division of work in a manner to better handle the load of petitions that come before the committee. This amendment brings the total membership to seven faculty and three students.

Reports from the Executive Committee:

Popovich Resolution: President Wilkins presented to Vice President Milosh Popovich, in absentia, a hand lettered copy of the Resolution passed by the Faculty Senate at its December 7, 1978, meeting (see Minutes, Vol. 18, No. 13, motion 78-354-5, p. XIV). Vice President Clifford Smith received the Resolution, which had been hand lettered by Professor Alan Wong, Art, and matted by Professor Alan Munro, Art, on behalf of Mr. Popovich. Following the presentation, Vice President Smith brought brief greetings to the Senate.

Retirement Task Force: President Wilkins reported that the Retirement Task Force mentioned in previous Senate meetings (see Minutes, Vol. 18, No. 13, of 12/7/78, p. V) will be appointed soon and the membership announced.

Nine-Twelve Month Task Force: President Wilkins reported that the Executive Committee was in the process of appointing the Task Force authorized by the Senate (see Minutes, Vol. 18, No. 13, of 12/7/78 meeting). Representing nine-month faculty are: Lawrence Dale, Associate Professor of Education, and Bruce Shepard, Associate Professor of Political Science. Representing twelve month faculty are: Herbert Stoevener, Professor of Agricultural and Resource Economics, and Janice Weber, Assistant Professor, Extension Service. Wilkins noted further that the Executive Committee, by request of President MacVicar, has submitted to the Executive Office recommendations of appointments to be made by that office. The total and final membership of the Task Force will be announced when the appointments are complete.

Reports from the Executive Office:

Dean of Undergraduate Studies Search Committee: Dean Nicodemus indicated that his understanding is that this committee will soon distribute announcements of its work and issue an invitation for applications and nominations. Members of that committee are: Students: Jess Durfee, Rick Richards, and Monica Smith. Faculty: Larry Boersma, Joel Galloway, Gwendolyn Henderson\*\* (co-chair), Robert Krahmer, Peter List, Margaret Meehan (co-chair), Robert Mrazek, and Geraldine Olson. Alumna: Margaret Walton. (\*\*She has since resigned from the committee because she has left campus.)

In response to a question from Senator Krahmer, Forestry, he asserted that the search would be both on and off campus.

Faculty Salary Data: Dean Nicodemus reported that a second set of faculty salary data for 1978-79 which reflects the 12/1/78 salary adjustments has been placed in the Reserve Book Room in the Library. He also reported that some recently completed statistical studies of faculty salary data will be added to the Library data. He urged caution in comparison of these to previous data, since alterations in categories had been made in some instances making direct comparisons incorrect. He volunteered his assistance to anyone needing it to utilize these new data.

The Dean indicated that he is making available to the Faculty Economic Welfare Committee institutional reports that have been prepared for use by such groups as AAUP and HEGIS. These were generated after the 12/1/78 salary adjustments and are, thus, accurate and up to date.

Category II Curricular Proposals: Dean Nicodemus reported that the Category II proposals discussed by the Senate on 12/7/78 were forwarded to the Chancellor's Office for their approval. Sandra Suttie, Curriculum Coordinator, indicated that the Table contained in the Reports to the Faculty Senate citing figures for "Net Catalog Credit Change" and Net Yearly Load Adjustments After Offsets" were incorrect and indicated the corrected figures. (Anyone interested in those specific figures may contact Prof. Suttie.)

Dean of Agriculture Search Committee: Norm Goetze, Chairman of the Committee, indicated that fifty active applicants had been narrowed to four and that those four were currently being brought to the campus for interviews, and that the Committee expected to have its recommendations to President MacVicar shortly.

New Business:

Senator Strickler, Business, presented the following motion: "That an Ad Hoc Committee of the OSU Faculty Senate be appointed by the President of the Senate to examine the case for and against requesting legislative action to modify the enrollment ceiling imposed on Oregon State University, and report its findings and recommendations to the OSU Faculty Senate in a reasonably timely manner;" seconded. (79-355-3)

Senator Osborne, Engineering, moved (79-355-4) to strike "an Ad Hoc Committee of the OSU Faculty Senate be appointed by the President of the Senate" and insert "Budget and Fiscal Planning Committee," seconded, passed.

Senator Carson, CLA, moved (79-355-5) to strike "a reasonably timely manner," and insert, "two months," seconded, passed. The motion as amended now reads: That the Budget and Fiscal Planning Committee of the Faculty Senate examine the case for and against requesting legislative action to modify the enrollment ceiling imposed on Oregon State University and report its findings and recommendations to the OSU Faculty Senate in two months. This motion (79-355-3) passed. The meeting was adjourned at 1645.

Thurston Doler, Record. Sec.

# STAFF NEWSLETTER

Appendix

## Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 18, No. 18, February 8, 1979

1979 Meeting 356

The February meeting of the Faculty Senate was held on Thursday, February 1, in Withycombe 101. The meeting was called to order by President Bill Wilkins at 3:30 pm.

The Minutes of the January meeting were approved as published with one correction. At the right hand top of page XVIII, the following statement was corrected. "In response to a question, Senator Kraemer, For., asserted that the search would be both on and off campus." (This refers to the search for a Dean of Undergraduate Studies.)

President Wilkins recognized Dave Ross, Barometer reporter, who was covering this meeting for the Barometer.

ROLL CALL: Senate Members Present: Adams, Gordon Anderson, Edwin Anderson, Barte, Bodyfelt, Bowman, Brodie, Buckhouse, Carey, Carson, Chambers, Cheeke, Coles, Davis, Decker, Doler, Edwards, Ferrell, Firey, Fischer, Frick, Frolander, Fullerton, Grady, Griffiths, Gudger, Hacker, Heath, Hisaw, Hovland, Johnston, Kling, Knapp, Kraemer, Lais, Lee, Leklem, MacVicar, Malueg, Masilionis, McClintock, McFarland, McGill, McGrath, McMahan, Miller, Morita, Morris, Motamedi, Mrazek, Munro, Neshyba, Nicodemus, Nielsen, Norris, Oester, Osborne, Parks, Peterson, Reed, Rickson, Robertson, Sandine, Scanlan, Seaders, Sidor, Stang, Stiehl, Stoevener, Stone, Strickler, Tedder, Volk, Weber, Wells, Wickman, Wilkins, Williams, Willis, Wilson, Yoke, Yonker.

Senate Members not present were represented as follows: Gravatt, Miller; Nelson, Obermiller; O'Connor, Martin; Randerson, Foster; Sjogren, Dill.

Senate Members Absent were: Campbell, Carpenter, Chaplin, Conte, Froehlich, Goetze, Goheen, Huyer, Kennick, Kiekel, Lawrence, Madden, Taylor.

\* \* \* \* \*

President Wilkins noted that agenda item A-5, Intercollegiate Athletics, was postponed to the March 1 meeting.

Committee on Committees Report: Larry Boersma, Chairman, reported that at its December 7, 1978 meeting, the Senate referred to the Committee on Committees a motion introduced by Senator Rohde, to examine the Senate's committee structure to determine whether changes need to be made. (See Minutes 11/16 Motion 78-354-3, p. XIV, for the full text of the motion.)

President Wilkins, noting that the Committee on Committees had several recommendations to modify the Rohde motion, explained that the Rohde motion, plus the previously intro-

duced substitute motion (see Minutes of 12/14, p. XIII for text of that motion) would be handled as follows: First, the Rohde motion would be open for perfection, entertaining the amendments recommended by the Committee on Committees; following that, the formerly introduced substitute motion would be open for amendment, after which a vote would be taken on whether to replace the Rohde motion with the substitute; following that, whatever remained would be voted on. At that point, chairman Boersma recommended that part 1.A. and 1.B. of the Rohde motion be replaced with the following: Motion 79-356-1, "The Chairman of each committee of the Faculty Senate shall, at 5-year intervals, report to the Committee on Committees about its activities. This report must demonstrate activities which have enhanced the functions and objectives of the Senate. When no clearly useful functions can be identified, the abolishment of the committee shall be recommended." Senator Strickler, Business, moved adoption of this proposed amendment, the motion was seconded.

Chairman Boersma stated that the amendment acknowledges the intent of the Rohde motion and makes it a formal procedure. Senator Miller, Ag., asked when the review process would begin if this motion passed. Boersma referred to the report for the schedule, which is as follows: The Academic Requirements Committee, the Undergraduate Admissions Committee, the Budgets and Fiscal Planning Committee, plus two other committees whose chairs asked for such a review would be the first to be reviewed. Senator Frick raised a question (which was not answered) "does this imply that the Committee on Committees can review itself?" Motion 79-356-1 passed by a voice vote.

Senator Carson, CLA, moved the adoption of the second Committee on Committees proposal to replace part 2 of the Rohde motion with the following: "The Senate adopts the policy that reports from Senate committees which contain no recommendation for action by the Senate shall be made to the Senate only in writing. Senators wishing further information should consult the reporting committee and, of course, may submit motions regarding such reports for inclusion on the agenda in the usual manner." This motion also was passed by a voice vote.

Senator Stone, Engr., moved the adoption of the third Committee on Committees recommendation to replace part 3 with the following: Motion 79-356-3. "The Senate adopts the policy of stipulating in any motion to commit or refer that the main motion may or may not be amended in the designated committee."

Senator Carson, CLA, explained the intent of this amendment was to require the Senate to stipulate upon referral to a committee the extent to which the committee is expected to have power to modify the matter sent to it. This motion was seconded and passed by voice vote.

President Wilkins then placed before the Senate the substitute motion, 78-354-2. (See Minutes of 12/14/78; P. XIII, Motion 78-354-2) There was no discussion of the substitute motion. By voice vote, the Senate declined to accept the substitute motion in place of the Rohde motion as amended. The full text of the Rohde motion as amended is as follows: "The chairman of each committee of the Faculty Senate shall, at 5-year intervals, report to the Committee on Committees about its activities. This report must demonstrate activities which have enhanced the functions and objectives of the Senate. When no clearly useful functions can be identified, the abolishment of the committee shall be recommended."

The Senate adopts the policy that reports from Senate committees which contain no recommendation for action by the Senate shall be made to the Senate only in writing. Senators wishing further information should consult the reporting committee and, of course, may submit motions regarding such reports for inclusion on the agenda in the usual manner.

The Senate adopts the policy of stipulating in any motion to commit or refer that the main motion may or may not be amended in the designated committee."

The Rohde motion as amended (i.e., 78-354-3) passed by voice vote.

Committee on Committees Recommendation re Undergraduate Admissions Committee: Chairman Boersma reporting. The Committee on Committees recommended that the Standing Rules of the Undergraduate Admissions Committee be amended by striking the last sentence and inserting the following: "The committee consists of six faculty at least two of which should hold a twelve month appointment, three student members, and the Director of Admissions, ex-officio." It was moved (79-356-4) to adopt the committee's recommendation; seconded.

Senator Osborne, Engr., asked why two twelve month appointees were required, to which Chairman Boersma answered, because of the difficulty in getting a committee quorum in the summer and between terms. Senator Doler, CLA, pointed out that off seasons offer particular problems of assembling the people to do the work. Senator Carson, CLA, spoke in support of the committee arranging its workload to get its work done. Motion 79-356-4 passed by voice vote.

Faculty Economic Welfare Committee: Chairman Fred Obermiller reporting. The FEWC's report suggests salary adjustments of 9.4% on July 1, 1979, and an additional 9.4% on July 1, 1980. The combined rate of increase over the biennium would be 19.7%. This, Obermiller asserted, is the amount needed to bring Oregon State University into parity with the "other 19" institutions. The text of this report is attached to these minutes. President-Elect Parks moved the adoption of the Obermiller report (79-356-5) and the motion was seconded. Senator Yoke, Sci. offered the following amendment; "strike the percentages of 9.4 and 9.4 respectively and insert 7.0% for each year of the biennium. His motion (79-356-6) was seconded. Curtis Mumford, Emeritus, spoke, with the Senate's permission, against recommending a specific percent. Rather, he favored recommending "whatever is necessary to establish parity with the other 19 institutions." Senator

Osborne, Engr., raised a question as to whether or not exceeding the 7% federal guideline might jeopardize federal contracts; this question was not answered. Senator Strickler, Bus., raised the question of what would be the effect of adopting this motion, that is, to whom are we making a recommendation. McClintock, CLA, answered that, at the least, it would go to our lobbyist as a recommendation. Senator Stone, Engr., indicated that we are simply telling people "out there" what we need, that we are not making a recommendation to anybody. Strickler, Bus., again pointed out that this cannot be a recommendation to the Oregon State Board of Higher Education because it's an Oregon State analysis. Obermiller made the observation that the 7% federal restraint is a guideline, not a ceiling. He stated that he believed we should recommend what can be objectively and impartially defended. He noted that the committee recommendation was an increase for two years, and made the further observation that he would like to see the schedule of salary adjustments get back to one a year as they normally are, rather than as they were in the previous biennium. Griffiths, Science, (also President of the OSEA Faculty Chapter 72) concurred with the Obermiller recommendation, agreed that faculty have been getting the pay package negotiated by classified staff; and noted that OSEA would seek to re-establish a salary schedule for faculty as in the past. The Yoke motion (79-356-6) was put to a vote and failed to pass.

Senator Carson, CLA, reviewed the original charge to the Faculty Economic Welfare Committee indicating they had been instructed to bring in a recommendation, which they had done. Following this, the recommendation of the Faculty Economic Welfare Committee was put to a vote, and passed overwhelmingly by voice vote (79-356-5).

Interinstitutional Faculty Senate: President-Elect Leo Parks reported that at the last meeting, the IFS had some preliminary discussion concerning the Governor's budget for higher education, noting that the budget was 13% over the current biennium. Parks noted that the IFS Faculty Affairs Committee reported on the Eastern Oregon State College program reduction move in which two tenured faculty members were notified of the termination of their jobs. The faculty has raised money to help these people. He noted that the AAUP considered the College to be in error in doing what it had done. A suggestion has been made to the Chancellor's Office to define "program reduction." This program reduction was apparently for financial exigency, he reported. The Chancellor's Office is reportedly working on this further. The IFS Education Policy Committee reported that the Oregon Student Lobby is seeking \$400,000 a year for Teaching Improvement patterned after the CAUT program here. Cindy Wilhite, Oregon State's OSU representative, says that they are attempting to get the Senate Education Committee to sponsor the legislation. Parks noted further that the Oregon Student Lobby is seeking legislatively mandated publication of faculty classroom teaching evaluations by students.

Association of Oregon Faculties (i.e., the

Faculty Lobby): Sally Malueg, IFS Senator, reported that the Lobbyist Activating Committee met following the Interinstitutional Faculty Senate Meeting of January 14 and interviewed finalists for the position of Lobbyist. They unanimously chose Bob Davis and his firm, who became employed as of January 20. Davis has an organization staff of an Administrative Secretary, a Lawyer Administrator, and a Communications expert. A Newsletter is in the process of being written for AOF members. There will be a Ballot included in the Newsletter asking members of the Association of Oregon Faculties to indicate the issues about which they are concerned and the priorities of those issues. Retirement issues will probably be a priority but they need to know where it rates with the members. Another issue being watched carefully is the mandated publication of faculty evaluations. The position now being taken is that these evaluations are a matter to be handled locally, not one to be mandated by the Legislature. Malueg also reported that the drive for membership will continue, and that the UO membership drive is still very active.

Bylaws Committee Recommendations: In the absence of Chairman Mary Kelsey, President Wilkins gave the report for the first part of the Bylaws Committee. "The Bylaws Committee unanimously recommends the change in name for the Executive Secretary to Executive Vice-President wherever the former appears in the Faculty Senate Bylaws." This motion (79-356-5) will be voted on at the next regular meeting.

The second part of the Bylaws Comm. report was given by Senator Doler, CLA, a member of the Committee. The Committee recommends that Article X, Section be amended as follows: "Sec. 1, Motions. Main motions introducing new business to the Faculty Senate, shall be limited to: (a) those specifically stated in the mailing (Sec. 2., Article XIV) for the meeting; (b) those providing for the disposition of a report included in said mailing, or (c) those distributed to the members, in written form, at a previous meeting, or (d) those introduced from the floor of the Senate as New Business. (Underlined material to be added.)"

~~Other-main-motions-shall-be-in-order--but-the request-of-a-single-member-shall-be-sufficient to-postpone-a-vote---Such-a-postponed-motion shall-automatically-become-an-agenda-item-for the-next-regular-meeting-unless-it-(a)-is-made the-order-of-the-day-for-an-adjourned-meeting to-be-held-at-least-twenty-four-(24)-hours later--or-(b)-is-made-the-question-for-a-mail vote--with-an-interval-of-three-(3)-days-allowed-for-the-return-of-ballots-" (Struck through material to be deleted.)~~

Doler reported that the Bylaws Committee was unanimously of the opinion that the Senate should have the privilege of deciding whether or not they want to retain this provision of the Bylaws. Doler noted that one argument in favor of keeping it was to retain the opportunity for Senators to consult with their colleagues before voting on a newly introduced matter. On the other hand, he observed that there are several ways that new items of business can be postponed. Among these is "object to consideration," which permits a third of those present and voting to defer action on an original main motion. Other arguments were in-

troduced for and against this motion.

Reports from the Executive Committee: President Wilkins reported that a Retirement Task Force had been appointed by the Executive Committee. Members of the Task Force are: Marjorie McBride, Chair; Lyle Calvin, Lester Strickler, and D. Curtis Mumford. This Task Force has been appointed as a result of agreement of the Joint Advisory Council (representing UO, PSU, UO/HSC, & OSU), and will work with similar groups on the other campuses.

Alumni Conference: President Wilkins noted that Alumni Conference IX will be held at Salishan Lodge on Saturday, February 24. Several faculty members, including Faculty Senate officers, are being invited to participate in sessions on matters affecting the Faculty. They are: C. Warren Hovland, Immediate Past Senate President; Bill Wilkins, Faculty Senate President; Leo Parks, Faculty Senate President-Elect; Fred Obermiller, Chairman, Faculty Economic Welfare Committee; Sally Malueg, IFS Senator.

Joint Advisory Council Meeting: President Wilkins indicated that the Joint Advisory Council will meet on Thursday, February 15, beginning at 3:00 p.m. at Truffles, in Salem. Several members of the Legislature have been invited to attend the meeting, which is designed to allow representative faculty from the Council to discuss topics of mutual interest with key Legislators.

Research Assistants Unclassified - Representation in the Senate: The Executive Committee reported in December that data were being collected regarding the matter of RAU's participation in the Faculty Senate. Dean Nicodemus' office has produced a report on this matter which has been referred to the Faculty Status Committee and the Bylaws Committee.

Reports from the Executive Office: President MacVicar and Wil Post reported on several items before the Legislature which are of interest to faculty. The following is a brief summary of the Bills presented.

- SB 6: Career & Vocational Education recommend.
  - SB 22: Establishes Higher Education Auxiliary Enterprise Bldg. Repair & Equip. Replacement Fund.
  - SB 24: Changes OSBHE Revolving Fund
  - SB 27: DNA Research (requires licensing for anyone involved)
  - SB 42: Purchase computer Equipment under \$5,000 without Legis. or E. Board O.K.
  - SB 52: Employment of Persons over 65.
  - SB 57: Modifications of Personnel Div. regulations.
  - SB 58: Collective Bargaining; defines barg. unit.
  - SB 59: Increases Retirement Age.
  - SB257: Changes features of PERS.
  - SB258: Modifies PERS definition of final aver. sal.
  - SB307: Exempts living organizations from school taxes.
  - SB335: Restoration of PERS rights (Higher Ed only)
  - SB351: Expenditure of Federal Funds only through specific appropriation bills
  - HB2005: Previous Employer letters of reference access.
  - HB2006: Amends law on Student & Faculty access to records.
- There being no further business, meeting adjourned 5:36 p.m.

Faculty Economic Welfare Committee Report to the  
Faculty Senate, Oregon State University:  
February 1, 1979\*

Subject

1979/81 Biennium Salary Recommendations for Oregon State University Faculty

Precedent

In prior years the Oregon State University Faculty Senate has adopted positions relative to biennial faculty salary recommendations. On December 7, 1978, the Senate directed the Faculty Economic Welfare Committee to recommend to the Faculty Senate at its February 1, 1979, meeting an Oregon State University faculty salary position for the 1979/81 biennium.

Recommendation

The Faculty Economic Welfare Committee recommends that the Faculty Senate support the standing goal of the Oregon State Board of Higher Education with respect to faculty salary levels: Parity relative to the 19-institution average faculty salary level as documented in the Higher Education General Information Survey (HEGIS) reports on "Faculty Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty." It is further recommended that parity be achieved by the last year of the 1979/81 biennium.

In order to achieve this goal, the Faculty Economic Welfare Committee recommends that the position of the Faculty Senate with respect to 1979/81 biennium Oregon State University average faculty salary adjustments be as follows:

*Salary levels for Oregon State University faculty should be increased on July 1, 1979, at an average rate of 9.4 percent relative to present, all ranks, faculty salary levels as submitted for the 1978/79 HEGIS report. An additional 9.4 percent salary increase relative to 1979/80 faculty salary levels should occur on July 1, 1980. These salary adjustments would result in a compounded rate of increase of 19.7 percent over the 1979/81 biennium. The magnitude and timing of these increases in average faculty salary levels is expected to result in parity vis-a-vis the "other 19" by the last year of the 1979/81 biennium.*

Assumptions

The recommended position on Oregon State University average faculty salary adjustments is based on the following assumptions:

\* Statistics used in developing and substantiating this recommendation will be posted in the Reserve Room, Oregon State University Library. Copies are available upon request from the Faculty Economic Welfare Committee.

1. Present and prospective Oregon State University faculty participate in a geographically broad academic market. Hence, the average rate of faculty compensation among the "other 19" universities is an appropriate basis for comparison if the University is to attract and retain a quality faculty.
2. The Oregon State University faculty salaries reported in HEGIS (full-time faculty with resident instruction appointments equal to or greater than 0.5 FTE, excluding high-level administrators) are representative of the general salary levels of the faculty as a whole.
3. Future changes in average faculty compensation levels in the 19 other universities sample are projected on the basis of the average rate of change during the past four years.

### Justification

*Oregon State University relative to the "other 19".* Oregon State University faculty compensation data often are pooled with similar University of Oregon data in interpreting HEGIS statistics. However, average faculty salary levels differ among the various institutions in the State System of Higher Education. Hence, it is appropriate for the Oregon State University Faculty Senate to base its faculty compensation position on the difference between Oregon State University levels and the "other 19".

*Timing of compensation adjustments during the 1979/81 biennium.* During the 1977/79 biennium, average faculty salary levels were increased July 1, 1977 (5.0 percent), April 1, 1978 (4.0 percent), and December 1, 1978 (5.0 percent). By the end of the biennium, average faculty salary rates therefore will have increased at a compounded rate of 14.7 percent. However, due to the timing of the salary adjustments, the average actual faculty salary earnings during the biennium increased by a compounded rate of only 9.44 percent. The timing of the two mid-year salary adjustments during the present biennium has resulted in some salary inequities between 9-month and 12-month faculty, necessitated an unusual amount of extra bookkeeping, and generated misunderstanding. Therefore, in spite of the fact that the "piecemeal" adjustments have resulted in higher ending budget salary levels, the Faculty Economic Welfare Committee urges the Oregon State University Faculty Senate to support a return to the traditional system of salary adjustments at 12-month intervals, effective July 1.

*Fringe benefits as a component of faculty compensation.* Fringe benefits are an important component of total faculty compensation. In 1977/78, for example, the monetary value of fringe benefits among Oregon State University faculty accounted for 12.8 percent of total compensation for Professors, 14.0 percent of total compensation for Associate Professors, and 15.1 percent of total compensation for Assistant Professors. Fringe benefit levels for Oregon State University faculty fall further below the "other 19" average than do faculty salaries. In 1977/78, Oregon State University average faculty salaries in comparison to the "other 19" universities were below average by 6.4 percent for Professors, 1.9 percent



for Associate Professors, and 1.1 percent for Assistant Professors. The comparable fringe benefit shortfalls were, respectively, 15.5 percent, 8.4 percent, and 5.2 percent. Thus, while salary levels for Oregon State University faculty are below average, total compensation falls even further behind.

1978/79 Faculty Economic Welfare Committee

Frederick W. Obermiller, Agricultural & Resource Economics  
Sally Hacker, Anthropology  
D. Curtis Mumford, Agricultural & Resource Economics  
Debra Jo Slater, Extension Family & Consumer Economics  
John H. Block, Pharmacy  
John C. Campbell, Industrial & General Engineering  
Milford D. McKimmy, Forest Products  
Donald Martin, Physical Education  
Leo W. Parks, Microbiology  
Patricia A. Wells, Office Administration  
J. A. Danley, Staff Benefits Officer, Ex Officio

Statistics Used in Developing the February 1, 1979, FEWC 1979/81 Biennium Faculty Salary Recommendation to the OSU Faculty Senate

Table 1. Average Annual Academic Salaries, 9-month Appointments, OSU and the "Other Nineteen"; by Academic Rank, Actual and Projected--(HEGIS data supplied by Oregon State Board of Higher Education and Office of Budgets, OSU).<sup>1/</sup>

Year	Full Professor		Associate Professor		Assistant Professor		"All Ranks"	
	Other 19	OSU	Other 19	OSU	Other 19	OSU	Other 19	OSU
1977/78	\$26,860	\$24,625	\$19,716	\$19,484	\$16,188	\$16,269	\$21,353	\$19,743
1978/79	28,579 <sup>2/</sup>	26,858	20,978 <sup>2/</sup>	21,321	17,224 <sup>2/</sup>	17,212	22,720 <sup>2/</sup>	21,477
1979/80	30,408 <sup>2/</sup>	---	22,320 <sup>2/</sup>	---	18,326 <sup>2/</sup>	---	24,174 <sup>2/</sup>	---
1980/81	32,354 <sup>2/</sup>	---	23,749 <sup>2/</sup>	---	19,499 <sup>2/</sup>	---	25,721 <sup>2/</sup>	---

<sup>1/</sup> The "other 19" institutions with which the State Board of Higher Education compares salaries at the University of Oregon and Oregon State University are as follows: Universities of California, Colorado, Idaho, Illinois, Indiana, Iowa, Iowa State, Michigan, Michigan State, Minnesota, Montana, North Carolina, Ohio State, Purdue, Texas, Utah, Washington, Washington State, and Wisconsin.

<sup>2/</sup> Estimated by OSU FEWC at 6.4% above previous year. (The 6.4% represents the average annual increase in faculty salaries for the "other 19" institutions during the last 4 years, 1974/75 to 1977/78, inclusive (5.4%; 8.0%; 6.2%; 5.9% respectively).

For OSU to attain full "parity" in 1980/81 with the "other 19" institutions with respect to the 9-month average annual salaries at the "All Ranks" academic level based on the above estimates, it would require an average increase in average salaries of 9.4% in the first year, and 9.4% again in the second year of the biennium. This would be 19.7% on a cumulative basis.

Table 2. Relative Standing in 1977/78 of Oregon State University Average Annual Statistics Compared with Other Specific Universities Studied by the Oregon State Board of Higher Education--in Salary, Fringe Benefits, and Total Compensation--9-month Basis.<sup>1/</sup>

Academic Rank	Annual Salary		Annual Fringe Benefits		Total Annual Compensation	
	Rank <sup>2/</sup>	% of average <sup>3/</sup>	Rank <sup>2/</sup>	% of average <sup>3/</sup>	Rank <sup>2/</sup>	% of average <sup>3/</sup>
	Relative Standing of Oregon State University					
Professor	18th	94.0%	15th	85.7%	18th	92.9%
Associate Prof.	15th	98.2%	13th	92.2%	17th	97.3%
Assistant Prof.	14th	99.1%	13th	95.3%	15th	98.5%

<sup>1/</sup> Source of data: AAUP Bulletin, September 1978, pp. 212-253.

<sup>2/</sup> Refers to the numerical rank amongst the entire list of 21 institutions (the "other 19" plus the University of Oregon and Oregon State University).

<sup>3/</sup> Percent of the average of the "other 19" universities.

# STAFF NEWSLETTER

Appendix

## Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 18, No. 21, March 8, 1979

### 1979 Meeting 357

The March meeting of the Faculty Senate was held on Thursday, March 1, in Withycombe 101. The meeting was called to order by President Bill Wilkins at 1530 hours. Minutes of the February meeting have been published, but not fully circulated, so approval was postponed to the April meeting.

ROLL CALL: Senate Members Present: Adams, G. Anderson, Bodyfelt, Bowman, Carson, Chaplin, Coles, Davis, Decker, Doler, Edwards, Ferrell, Firey, Fischer, Frick, Frolander, Goetze, Griffiths, Gudger, Heath, Hisaw, Hovland, Johnston, Kennick, Kling, Knapp, Krahmer, Lais, Lawrence, Madden, Masilionis, McClintock, McFarland, McGill, McGrath, McMahon, Morita, Morris, Motamedi, Mrazek, Munro, Nelson, Nicodemus, Nielsen, Norris, O'Connor, Oester, Parks, Peterson, Reed, Sandine, Scanlan, Seaders, Sidor, Sjogren, Stang, Stiehl, Stoevener, Stone, Strickler, Taylor, Volk, J. Weber, L. Weber, Wells, Wilkins, Williams, Willis, Yoke.

Senate Members not Present were represented as follows: E. Anderson, L. Dale; Grady, Deek; Randerson, Foster; Robertson, Miller; Wickman, Hawkes.

Senate Members Absent were: Barte, Brodie, Buckhouse, Campbell, Carey, Carpenter, Chambers, Cheeke, Conte, Froehlich, Fullerton, Goheen, Gravatt, Hacker, Huyer, Kiekel, Lee, Leklem, MacVicar, Malueg, Miller, Neshyba, Osborne, Rickson, Tedder, Wilson, Yonker.

Guests of the Senate were: Sandra Suttie (Curric. Coordination), Robert Becker (Associated Oregon Faculties), Anne Deeney (AAUP), Richard Towey (Economics), Dean Osterman (CAUT Project).

\* \* \* \* \*

Intercollegiate Athletics: Wil Gamble, Chairman of the Intercollegiate Athletics Board reporting. Also present and introduced to the Senate were Nancy Gerou, WIA; Paul Valenti, and Jerry Ward, Athletics Business Manager. Gamble recalled that prior to June 1978 there were separate Boards for Men's and Women's athletics, but that in September 1978, these had merged into a single 19-member board consisting of: the President of ASOSU, 3 other students, 3 alumni, 4 faculty, the Director of Alumni, President of Beaver Club, Registrar/Admissions officer, Vice President for Administration, 1 representative to AIWA, 1 representative to NCAA, and 1 member at large. Gamble reported that the Budget and Executive Committees will have meetings on March 7, which are open to the public. Reports will be made later on budgets and Title IX matters. Jack Davis will be present in April to provide further information.

Nancy Gerou, Women's Intercollegiate Athletics, reported that the areas of sports medicine, sports management, and game management (ticket sales) have been combined into a single operation. AIWA is the NCAA counterpart and was established in 1970. It has over 900 institutions currently and establishes the rules, regulations, recruitment restrictions, and financial aid rules for women's athletics, and regulates all 18 sports for women.

Gerou reported that OSU will host the Northwest Regional Championships this year in gymnastics, a sport in which OSU is currently ranked 16th nationally. Fourteen schools will be represented in the meet and OSU hopes to take first place.

In response to a question from Senator Yonker, CLA, Gerou reported that the WIA's current budget is \$307,000, which includes salaries, scholarships, etc., and that \$175,000 of this comes from Student Incidental Fees. Gerou also noted that Beaver Club raises funds for both men's and women's programs.

Bylaws Committee Report: President Wilkins announced that with the permission of the Senate, Senator Walter Kennick would supply tellers for counting the ballots cast in the matter of the Bylaws amendments. There was no objection.

First item for consideration was a motion presented at the January meeting (see Minutes of 2/8/78, p. XX), Motion 79-356-5 for full text) to amend the Senate Bylaws by striking the name "Executive Secretary" wherever it appears in the Bylaws and inserting "Executive Vice-President." President Wilkins turned the chair over to President-Elect Parks to speak for the motion, making the following points: 1) Its passage would eliminate confusion from the present situation of having an Executive Secretary, a Recording Secretary, and a Secretary, in the Senate Office. 2) The function of the Office of the Faculty Senate will be enhanced in dealing with the "outside" by having the title Executive Vice-President, which is currently being used in professional organizations and some businesses.

Senator Wells, Business, spoke in opposition to the change, asserting that the Task Force which originally created the office considered this title and rejected it because it would tend to cause power to accrue to the office and that was not desirable.

Senator Decker, Science, spoke in opposition alleging confusion of meaning with Executive Vice-President, since Vice-Presidents normally succeed to Presidents and in this case that would not happen.

Sen. Gudger, Bus, moved (79-357-1) to strike "Vice President" and insert "Director" so the motion would read "Executive Director;" seconded, passed by voice vote. Dean Nicodemus raised a Point of Order asserting the amendment changed the main motion sufficiently to warrant post-

ponement of a final vote to the next meeting. President Wilkins rejected the Point of Order. The motion to change the title of Executive Secretary to Executive Director was voted on by Ballot. The vote was 40 Yes to 33 No; since a two-thirds majority was not obtained, the motion failed (79-356-4).

President Wilkins resumed the chair. The second Bylaws amendment, (Motion 79-356-5, see Minutes of 2/8/79, p. XXI, for full text) would amend Article XIV, Section 2, by eliminating the provision that objection to consideration by a single Senator be sufficient to postpone a vote on an original main motion introduced from the floor, was placed before the house.

Senator Frolander, Oceanography, inquired about the origin of the "objection" provision. Senator Griffiths, Science, asserted that the provision protects against the passage of a motion in a meeting with small, unrepresentative attendance. Senator Adams, Agriculture, pointed out that there are other motions to dispose of main motions without a final vote. Senator Carson, CLA, noted that the single Senator veto provision was adopted during a period of more social ferment than now, a period in which more probability of unwise action existed than now. He was, however, inclined to oppose the amendment.

Several other Senators spoke for and against the motion, after which it was voted on by Ballot. The resulting vote of 42 Yes, 31 No, was insufficient for a two-thirds majority vote; thus the motion (79-356-5) was defeated.

Senator Doler, CLA, reported for the Bylaws Committee the following recommendation and moved its adoption (79-357-2). Amend Article XVI, Section 1, paragraph one, by adding the underlined portion: "Unless otherwise provided for in this Article, amendment of these Bylaws shall require a two-thirds vote of the members present at any regular Faculty Senate Meeting. Such amendments must be proposed by the Executive Committee, or by any Senator from the floor of the Senate. In the latter case, however, the proposed Amendment shall automatically be referred to the Bylaws Committee for its study and recommendation." This amendment will be considered at the regular meeting on April 5.

Budgets & Fiscal Planning Committee, Joe Stevens, Chairman, reporting: Stevens reviewed the charge to the Committee to "examine the case for and against requesting Legislative action to modify the enrollment ceilings imposed on Oregon State University and to report its findings and recommendations to the OSU Faculty Senate in two months" (see Minutes of 1/18/79, p. XVIII). The Committee offered the following report of arguments for and against the ceiling and concluded with a recommendation: "For Action to Repeal:

1. The Committee considers it unfortunate, inappropriate, and questionable public policy that only one institution of the State System enjoys a statutory restriction on state-funded enrollment. We believe action to modify, rather than delete, the statutory limitation would indicate acceptance, by the Legislature, of the validity and propriety of this singular recognition. Therefore, we consider deletion, not modification, of Section 6 as the only logically consistent potential

course of action.

2. The Legislative history of ORS 528 suggests that the Board's established responsibility for policy and management of higher education may not have been recognized. This assignment of responsibility is weakened, we believe, by the inclusion of Section 6 in legislation otherwise dealing with a single program of this University.

3. The current Legislature might be sympathetic to the inappropriateness of Section 6's applicability only to OSU as well as to arguments centering on the University's difficulty in meeting its obligations to qualified Oregon students who wish to follow programs unique to OSU.

4. While repeal of Section 6 would not eliminate the funding and administrative disadvantages of remaining Board-approved limitations, amelioration of those disadvantages might be more practicable through Board action. In recent months, the Board has reconsidered enrollment targets of both Portland State University and Oregon College of Education under regular provisions which are built into the review process for institutional enrollment limitations.

#### Against Action to Repeal:

1. Requests to repeal Section 6 might be rejected, thus making future attempts to repeal less likely to succeed.

2. The Legislature might expand Section 6 to include all OSSHE institutions, thus extending rather than eliminating what we consider an inappropriate involvement of the Legislature in matters of higher education policy and management.

3. The Legislature might initiate through its staff or the Educational Coordinating Commission a determination of enrollment policy, a function we believe legitimately resides with the Board.

#### Recommendation:

The Committee recommends that Faculty Senate officers seek the support of President MacVicar and the State Board for a measure to repeal Section 6. We believe the Legislature will be more sympathetic if repeal is supported by University faculty and administration, as well as by the Board.

The Committee understands that efforts to repeal Section 6 have been or will be initiated during the current Legislative session. We recommend that the Faculty Senate *monitor such efforts through appropriate legislative contacts and attempt to ascertain the probability of legislative repeal of Section 6. If repeal appears likely, the Faculty Senate should* (italicized material later deleted by Goetze's motion 79-357-4) submit a statement of formal support of the relevant legislation.

If repeal of Section 6 is not approved during the current legislative session, the Faculty Senate should participate in development of a suitable measure for introduction at the next Legislative session."

Senator Wells, Business, moved (79-357-3) that the Senate instruct its officers to proceed in accordance with the Budgets & Fiscal Planning Committee's recommendation; seconded. Senator Goetze, Agriculture, spoke in favor of a more definite position by the Senate than that suggested by the Committee recommendation. Several Senators made statements or asked questions about the issues of this question, after which Goetze moved to strike

(79-357-4) from the Resolution the following words: "Monitor such efforts through appropriate legislative contacts and attempt to ascertain the probability of legislative repeal Section 6. If repeal appears likely, the Faculty Senate should....;" seconded. Motion 79-357-4 passed by voice vote. The Resolution (79-357-3), as amended, Passed Unanimously.

Advancement of Teaching Committee, Chairman Len Weber reporting: Senate Bill 415 was the subject of the report. The summary of this Bill is: "Appropriates \$800,000 for biennium ending June 30, 1981, for instructional development at schools operated by the State Board of Higher Education."

Since the wording of this Bill is not precisely what its student sponsors (OSL) wanted, the following amendment will be proposed to Section 1. "The purpose of this Act is to improve the quality of teaching skills of college and university faculty employed by the State Board of Higher Education, by development of Instructional Improvement projects on each of the state system college and university campuses. The Instructional Improvement Projects will be modeled after the College and University Teaching Project in operation at Oregon State University."

Mel Ferguson, ASOSU President, and Cindy Wilhite, OSU Oregon Student Lobby representative, spoke in favor of SB 415. Concern was expressed that the \$800,000 would not be in addition to the regular OSBHE budget, but would have to be "found" if this Bill were approved. No action was recommended by the Advancement of Teaching Committee and none was proposed by the Senate.

Reports from the Executive Committee, President Wilkins reporting:

1. Wilkins reported that the Executive Committee had approved a Waiver of AR 16 to allow the OUS basketball team to participate in the NIT Tournament in the event an invitation was extended to OSU.

2. He reported further that action taken regarding academic salaries at the February meeting (see Minutes of 2/8/79. FEWC report, p. XX) for the next biennium had been reported to President MacVicar, who had forwarded it to the OSBHE with his support. Wilkins also reported that he, along with others, had presented the Senate's recommendation in person to the OSBHE Finance Committee; to Senators Heard and Trow; at the Alumni Conference; and that the OSU group was "warmly received" by the UO group, who commended OSU for taking the lead on this matter.

Senator/Executive Committee member Kathleen Heath reported on the matter of salary differentials between OSU and UO and presented the following motion: (79-357-5) "I move that the Faculty Senate of Oregon State University authorize and direct its Faculty Economic Welfare Committee to initiate and conduct an in-depth comparative academic salary study between Oregon State University and the University of Oregon, to be reported on by May 14, for presentation at the subsequent Faculty Senate meeting;" seconded. The point was made that the comparison was to exclude the UO Health Sciences Center. Dean Nicodemus expressed the hope that all faculty salaries would be included in the investigation and that the comparisons would not be limited to

the teaching faculty.

The Heath motion (79-357-5) passed by voice vote.

3. President-Elect Parks reported on House Bill 2831, which is summarized as follows: "Requires State Board of Higher Education in consultation with student body officers and elected faculty representatives to establish rules requiring Course Evaluation and Classroom Survey Evaluations by students of faculty members. Permits institutions of higher education to formulate questions in survey; permits public release of such evaluations; requires Oregon Educational Coordinating Commission to study evaluations and report to Sixty-first Legislative Assembly." Parks explained that he and Dean Nicodemus served as a sub-committee for the Executive Committee in producing an analysis of HB 2831 and providing the following recommendation: (Motion 79-357-6) "I move that the Faculty Senate be urged to consider the proposed HB 2831 and to take all appropriate actions to oppose the Bill;" seconded.

Among the arguments against HB 2702, a nearly identical measure introduced in 1977, and considered relevant to the current Bill, HB 2831, are the following:

"1) The provisions of the bill appear to curtail or modify the discretionary authority and responsibility of the State Board of Higher Education.

2) The bill also proposes that one group of state employees shall receive special attention or treatment by permitting the publication of anonymous student opinions of performance.

3) The costs to implement HB 2831 will be very high in dollars, and in student, faculty, and class time.

4) Opinions of students could provide at most only a partial assessment of the quality of an instructor's performance, and also one of uncertain validity."

Several questions were raised: Hovland, CLA, asked if the Associated Oregon Faculties has a position on this. Bob Becker, President Pro-Tem of the Association, answered that AOF opposed legislating evaluations. Senator Griffiths, Science, asked if there were any reason to believe that evaluations are sometimes manipulated. Dean Nicodemus responded that in testimony on this topic to the 1977 Legislature there was some report of manipulated evaluations.

Some opinions expressed were: Frolander, Oceanography, thought signed evaluations would be a "different matter." Griffiths, Science, thought that if students wanted to obtain and publish evaluations without being mandated by Law, that was "quite a different matter." Decker, Science, added that this Bill gives legal sanction to a procedure which could now be done entirely by students.

The Parks motion (79-357-6) PASSED UNANIMOUSLY BY STANDING VOTE.

Associated Oregon Faculties, Bob Becker, President Pro-Tem, reporting: Becker reported that \$25,000 (yearly rate of support) had been raised to support the lobbyist and that more would be needed. Present membership is about 628 with OSU having 280, and UO 150. Becker thinks membership should be about 1200. He reported that the present Pro-Tem officers of the AOF are: Bob Becker (OSU), President, Sally Malueg (OSU), Vice-President, Dick Scott

XVIII\* ? Duplicate #

(OCE), Secretary-Treasurer. He expressed the hope that completed Bylaws would soon be ready for adoption. Retirement Age: Federal Law now raises retirement age to 70, except for policemen, firemen, and tenured faculty. Tenured faculty will be added to the higher retirement age in 1982 unless retained at retirement age 65 by State law. AOF is seeking input from its members before deciding what stand it will take on this issue.

AOF will also seek membership input on HB 2831 (see above) but is presently taking the position that line item budgeting by the legislature is undesirable even for a good thing.

AOF will be neutral on the issue of OSU/UO salary differential and on other similar kinds of issues.

President Wilkins reported that the 9-12 Month Committee has been appointed. They are: Herbert Stoevener (Chairman), Lawrence Dale, Bruce Shepard, Janice Weber, Earl Goddard, John Beuter, and David Nicodemus.

#### Reports from the Executive Office:

Sandra Suttie, Curriculum Coordinator, reported that the Chancellor has approved four Category I proposals. They are:

1) the proposal to change the degree requirements in Business Education and Distributive Education from joint programs in the Schools of Business and Education to programs located solely in the School of Education;

2) the proposal to offer a graduate major in Trade and Industrial Education, leading to the M.S. in Education or the Master of Education (Ed.M.) degrees;

3) the proposal to change the name of the baccalaureate degree option in Clothing & Textiles in Business offered by the School of Home Economics to Fashion Merchandising; and

4) the proposal by the School of Home Economics to offer a new option in the Department of Clothing, Textiles, and Related Arts in Apparel and Textile Design.

Suttie reported further that the proposals to discontinue the Systems Technology curriculum and to suspend the BA degree program in Russian will be presented to the Board's Committee for approval at the February meeting. The Board has already authorized OSU to participate in the tri-state program leading to the degree of Doctor of Veterinary Medicine; however, the details of the program and the degree requirements will be taken to the Board's Committee for approval at the February meeting (and will go to the full Board on March 30).

Wil Post gave an up-date on the several Bills summarized in the February Minutes (see Minutes of 2/8/79, p. XXI). In addition, he reported that several budgets (Forest Research and Ag. Experiment Station, for example) had been acted upon in about the way recommended by the Governor.

Students are lobbying very hard on HB 2831 (see above) and, by comparison, spending very little time on SB 415 (see above), he reported.

#### New Business:

Senator Strickler, Business, presented the following Resolution (79-357-7):

WHEREAS OSU Faculty personnel have had a lot of trouble finding suitable on-campus parking spots for their cars in the last few years and

WHEREAS these problems appear to be influenced most heavily by a collective bargaining action in which classified staff received access to more favorable parking locations and

WHEREAS the effect has been to deprive the faculty of a previously-enjoyed employe benefit and

WHEREAS these conditions have caused inefficiencies in the form of wasted faculty time and wasted fuel in hunting for parking spots, now, therefore

BE IT RESOLVED, That the OSU Faculty Senate go on record as expressing strong objections to the seriously reduced number of on-campus parking spaces available to the faculty and,

BE IT FURTHER RESOLVED, That the President of the OSU Faculty Senate communicate these objections to the institutional President and urge the President to take appropriate corrective action.

Senator Gudger, Business, moved to postpone Strickler's motion to the April meeting (79-357-8); seconded and passed.

The meeting was adjourned at 5:48 p.m.

Thurston E. Doler  
Recording Secretary

# STAFF NEWSLETTER

Appendix

Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 18, No. 25, April 12, 1979

1979 Meeting 358 - April 5

The April meeting of the Faculty Senate was held on Thursday, April 5, in Wiegand Hall 115. The meeting was called to order at 3:00 by President Bill Wilkins. Minutes of the February 1 meeting were approved as published. Motion 79-357-2 of the March 1 meeting minutes was corrected to include the phrase, "or by a committee authorized by the Faculty Senate." The Minutes were then approved as corrected.

ROLL CALL: Senate Members Present: Adams, B. Anderson, Barte, Bodyfelt, Bowman, Brodie, Buckhouse, Campbell, Carey, Carson, Chambers, Chaplin, Coles, Davis, Decker, Doler, Edwards, Ferrell, Firey, Fischer, Frick, Froehlich, Frolander, Conte Goheen, Grady, Gravatt, Griffiths, Heath, Hisaw, Hovland, Huyer, Johnston, Kennick, Kling, Knapp, Krahmer, Lais, Lawrence, Lee, MacVicar, Madden, Malueg, Masilionis, McClintock, McFarland, McGill, McGrath, McMahon, Miller, Mrazek, Munro, Neshyba, Nicodemus, Norris, O'Connor, Gester, Osborne, Reed, Rickson, Sandine, aders, Sidor, Sjogren, Stiehl, Stoevener, one, Strickler, Taylor, Tedder, Volk, Weber, J., Weber, L., Wells, Wickman, Wilkins, Williams, Willis, Yoke, Yonker.

Senate Members Not Present were: G. Anderson, Carpenter, Hacker, Leklem, Morita, Morris, Motamedi, Nelson, Nielsen, Parks, Peterson, Randerson.

Senate Members not Present were represented as follows: Cheeke, Holtan; Fullerton, Sisson; Goetze, Huddleston; Gudger, McFarlane; Robertson, Thompson; Scanlan, Wrolstad; Stang, Freen; Wilson, Craven.

Guests of the Senate were: Sandra Suttie (Curric. Coord.), Thomas Bedell (Chrm., Fac. Rec. & Awards Comm.), W. C. Johnson (Fac. Status Committee), Philip C. Magnusson (Chrm., Academic Regs. Comm.), Phil O'Neil (Family Life Dept.), Ned Burris (Traffic Off.) George Stevens (MU Director), Anne Deeney (AAUP), Nancy Gerou (WIA), Mary Jo Mueller (Student), Jack Davis (Ag. Exp. Station/NCAA/PAC 10 Representative), and Wil Post (President's Office), Dale Bever (For.)

\* \* \* \* \*

Intercollegiate Athletics, Institutional Representative Jack Davis reporting: Davis reported that the NCAA meets annually in a convention consisting of 800 institutions. The meeting is one body, with each institution having one vote, a majority vote is required to change or adopt regulations. There were few philosophical changes passed at the last meeting, according to Davis. Some examples of proposals which were defeated are:

1) Base financial aid on need. 2) Proposal to increase squad limits and coaching staff. 3) A proposal that the NCAA sponsor certain championships with the WIA. 4) A proposal to raise grade requirements from the present 2.0 to 2.25.

Cost trends. Presently, intercollegiate athletics are on a collision course with costs and income, Davis asserted. Either income has to be increased or costs decreased, or insolvency will result. TV had a significant impact on college football in 1978, bringing in 29 million dollars from ABC for football coverage. Davis reported that 116 institutions appeared on these televised games. Among the programs funded from this income are: 1) A post graduate scholarship program. 2) Promotion for college sports. 3) Complete financing of travel for the involved athletes to championship events.

Joint Participation with Women: Joint sponsorship with women's intercollegiate athletics is being explored in some areas, Davis reported, but there are some problems. In the NCAA, for example, if an athlete transfers, he loses eligibility for a year, if a woman athlete transfers, she is eligible to participate immediately.

Super Powers in Football: One fact of life in college football is that the super powers in football may grow stronger; they are presently competing with the pro's and they have to grow to keep up. There is a move toward developing a Division I Football Championship, a program in which the winners of the big bowl games would compete to see who is, in fact, the national champion. Oregon State opposes this trend and would prefer to leave the matter of who is champion to the public opinion, Davis reported.

PAC 10 Report: A PAC 10 school may now accept a bowl invitation to any bowl game if they can procure that invitation. According to Davis, however, it is not a money earning venture. Davis reports that the addition of Arizona schools is working well and that they have good teams. An effect of this addition of Arizona schools, however, has been to reduce the number of nonconference games which the PAC 10 schools now play, now down to two per year.

Student Petitions: The NCAA last year acted on 57 different petitions from students for eligibility to participate. Coaches Rainey & Davis worked closely with our program and participants. Their tracking of our students indicates that there is a 50% chance of success with those who come in on the 3% program.

Financial Situation: The long-range financial position for athletics is not bright. The NCAA mandates a program consisting of eight sports to qualify as a full-fledged member. Oregon State now has seven intercollegiate sports and will have to add another. In answer to a question about that eighth sport, Davis responded

that we are now contemplating adding Crew. He noted that we had previously deleted tennis, swimming, and golf because of money problems. One reason for adding Crew is that we do presently have a program in that sport.

Executive Session: President Wilkins at this time declared the Senate to be in Executive Session, citing the Statutory authority for excluding everyone except Senators and those authorized to participate in an Executive Session. This session was to hear the report of the Faculty Recognition and Awards Committee, with Tom Bedell, Chairman, reporting. Bedell presented the committee's recommendations, following which they were discussed. After the discussion ended, the Executive Session was adjourned.

President Wilkins ordered the distribution of ballots to vote on the recommendations of the Faculty Recognition and Awards Committee. After the votes were counted, President Wilkins announced that items, 1, 2, and 4 had been approved by the Senate, and that item 3 had been rejected.

Bylaws Committee Report: In the absence of Chairman Fred Ramsey, Senator Thurston Doler, CLA, a member of the committee, presented the report. Doler distributed the Ballot to vote on the Amendment to Article 16, Section 1, Paragraph 1, which reads as follows: (Doler noted that the underlined part was that which the Bylaws Committee proposed to add) "Unless otherwise provided for in this Article, amendment of these Bylaws shall require a two-thirds vote of the members present at any regular Faculty Senate meeting. Such amendments must be proposed by the Executive Committee, by a committee authorized by the Faculty Senate or by any Senator from the floor of the Senate. In the latter case, however, the proposed amendment shall automatically be referred to the Bylaws Committee for its study and recommendation. This is Motion 79-357-2, carried over from the last meeting. Doler explained that there were two issues in this proposed amendment. The first, whether or not the Senate wanted to allow Bylaws amendments to be proposed from the floor and, secondly, whether or not they should be referred automatically to the Bylaws Committee once proposed. Balloting on the proposed amendment passed it by a vote of 79 to 2.

Resolution, Parking Concerns: Senator Strickler, Business, reporting. At the March 1 meeting of the Senate, Senator Strickler introduced a Resolution regarding on-campus parking (see Minutes of March 1, 1979, Page XIX, for the full text of this proposal, Motion 79-357-7). Strickler spoke in favor of his motion, noting that there was no intent to abridge the parking privileges of classified employees; basically, the intent, he said, was to draw attention to the problem as seen by the faculty. By general consent, Strickler was permitted to strike from the second "Whereas" in his motion, a reference to Collective Bargaining. At this time, Ned Burris, Director of the Traffic Office, was recognized. Burris generally acknowledged the problem as viewed by Strickler, commenting that the Traffic Committee now proposes to eliminate the second family parking permit, noting that 700 of these had been issued, and noting further that about 2100

total permits had been issued. The Traffic Committee has several recommendations, including carpooling, in which designated campus parking would be limited to carpoolers, with several people getting together in buying one permit. Other possibilities included creating more compact car parking spaces, making the current fee lot (near the Bookstore) available only to off-campus visitors, and requiring visitors to park off-campus.

Increased fines for parking violations have not been a deterrent to illegal parking on campus. Burris proposes that faculty/staff put their bikes in their car trunks, drive to peripheral parking areas, and then bike to the interior of campus. A question was raised about the number of parking spaces being taken up by state and federal vehicles and it was pointed out that there is no way to require permits for these vehicles.

Strickler noted further that contractors and construction workers on campus take up many parking spaces. Someone noted also that the "People's Park" is essentially unused and wasted space.

Strickler's motion (79-357-7) was put to a vote and PASSED.

Following this action, President MacVicar responded briefly to the action and indicated he was reluctant to see the second car permit abolished. He discussed the matter of selling parking spaces in a suggested parking garage to people who want reserved spots, but thinks that monthly costs per space for such a garage facility could range from \$50-\$100 per month. The cost of constructing such a garage would, he estimated, be around \$3,000-\$4,000 per space. He concluded by saying that perhaps it is time to develop a questionnaire to be distributed to all faculty/staff to determine just what people want in the way of parking and what they are willing to pay for.

Faculty Status Committee: Chairman Roger King reporting. The first report of this committee dealt with "Restrictions on Political Activities" which is in response to an October 19, 1978 Staff Newsletter item by the same title, and letters from AAUP and OSEA protesting the restrictions on political activities. King spoke at length in ~~reviewing the manner in which~~ his committee had reviewed this topic and outlined the procedures of the committee in arriving at its recommendation. The committee's basic recommendation is that no material other than official mail be placed in any faculty member's mailbox at anytime, by any person. The basic theory behind the King report is that mailboxes are state property and that state property is not to be used in any way for personal or private use. The report was discussed at some length and numerous questions were raised by several Senators. No motion was made regarding the report.

The second report was on Untenured Faculty, W. Curtis Johnson, reporting. This matter was referred to the Faculty Status Committee on April 20, 1978 when Curtis Johnson was still committee chairman, and Johnson continued through the Fall term of 1978 while King was on Sabbatical Leave. The question of untenured faculty was originally raised by a letter from AAUP President Frank Shaw, expressing concern about extending appointments beyond the normal probationary period of seven years. The text of the Johnson recommendations can be found in the



Reports to the Faculty Senate of April 5, 1979. By general consent, the Senate decided to take no action on this report; however, action will be possible at the regular May meeting.

Academic Regulations Committee Report, Phil Magnusson, Chairman, reporting: On November 30, 1978, the Executive Committee referred to the Academic Regulations Committee a recommendation from the Curriculum and Academic Policy Committee of the School of Engineering that a revision of AR 9, Admission to Class, be amended to drop from class any student who fails to attend a class during the first five days of classes. The Academic Regulations Committee has prepared a recommendation which reads as follows:

"c. "No-Show" Disenrollment from Certain Courses: If it is anticipated that the demand for enrollment in a given course will exceed the maximum number that can be accommodated, the department offering the course may designate it in the Schedule of Classes with the code "NSHD" (No-Show Drop). A student who is registered for such a course during the first 5 school days of the term may be dropped from the course at the option of the instructor, unless the student has obtained prior permission for absence. If such action is taken, the instructor will send written notice through the Department to the Registrar's Office which, in turn, will notify the student that the course has been dropped from his or her schedule. No fee will be charged."

Senator Stone moved to adopt the above Resolution (79-358-2), seconded. Senator Doler moved to amend the Resolution (79-358-3) by inserting the phrase "through the Department", 2nd and 3rd. The Resolution, 79-358-2, was then adopted as amended.

Budget and Fiscal Planning Committee, Joe Stevens, Chairman, reporting. As background to this report, President Wilkins noted that a year ago the name of the committee was changed from Fiscal Priorities and Long Range Planning to Budget & Fiscal Planning Committee to give us timely recommendations on these matters. There were early appointments made to the Committee to facilitate its work and meetings were held between the Committee and the Administration. As a member of the Intercollegiate Athletics Board, Wilkins learned on January 24, 1979, in their meeting about the movement to include funds for Intercollegiate Athletics in the State General Fund budget. At that time it was revealed by a member of the Intercollegiate Athletics Board, the existence of a coordinated statewide effort to generate political support for this appropriations request. Wilkins noted that there was no apparent effort to involve the Senate or its leadership in these efforts. In a later meeting, on January 31, 1979, the IAB adopted, with two dissenting votes (one of them Wilkins'), a motion saying the Board of Intercollegiate Athletics considers State General Fund support for Women's Intercollegiate Athletics as "the highest priority for immediate institutional action."

The next day, February 1, at the meeting of the Senate, it was learned for the first time that there were four categories of Program Improvement in the Governor's budget, and in the State System's budget. At the earliest subsequent time, the Executive Committee of the Senate asked the Budget & Fiscal Planning Committee to review these matters and to report a recommendation to the Senate. The recommen-

dation that is before the Senate today is a result of this referral, Wilkins reported.

Chairman Stevens' report included an outline of the Board's requests and the Executive Department's recommendations. See the last page of these Minutes for the Chart which presents the figures involved.

The Budget & Fiscal Planning Committee concluded with the following recommendation: "The Committee recommends that the Faculty Senate support the three Program Improvement elements relating to Academic Computing, Library Support, and Facilities Maintenance and Rehabilitation as a matter of principle, although the Committee has not been provided an opportunity to study the appropriateness and adequacy of the dollar amounts which are involved. Each of these items would, if approved, enhance the quality of education provided by the University."

Senator Wells, Business, moved the adoption of the Resolution (79-358-4); seconded. The Committee declined to recommend support for Women's Intercollegiate Athletics on the grounds that to divert funds to Intercollegiate Athletics would bring their programs in conflict with academic programs and, in the long run, this could be destructive to both. The Committee noted that the precedent of not utilizing state funds for Intercollegiate Athletics had been a useful one and stated its reluctance to endorse removal of a precedent without clear assurance that budgetary integrity of academic activity is suitably protected in Board and University policy. Lois McGill, Agriculture, moved to amend the Committee's recommendation to include support of Women's Intercollegiate Athletics (79-358-5), seconded. McGill noted that the major portion of support for Women's Athletics comes from student fees and voiced the hope that the faculty would support inclusion of Intercollegiate Athletics for State Fund support.

Nancy Gerou, Director of Women's Intercollegiate Athletics, was recognized and was asked to speak to the McGill amendment. Gerou made the following points in her support of seeking State funding for Women's Intercollegiate Athletics. First, current sources of funding are beginning to plateau. The Student Fees support constitutes 60% of the budget; that is up \$12,000 from last year to \$175,000 presently. She asserted that Men's Intercollegiate Athletics and Beaver Club cannot hope to continue the current rate of support. She believes that the Title IX impact on the institution would be the loss of federal funds if a complaint is filed against OSU and it is found to be in violation of Title IX.

Mary Jo Mueller, an ASOSU lobbyist, was recognized at this time and Mueller spoke in support of the McGill amendment. Senator McFarland, CLA, asked if state support of athletics would include institutional matching funds. This point was unclear and was unsettled, as well as unsettling. President MacVicar was recognized to speak on the matter before the House. He indicated that Tax support of Intercollegiate Athletics was not new in the State. He recalled that Legislative support was sought in 1977 for Intercollegiate Athletics in the wake of very rapid growth in Women's Athletics. In that biennium, a bill introduced to support athletics died in Ways and Means. The President noted further that, in preparation of the 1979-81 budget, about \$900,000 was considered for the support of athletics. The proposal did not specify specifically what the money was to be used for.

The specific allocation of \$420,000 was included in the Governor's budget. Atiyeh chose to leave it at that amount and did not raise it back to the requested \$900,000. MacVicar thinks that if this item were passed by the Legislature, it would carry a Ways & Means budgetary note which, even though it does not have the force of Law, is an impelling reason to monitor closely the use to which the funds are put. MacVicar noted that a somewhat larger amount than that currently proposed here is already going to support Women's Intercollegiate Athletics at Portland State University and at the University of Oregon. Given the circumstances of compliance with Title IX, the President noted that the money which this proposal would give OSU would be very helpful in meeting Title IX compliance. The President is not convinced that the concern of the Budget & Fiscal Planning Committee about co-mingling academic and athletic funds is well-founded and expressed the hope that the request would be supported, even as a low priority, and suggested that the matter be referred back to the Budget & Fiscal Planning Committee.

In further clarification, the President explained that of the \$420,000 proposed appropriation, about \$60,000 would come to OSU, with the UO receiving about the same amount. The other institutions would each receive a smaller amount, but the total would be about \$220,000.

The President stated that an unfavorable review of our women's programs by the Federal Government would place in jeopardy other funds that we annually receive from them. He noted the struggle to get funds from outside the University to maintain compliance with Title IX and indicated the utmost reluctance to divert funds from inside the University to athletics. He credited the generous support of the student body with the current level of support that we have and noted that it exceeds the support given by students to women's athletics on other campuses. He noted, further, that the proposed \$60,000 would include about 71% from State funds, with another 29% coming from student fees. A move that, in effect, increases student fee support of Intercollegiate Athletics.

Referral back to Committee: Senator Stone, Engr., moved (79-358-6) to refer back to the Budget & Fiscal Planning Committee motion 79-358-4, with instructions to "prioritize" the four items and report back to the Senate at the May 3 meeting. This motion was seconded and passed.

Reports from the Executive Committee: President Wilkins announced that the Search Committee for the Dean of Undergraduate Studies received 97 completed applications and the list has now been narrowed to 11 finalists who are under consideration.

Dean David Nicodemus reported on the matter of Faculty Panels for Hearing Committees. The basic information on this topic was contained in the Reports to the Faculty Senate of 3/16/79. The Senate informally agreed to the recommendation that no Hearing Panel be elected this year.

Reports from the Executive Office, Wil Post reporting: Post presented a general resume of the Legislative situation. Among the points he made were the following: First, no Tax package has yet been produced by the Legislature. Most budgets, therefore, are being held up pending the settlement of the tax issue.

Secondly, Senator Cherry, Chairman of Ways & Means, is trying to move the Higher Education budget right along, but is being checked at every turn by various Senators. Post discussed specific issues which illustrated that viewpoint. Third, Tuition. Post reported that the Governor is seeking several million dollars to keep the in-state tuition at a level commensurate with the current cost of living increase. Increases of \$10-\$15 for application fees and of \$2-\$3 for transcript fees are two of the sources that would raise just short of a million dollars. Fourth, there was a recent hearing by the House Education Committee on House Bill 2831 regarding publishing faculty evaluations which was attended by Senator Stone, President Wilkins and Dean Nicodemus. This hearing will be resumed Wednesday, April 11.

Dean Nicodemus reported that instructions have gone out to the Executive Committee of the Faculty Senate and to the Administrative Appointments Committee and ASOSU officers to assist in identifying candidates for a search committee to seek a replacement for Dean Long, H & PE, who will retire in July 1980.

Curriculum Coordinator Sandra Suttie reported that word has been received from the State Board of Higher Education that three Category I proposals have been approved. They are: School of Engineering proposal to discontinue Systems Technology curricula; the CLA proposal to suspend for two years the program in Russian; and the awarding of the DVM degree and curriculum for that degree. Suttie reported further that all Category II proposals which had been brought forward had been accepted by the Board. She noted also that two additional 500 level courses in Anthropology in the College of Liberal Arts had been authorized. The question was raised as to whether or not these items now go to the Educational Coordinating Committee and Suttie indicated she did not know the answer to that.

President Wilkins reported that Senate officers were following the Senate's instructions in regard to House Bills 2611 and 2831. He noted further that HB 59 on Retirement was being monitored by the Ad Hoc Task Force on Retirement. He noted that HB 2912, introduced by students, which would put a student member on the Oregon Educational Coordinating Council, was in line for an amendment by the faculty which would add a faculty member to that Council also.

Wilkins announced, further, that he had appointed two ad-hoc committees consisting of the members of the Senate Executive Committee to assist in advising him on Legislative matters as they arise.

President Wilkins received consent from the Senate to make an editorial change in the Senate Bylaws in Article X, Sections 3 and 4, to change Administrative Rule 12.120 to Internal Management Directive 1.125.

At this time, David Griffiths, President of OSEA Chapter 72, was recognized to report that OSEA had sent a statement to the House Education Committee opposing HB 2831 and had included supporting documents. Griffiths also noted Senate Bill 533 would put two faculty members on the State Board of Higher Education.

At this time, President Wilkins announced that the June meeting of the Senate would be held on May 31 because of our "meaningful Commencement" which will be held on June 3.

New Business: Senator Hovland, CLA, was

recognized to present the following motion:  
358-7) "I move that the Faculty Recognition and Awards Committee be instructed to review the feasibility of restoring the Honorary Doctorate at OSU and to report its recommendation at the first meeting of the Senate in October." That motion was seconded and passed.

The meeting was adjourned at 6:30 p.m.

Thurston Doler  
Recording Secretary

Report of the Budget & Fiscal Planning Committee referred to on Page 7 of these minutes:

	<u>State Board Request</u>	<u>Recommendation by the Executive Department</u>
Library Support	\$2,500,000	\$1,000,000
Academic Computing	1,443,000	1,000,000
Facilities Maintenance & Rehabilitation	3,300,000	2,000,000
Title IX Women's Intercollegiate Athletics	920,000	450,000

# STAFF NEWSLETTER

Appendix

## Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 18, No. 29, May 10, 1979

1979 Meeting 359b - May 10

The "Adjourned Meeting" of May 3, 1979, was called to order by President Wilkins at 3:30 p.m. in Wiegand 115. Approval of the Minutes of May 3 as published in the May 10 issue of the Staff Newsletter Appendix was deferred to the May 31 meeting.

ROLL CALL: Senate Members Present: Adams, E. Anderson, Barte, Bodyfelt, Brodie, Buckhouse, Carey, Courtney, Carson, Chambers, Chaplin, Coles, Davis, Doler, Edwards, Ferrell, Fischer, Frolander, Goetze, Goheen, Grady, Griffiths, Gudger, Heath, Hisaw, Hovland, Huyer, Kennick, Knapp, Krahmer, Lais, Lawrence, Lee, Leklem, MacVicar, Masilionis, McClintock, McFarland, McGrath, Miller, Morris, Mrazek, Munro, Nicodemus, Nielsen, Oester, Osborne, Parks, Reed, Rickson, Sandine, Seaders, Stiehl, Stoevener, Stone, Strickler, Tedder, Volk, L. Weber, Wells, Wickman, Williams, Wilson, Yoke, Yonker, and Wilkins.

Senate Members not Present were Represented as follows: G. Anderson, Koski; Bowman, Manuto; Decker, Boedtker; Frick, Amort; Gravatt, Raab; Hacker, Starnes; Johnston, Kiesow; Kling, Gardner; Madden, Richards; McGill, ; McMahon, Sutherland; Motamedi, Becker; Peterson, Vinson; Taylor, Rudinsky; Willis, Van Dyke.

Senate Members Absent were: Campbell, Chambers, Cheeke, Conte, Froehlich, Fullerton, Grieve, Morita, Nelson, Norris, O'Connor, Randerson, Robertson, Scanlan, Sidor, Sjogren, Stang, J. Weber.

Guests of the Senate were: Sandra Suttie (Curric. Coordinator), Anne Deeney (AAUP), Dave Riggs (Barometer), Phil Magnusson (Academic Reg. Comm.), Harry Nakaue (Traffic Committee), Curtis Johnson (Faculty Status Comm.), Miles Metzger (Facilities Plan. & Use Comm); Cindy Wilhite (ASOSU President).

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President Wilkins explained that the immediately pending motion was the "Sandine" proposal (motion 79-359-6) which was substituted for the Academic Regulations Committee recommendation (see Minutes of May 3, p. XXVII).

Senator Yonker, CLA, was recognized and presented the following substitute motion (79-359b-1):

- i. e. A student may drop a course without responsibility for grades until the end of the second (seventh) week of any term. In each case, the student must notify the appropriate department by obtaining a signature in

the departmental office. After the second (seventh) week courses may not be dropped. ~~but may be withdrawn from as stipulated in paragraph 12b.~~

12. b. ~~After consultation with his or her academic advisor, a student may withdraw from a course with a WP or WF grade after the end of the second week and up to the end of the eighth week. The WP grade reflects withdrawal with a passing grade while WF reflects withdrawal with a failing grade.~~

13. a. (1) (b) A student normally elects the option S-U at the time of registration. The election of S-U grading shall be indicated on the Official Registration Card. Changes either to or from S-U grading will be permitted through the end of the fifth (seventh) week of any term.

Suggested changes from the Sandine motion are noted by parentheses or are stricken.

President Wilkins explained that the Sandine motion would be considered first and was open to debate and amendment, then the Yonker motion would be considered.

The proposals were subsequently debated for an hour and the following issues were among those discussed by various Senators.

The basic issue of the debate was whether drop and withdrawal from courses should be more restrictive than present policies. More restrictive means allowing less time to drop or withdraw so that students, under more restrictive policies, would have to decide earlier in the term what options to exercise.

Proponents of both more restrictive as well as less restrictive policies asserted their ultimate concern was with "quality" education. The central issue of discussion was what impact any add and drop policies have upon quality of education. Proponents of more restrictive policies seemed to think their position would compel students to be more responsible and have a firmer commitment to courses. A possible link between present policies and grade inflation was asserted. This would logically mean that more restrictive policies would keep certain students from leaving courses, thus receiving lower grades.

Some proponents of the present drop and withdrawal policies, or more lenient policies than those proposed by the Sandine motion, believe that drop and withdrawal policies should be designed primarily to serve the students, that they should permit students to avoid low grades that might inhibit their access to professional schools.

Proponents of lenient policies argued that they encourage students to "shop around" and take courses that they normally would not take.

The matter of financial impact upon the Uni-

versity was interjected into the discussion, but was rejected or ignored as not being relevant to the basic issue.

The mechanics of the system were discussed with various allegations about the extensive paperwork required by the several options. One implication was that more restrictive policies would cause the paperwork to diminish.

Thus, in summary, the major issues were:

1. The extent to which students should have freedom to drop or withdraw from courses.
2. The impact upon quality education of various drop and withdrawal policies.
3. The advisability of allowing policies which would virtually eliminate students receiving grades lower than they wanted.
4. The financial impact upon the University of various withdrawal policies.
5. The possible interpretations of various W-combination grades: i.e., WP, WF, WS, WU.
6. Whether the faculty acted "irresponsibly" in adopting more restrictive policies.
7. Whether "tougher" drop and withdrawal policies would discourage students from taking courses not central to their programs.

The question was put on substituting the Yonker motion (79-359b-1) for the Sandine motion (79-359-6), and it failed to pass.

Senator McFarland, CLA, moved to amend the Sandine motion by striking (79-359b-2) "WP" and "WF" in 12. b. and inserting "WS" and "WU" respectively; 2nd. Senator Stone, Engr., moved (79-359b-3) to amend McFarland's proposal by striking "WS" and "WU" and inserting "W" and "O" respectively; 2nd, passed. McFarland's motion as amended (i.e., to insert "W" and "O") into the Sandine motion, passed.

Senator Lee, Math, moved (79-359b-4) to amend the Sandine motion by striking from paragraph 11.e. "second week" and inserting "fifth week" plus striking all of paragraph 12.b.; 2nd, motion failed.

The question was put on the main motion (i.e., Sandine motion 79-359-6) as amended and it passed by a standing vote of 40 "yes" and 37 "no."

Thus, the Sandine motion as passed reads as follows:

11. e. A student may drop a course without responsibility for grades until the end of the second week of any term. In each case, the student must notify the appropriate department by obtaining a signature in the departmental office. After the second week courses may not be dropped but may be withdrawn from as stipulated in paragraph 12b.
12. b. After consultation with his or her academic advisor, a student may withdraw from a course with a W or O grade after the end of the second week and up to the end of the eighth week. The W grade reflects withdrawal with a passing grade while O reflects withdrawal with a failing grade.
18. a. (1) (b) A student normally elects the option S-U at the time of registration. The election of S-U grading shall be indicated on the Official Registration Card. Changes either to or from S-U grading will be permitted through the end of the fifth week of any term."

Curriculum Committee, Paul Krumperman, Chairman, reporting: Professor Krumperman reported that his Committee was recommending a Category I undergraduate program in Manufacturing Engineering for adoption. It does not require action or approval by the Graduate Council. It requires the addition of four, new, three-hour courses, requires an internship and five seminars. It would be operational in 1979-80, with internships starting in the spring of 1980. It requires a .50 FTE new position of Instructor or Assistant Professor, a position which will direct the program. Cost of the position will be approximately \$24,000 per year, most of which will come from the support of industry. However, if, during the five years of the program, the funds are not forthcoming as planned, Dean Burgess has guaranteed the program. Further details of the program may be found in a report of the Curriculum Committee (see Curriculum Coordinator Sandra Suttie for that report).

Senator Stone, Engineering, moved (79-359b-5) the approval of the program, 2nd, passed.

Faculty Status Committee, Curtis Johnson, past Chairman, reporting: Mr. Johnson indicated his willingness to answer questions. (See "Reports to the Faculty Senate for April 5, 1979, for text of this Committee report.)

Senator Doler, CLA, moved (79-359b-6) the following motion: "That this matter of *Untenured Faculty* be referred to a Task Force of five people appointed by the Executive Committee with instructions to explore the issues raised by the report, to recommend to the Senate appropriate actions on the Faculty Status Committee recommendations, and to make any additional recommendations that seem necessary to resolve the problems that are defined, and to report back to the Senate at its October, 1979 meeting"; 2nd., passed.

Prior to the passage of the Doler motion, Dean of Faculty David Nicodemus was called upon to summarize his findings in investigating the original recommendations of the Faculty Status Committee. Dean Nicodemus expressed concern about several matters, among which were (1) the ambiguity about the definition of "academic faculty," (2) the fact that some of the recommendations did not take into consideration some institutional and Board policies, and (3) its recommendation that Tenure be granted regardless of the fact that the person might hold a fixed-term appointment. Finally, he expressed concern that the adoption of some of the recommendations could result in a serious erosion of the system of Tenure. Johnson replied that his committee had been concerned with tenure policies at OSU which were at variance with AAUP policies and that the committee's recommendations had been designed to bring OSU's practices into conformity with the policies of AAUP. He pointed out that his report delineated the ranks of Instructor, Assistant Professor, Associate Professor, and Professor, as a definition of "academic faculty." He acknowledged there is conflict between AAUP policies and OSBHE Administrative Rules. Specific examples were cited.

Senator Hovland, CLA, moved (79-359b-7) to fix the time of meeting adjournment at 5:30 p.m., 2nd, passed.

Parking Resolution, Senator Charles Fischer, Agriculture, reporting: Senator Fischer moved (79-359b-8) the adoption of the following Resolution:

"Whereas the recommendations of the Campus Plan Committee, as approved by the Vice-President for Administration, will result in the elimination of approximately 30 parking spaces on the east side of the OSU Bookstore on Memorial Place; and

Whereas easy, quick access to the Bookstore is of considerable importance to the faculty of this institution; and

Whereas covering the existing paved parking area with bricks will not only be costly initially but also costly to maintain; now

Therefore, be it Resolved that the OSU Faculty Senate go on record expressing strong objections to the elimination of the 30 parking spaces on the east side of the OSU Bookstore on Memorial Place and requesting that no further action be taken to extend the brick walkway beyond its present area;

Be it further Resolved, that the President of the OSU Faculty Senate transmit these objections and request to President Robert MacVicar and Vice-President Clifford V. Smith and urge them to take appropriate action." 2nd.

This Resolution was discussed by Senator Fischer. Mr. Nakaue, Chairman of the Traffic Committee, and Mr. Miles Metzger, Chairman of the Facilities Planning and Use Committee, presented views of how the elimination of the parking spaces immediately east of the bookstore fit into long range campus planning. In response, one Senator called attention to the fact that where parking is concerned, OSU seems to work backwards, i.e., parking on the north side of campus is very limited and in high demand, and the elimination of parking spaces near the bookstore will force those now utilizing the spaces to find other parking spots. It was suggested that the Traffic Committee consider increasing other parking areas prior to elimination of areas now in use in the core area of campus to provide some relief from the competition for parking spots. Following the discussion, the Fischer motion (79-359b-8) was passed.

President MacVicar responded to the action by stating that in response to recent Senate action requesting a study of the parking situation, he had consulted with the Transportation Institute, and a study is under way considering many of the matters previously discussed by this body. The President noted that a questionnaire had been placed yesterday (May 9) on the windshields of cars parked on campus seeking input about various aspects of the campus parking situation. He indicated that an 80% response to that questionnaire was necessary in order for the Administration to know what individuals wanted and were willing to pay for. He noted further that there is competition for parking on campus by all personnel, not just faculty, who are responsible for operating the University.

Bylaws Proposal, Agriculture Caucus, Frank Adams, reporting: Senator Adams presented the following motion and moved (79-359b-9) its adoption:

"The School of Agriculture Senators' Caucus proposes that Faculty Senate Bylaws Article V: Member Nominations and Elections, Section 5, be amended as follows:

Sec. 5. Term of Office. Normally, representatives shall be elected for terms of three calendar years, with approximately one-third retiring each year. The exceptions shall be when a vacancy is being filled and when the Executive Committee prescribes a term of one or two calendar years in order to increase the approximation of one-third retirees per year. The filling of a vacancy for a fractional part of a calendar year does not constitute a Senate Term. A representative shall be ineligible for appointment or election to a term of any length that commences during the year following the completion of two consecutive terms, regardless of their length.

The purpose of this proposed amendment, Adams asserted, is to protect a Senator from becoming ineligible for re-election to the Faculty Senate after only 13 months service. "Admittedly, he said, this does not occur very often, but since it is possible, we submit that an interested faculty member may be reluctant to fill a short term vacancy if such an action places immediate further service in jeopardy."

Interinstitutional Faculty Senate, Leo Parks reporting: Senator Parks reported that, in accordance with the duties specified by the IFS Bylaws, the IFS Finance Committee proposed the following motion.

"In view of the current national inflationary trend which is progressively eroding the economic status of the faculty of the Oregon State System of Higher Education, it is urged that a common, across-the-board cost of living allowance be made annually to all faculty having performed fully satisfactory service, and that this be comparable with the nationally determined U.S. Consumer Price Index.

This award should be separated from other salary adjustments which include merit, promotions, affirmative action and adjustments needed to provide nationally competitive salaries in various fields.

The merit aspect of a salary increase must also be maintained at a level sufficient to provide adequate incentives for excellence and the maintenance of quality faculty in the State System."

It was moved and seconded that the motion be adopted. The motion was then adopted.

The Affairs Committee of IFS is initiating an effort to get the State System to establish a general policy on program reduction. A request has gone to the Chancellor for a study of program reduction issues.

The following statement on Internal Governance was approved by the IFS and sent to Vice-Chancellor Romney:

1.125 Authority Over Faculties and Committees

The Presidents shall have the right to convene and preside over the faculty or faculties of the institutions and shall have the right of veto over their decisions or those of the representative bodies subject to review by the Chancellor. The President shall define the scope of authority of faculties, councils, committees and officers of the institutions, subject to review by the Chancellor when not otherwise specifically defined by Board policy or established in the internal governance statement. (IMD 1.301)

Exchanges of views on this statement have been going on for several years.

Meeting adjourned at 5:30 p.m.

Thurston Doler, Rec. Secretary

# STAFF NEWSLETTER

Appendix

Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 18, Number 33, June 28, 1979

1979 Meeting 361 \* \* \* SPECIAL MEETING \* \* \* July 10, 1979

This Special Meeting of the Faculty Senate was called to order by President Bill Wilkins at 3:30 p.m. in Withycombe 101. President Wilkins acknowledged the presence of Senator Cliff Trow and Representative Van Vliet and thanked them for taking the time to come and serve as resource people for this meeting.

ROLL CALL: Senate Members Present: Adams, Bodyfelt, Campbell, Carey, Chaplin, Doler, Edwards, Ferrell, Fischer, Frick, Frolander, Grady, Gravatt, Gudger, Heath, Hisaw, Johnston, Kling, Leklem, MacVicar, Malueg, McClintock, McGill, McGrath, Miller, Morris, Nicodemus, O'Connor, Oester, Parks, Sandine, Scanlan, Stiehl, Stone, Strickler, Tedder, Volk, J. Weber, L. Weber, Wilkins, Williams, and Willis.

Senate Members Absent were represented as follows: Barte, Raab; Davis, Stalley; Decker, Boedtker; McMahon, McKimmy; Nelson, Oermiller; Reed, Becker; Sidor, Klein; Alson, Fox.

Senate Members Absent were: G. Anderson, E. Anderson, Bowman, Brodie, Buckhouse, Courtney, Carson, Chambers, Cheeke, Coles, Conte, Firey, Froehlich, Fullerton, Goetze, Goheen, Griffiths, Grieve, Hacker, Hovland, Huyer, Kennick, Knapp, Krahmer, Lais, Lawrence, Lee, Madden, Masilionis, McFarland, Morita, Motamedi, Mrazek, Munro, Neshyba, Nielsen, Norris, Osborne, Peterson, Randerson, Rickson, Robertson, Seaders, Sjogren, Stang, Stoevener, Taylor, Wells, Wickman, Yoke, and Yonker.

Guests of the Senate were: Senator Clifford Trow, Representative Tony Van Vliet, and Jack Danley (FEWC).

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Faculty Economic Welfare Committee, Fred Obermiller, Chairman, reporting:

The Oregon Legislature has passed an Act, the body of which is the OSEA negotiating package, providing salary improvement funds for state employees, including faculty at the various institutions of higher education. It is understood that the Act makes available to the State System of Higher Education an amount of salary dollars equaling approximately 14.3 percent more than the fully-staffed faculty salary base budget calculated at salary rates prevailing on June 30, 1979. It is further understood that a budget note is attached to the Act, with the text of the budget note reading as follows:

*"The (Joint Ways & Means) Subcommittee acknowledges that, in addition to the salary improvement program contained in this Act,*

*the Oregon State System of Higher Education intends to apply any recurring salary savings during the 1979-81 biennium to improvement in compensation of faculty members. The body of the Act is the OSEA negotiating package."*

The Act appropriates funds to the Emergency Board which is, in turn, responsible for releasing funds to each state agency at the request of each agency. The Emergency Board is empowered to amend expenditure limitations, if and when necessary, associated with the release of funds.

Chancellor's Office Expectations: Academic School Year 1979.

1. It is the intent of the Chancellor's Office to seek funds from the Emergency Board for the 1979 academic year which will permit each institution to pick up each continuing faculty member's PERS contribution effective July 1, 1979.

2. It is also the intent of the Chancellor's Office to seek funds to increase the contribution made by the State toward each continuing faculty member's medical and dental insurance. Specifically, effective August 1, 1979, the State will pay all dental insurance premiums for "self only" and will increase the State's contribution toward medical premiums from \$49 to \$63 per month.

Chancellor's Office Expectations: Academic School Year 1980.

The Chancellor's Office intends to seek additional funds from the Emergency Board to increase gross salary levels during the second year of the biennium.

1. Salary adjustments are planned for July 1, 1980, and April or May of 1981.

2. The July 1, 1980, adjustment will be between 6-1/2 and 8 percent. The Chancellor's Office will encourage the various institutions to increase salaries on a discretionary basis by not less than 1-1/2-2 percent on July 1. The institution can on an individual basis allocate more of the 6-1/2 percent funds to discretionary increases if that is their desire.

3. Remaining funds will be allocated to salary improvement on an across-the-board basis in April or May. The timing of the adjustment will be such that 9 and 12 month appointees are treated equitably. The adjustment will be about 3 percent.

Chancellor's Office Overall Philosophy

As outlined above, the proposed course of action by the Chancellor's Office is said to be consistent with the following philosophy:

1. To provide faculty with a "salary improvement package as good or better than any other major group of state employees."

This salary improvement scheme is intended to result in an "effective increase in salary

levels" of 17-18 percent over the 1979/81 biennium, valuing the initial PERS contribution at 6 percent.

2. To spend all salary improvement dollars as early in the biennium as possible while leveraging end of the biennium rates as high as possible.

The leveraging is to be done so as to attain the highest possible base for incremental adjustments in the 1981/83 biennium.

3. To treat all faculty uniformly and more specifically to reward 9 and 12 month faculty equally while treating those faculty who do not contribute to PERS (federal retirement system employees) "as fairly and equitably as possible."

#### Additional Observation (7/17/79) of the Faculty Economic Welfare Committee:

If Extension staff were to be treated equally, and their contribution to federal retirement cannot be paid by the State, we can calculate the necessary increase in average gross salary rates for Extension staff.

This rate increase is 9.2 percent effective 7/1/79 and another 9.2 percent effective 7/1/80, or a compounded rate increase of 19.246 percent over the biennium. It is assumed that Extension staff also receive equivalent increases in medical and dental benefits paid by the State (approximately \$15 per month).

Questions raised regarding the above report include:

Leklem, Home Ec: What will be the long-range (i.e., 5-10 years) effect of having no increase in salary rate for this year? Obermiller: "The present package is not as the State calls it 'deferred compensation'; but actually its 'present compensation' and 'deferred liability' because you will not pay taxes on this compensation until after you retire. The amount of liability in the future is debatable. As previously noted, we will undoubtedly suffer in our comparisons with other institutions."

President Wilkins added the comment that for purposes of those retiring immediately, the percent of PERS contribution will be added on to their gross salary base for purposes of calculating benefits.

Fischer, Agriculture: What is the position of those under Federal Retirement and Health plans?

Obermiller: Jack Danley, Benefits and Training Officer, informs us that, in the past, State funded fringe benefits had been passed on to Federal employees. On the matter of the retirement contribution, Obermiller noted, Henry Wadsworth, Director of Extension Services, had applied to Washington to allow the State to pick up the 7% retirement contribution which federal employees make. If that is disallowed, the obvious alternative is to allow that amount as a gross salary increase.

Leo Parks, President-Elect: How does the compensation package available to faculty compare with 1) that negotiated by OSEA and 2) the excluded Executive Department employees? Obermiller: "Not so hot!" The fringe benefits package of both of these groups is better than that available to Faculty. Example, insurance: Classified staff pay nothing for several kinds of insurance that Academics pay for. Secondly, classified staff who are not at the top of their salary range are eligible for merit raises annually that can add an additional rate in their salaries. In addition, for five

quarters, all classified staff are eligible for up to 2% per quarter "inflation" adjustments which arithmetically equal 10%. Thus, the pay package for some classified staff will include the PERS contribution, the inflation adjustments, plus their step merit increases. Obermiller reported further that those who are in "exempt services" will receive certain fringe benefits not available to faculty, including long term disability insurance equal to two-thirds of their monthly salary up to a maximum of \$1200 per month after six months of disability, plus the free medical and dental payments for them and their families.

Senator Strickler, Business, presented some examples of "what this pay raise means" in terms of percentage of improvement for different levels of net pay, but also noted that the cost of the package to the State is only 5%. He explained how that was possible. He asserted, further, that he thinks the deferred taxes on the PERS payments will be "staggering." Strickler was later recognized again to assert that he favored the items negotiated by OSEA, but thinks that in terms of "good bargaining" the package was a "disaster." It cost the employer only 5%, which is cheap for them, and got no compensations in return for the low cost. President Wilkins added that some others had reached a similar - but not quite as firm - decision.

Question: Will Social Security have to be paid on the PERS contribution? Answer: Unknown, but for those making over the maximum on which contributions are made it is a moot point.

Association of Oregon Faculties, Robert Becker reporting: Becker indicated that beginning immediately AOF will approach the Chancellor on the following items:

1. The adoption by the Board of a high priority for faculty salary improvements for 1981-83.
2. Assignment by the Board of additional funds for academic salary improvement.
3. The matter of timing of these increases.
4. Participating in the development of the Board's salary improvement recommendations for the 1981-83 biennium.
5. The methodology to be used in future comparisons of UO/OSU with the average salaries of the "other 19."

Becker reported that the AOF Lobbyist, Bob Davis, had supported Higher Education in every way possible. A crucial example cited was in obtaining reinstatement of Program Improvement Funds which had been trimmed, particularly for libraries and computers. He effectively opposed HB 2831 (Faculty Evaluations), and supported the bill eliminating legislatively imposed enrollment ceilings on OSU, a bill which passed.

Senator Trow expressed the opinion that the overall impact of the AOF was good, that a good impression was made on the Legislature. Representative Van Vliet stated further that the OSU Student Lobby conducted itself in an exemplary manner, that it was a credit to OSU. He observed, also, that Higher Education had fared better in this session than in any in recent years. He noted, finally, that The Oregonia proposal that Legislators evaluate each other in the final hours of the session gave them an opportunity to compare themselves with faculty



evaluations.

President MacVicar agreed in his report that this was the best Legislature in six years for Higher Education, that there was nothing injurious done, and that there were several "plusses."

Regarding Salaries, President MacVicar thinks that those handling the packages will see to it that no single group gets a sizeable advantage over another group. He added, further, that whatever advantages are enjoyed by the "exempt" group of employees are well deserved because of the unusually precarious nature of their employment. He thinks that the salary package for "most of us" will exceed 20% for the biennium; OSU will have more money for buildings than in any biennium in the 1970's; including renovation of Gilbert Hall, construction of phase one of the Crop Science building, substantial funds to rehabilitate buildings for safety purposes and access by the handicapped, plus a share of the One Million Dollars appropriated for system-wide rehabilitation of physical plants.

In other comments, President MacVicar commended OSU-AOF President Robert Becker for his role in the selection of Bob Davis as the AOF Lobbyist and working for the benefit of Higher Education. He expressed the view that the activities of AOF had established a "good sense" with the Legislature.

Reports from the Executive Committee: President Wilkins reported that J. G. Masillonis had resigned from the Faculty Reviews and Appeals Committee and that Ruth Stiehl, Education, was commended to fill that three year term. A motion was moved (79-361-1), seconded, and passed to confirm her appointment to the Faculty Reviews & Appeals Committee.

Meeting with PAC-10 Faculty Leaders: President-Elect Leo Parks reported that he and President Wilkins met in Tucson, Arizona, on June 16 with other Faculty Senate representatives of PAC-10 schools (except UCLA, UC Berkeley, and Stanford, who were not able to attend) present. The exchange of views on matters of concern to Faculty had been mutually beneficial, Parks reported. OSU supplied information to the group about the establishment of the faculty lobby, as well as other topics. The group agreed that the meeting was very beneficial and has planned for another session next year.

Reports from the Executive Office: In response to the Senate's action regarding drops, adds, and withdrawal from courses (see Senate Minutes of May 10, 1979, p. XXXI, Motion 79-359-6), the following document was presented:

EXECUTIVE OFFICE PROPOSAL FOR AMENDMENTS TO ACADEMIC REGULATIONS:

- 11.a. Retain in present form.
- 11.b. Retain in present form.
- 11.c. A student may add a course anytime during the first five days of classes, depending on the nature of the course and the availability of space by notifying (obtaining signature) the appropriate department of his or her intention. From the sixth day through the tenth day of classes, permission (signature) of the instructor is required in addition to department notification. Thereafter, courses may not be added.

11.d. (should be changed to 11.f.) Retain in present form.

11.e. (should be changed to 11.d.)

A student may drop a course without responsibility for grades through the tenth day of classes of any term. The student must notify the appropriate department by obtaining a signature in the departmental office. After the tenth day of classes courses may not be dropped.

11.f. (should be changed to 11.e.) Retain in present form.

12.a. Retain in present form.

12.b. After consultation with his or her academic advisor, a student may withdraw from a course with a W grade after the tenth day of classes and through the end of the fifth week of classes. In each case the student must notify the appropriate department by obtaining a signature in the departmental office. One copy of the signed form is retained by the department and the other by the student as evidence that he or she has officially withdrawn from the course. After the fifth week of classes, students are expected to complete the program attempted and will receive letter grades (A, B, C, D, E, I, S, U, P, N) for all courses in which enrolled unless they officially withdraw from the university.

12.c. Retain in present form.

13.a. Retain in present form.

13.b. Withdrawal during the first five weeks of a term will result in the grade W being recorded for each course for which the student is registered. Withdrawal after the fifth week and through the end of the week (Dead Week) prior to Final Week, will result in W or F being recorded, as appropriate.

13.c. Retain in present form.

18.a. (1b) A student normally elects the option S-U at the time of registration. The election of S-U grading shall be indicated on the Official Registration Card. Changes either to or from S-U grading will be permitted through the end of the fifth week of any term.

Senator McFarland, CLA, moved (79-361-2) the adoption of the proposal as stated above. The motion was seconded and passed by voice vote.

EXECUTIVE OFFICE - POST

Will Post reported on current Legislative matters as follows:

This Legislative session was one where we had more help in legislative lobbying than ever before. The students who were active in Salem for the past several biennia were there and should be applauded, especially those from Oregon State University, because - for the most part - they have conducted themselves in a most professional manner. Legislators appreciated this.

The Faculty were represented by a lobbyist, Bob Davis. Bob, himself, represented the faculty, and his associates were also available. The Chancellor's Office was supported daily by Stoddard Malarkey, Janet Young, and others. So, for the 1979 Legislative Session, Higher Education had more fire-power than they have had in the past.

A number of things happened in the Legislative Session. It turned out to be the second longest in the history of the State of Oregon. Much of that was due to the deliberation of the Legislature on tax matters and things of this nature, but as far as we are concerned, at least

from my point of view, a number of significant things happened. The first one I will talk about is Tuition. Because of the kinds of tuition patterns we seem to have and where we fit nationally, I believe the type of student at Oregon State is going to change the character of the institution. Regarding the tuitions that were set, the Oregon Resident Undergraduate will pay about \$19 more per term, which will make the tuition about \$213 at the three universities, including OIT. It will be about \$203 at OCE and SOSC, and about \$109 at EOSC. This represents a charge to the student of about 23% of the base for what has been determined to be the cost of teaching the Resident Undergraduate student. Ironically, the students will be paying \$19 more, but this represents 1% less in the base as compared to last year when they paid 24% because the base was smaller and this time the base is larger, so they will pay \$19 more and, in effect, pay 1% less. It's a play on statistics, but that's the way it is.

The Oregon Resident Graduate will pay \$25 more per term, or 27% of the '79 tuition charge. This represents about \$426 per term. The Oregon Graduate student who is from out-of-state will pay \$233 more per term, which represents a move from 38% of the cost to the 50% of the cost. The out-of-state Other Graduate Student will pay \$116 more per term. They are now paying about \$878, so that brings it to a figure that is just shy of the \$1,000 bench mark. Of all the schools in the Land Grant category, we are fifth in the nation in out-of-state tuition, which is why I say this is going to change the mix of students at OSU. We are going to have fewer out-of-state and foreign students here. This is beginning to show up already on some of the weekly statistics that Mr. Gibbs puts out on the application rates as they come into his office. We are off about 12%, both male and female, in out-of-state students this year as of this date in comparison with last year, and we are off about 13% of our male foreign students and about 21% on female foreign students. We are making this up on "rights minus wrongs" because we're up 9% on male instate and 6% female instate. At the moment, we're almost even with where we were last year. As you know, last year was a very bountiful year for students at OSU; we were over our limitation.

Another item which is going to have an effect on OSU is Fee Remissions. Students were very active in their efforts on lowering tuition and should be applauded because their efforts were quite successful. But, one of the areas that was raided in order to supply funds to lower tuition was the Foreign Student Fee Remission Program. During the last biennium we had 1,007 grants that were made available to foreign students, at an average of \$1,171. Using that same average, the budget has been reduced so that we will have opportunity for only 364 foreign student grants for the whole state system. That's a two-thirds drop. The Ways and Means talked about a variety of things and one they were concerned with was a reciprocity kind of agreement. Nationally, there are some states that are developing some kind of reciprocity agreements and the Legislature particularly asked the State Board of Higher Education and the ECC to look into reciprocity possibilities for Washington students. I believe this is spurred on primarily by Portland State University, but would probably have an effect on OSU and Uofo as well.

In the area of capital construction, Oregon State was quite fortunate. We have been granted permission to develop the plans and begin construction on the Crop Science facility. The appropriation from the State was for 2.8 Million dollars for the first three floors but, as significant as that, we were given authorization for an expenditure limitation of an additional 1.5 million dollars. This essentially means that Oregon State University has been encouraged to go to the Fleischmann Foundation and ask for support from it to help on the construction of fourth and fifth floors of this particular building. Specific language was put into the capital construction bill directing OSU to come back and report on their endeavors with the Fleischmann Foundation. In essence, they have said, if you don't quite get all the money, we will look at our wallet again.

The Chemistry building remodeling was also approved for \$444,000, so Oregon State did fairly well in light of the fact that neither the University of Oregon or Portland State University were awarded any capital construction projects.

Salary: We have had a report from the President on salary. There is one thing I would mention - there was some struggle on a Budget Note on the salary package concerning the words "recurring" and "non-recurring" funds, to be used for faculty salaries. The Ways and Means Committee settled on using only the recurring funds that would go into faculty salaries; our recurring funds would be protected so that we could continue to fill the particular positions that would become available.

In the area of Program Improvements, when you view all of the budgets that were put before the Legislature, the State System of Higher Education did reasonably well. In fact, in the area of program improvements, we were among very few who had any program improvements approved. In the area of Academic Computing, we were allocated \$900,000.

Library improvement we felt very good about because the Camp Adair Central Facility was financed at the \$100,000 mark and \$600,000 was given to the System for library improvements - books, supplies, and those kinds of things. We would like to have had more but that, of course, is on top of any budgetary items that were put in the Governor's budget.

Facilities, maintenance, and rehabilitation - this was cut in half and a Million dollars was given to the State System for this particular item.

The area we did not do well in was Women's Athletics. We were not funded at all for this and it's too bad. If you look at the State of Washington, their Legislature funded the University of Washington and Washington State at the \$300,000 and \$320,000 mark for each school.

The Veterinary Medicine budget was included this time at \$1,745,011. This is a line item in the State System of Higher Education's budget, so this particular item will be reviewed separately in the future. One good thing that happened is there was a "workload increase" and this was given to the State System in view of the increased government regulations that all universities have to deal with. A modest amount of \$123,064 was given to the System - I'm still puzzled where the \$64 came from - but, at any rate, that was, we thought, a big plus.

Perhaps the most significant thing to come out of this Legislative session is something the Faculty, the Students, I personally, and

the State System worked very hard on - including the Presidents - and our's especially, which is Underfunding. Dr. MacVicar went around the State with Bill Boyd stumping the Oushes to try and get relief from the Underfunding that has gone on for the past several biennia. This was accomplished, so we will have relief from the Underfunding and, secondly, we were given full funding for the OPE package. This has caused significant problems for the State System, so these items are of great importance to the administration of the Universities.

There were a number of Bills which you might find of interest. This certainly doesn't include all of them because we have page after page of Bills that we were following.

House Bill 2831 was the Faculty Evaluation Bill. This was something the students were very interested in having passed and, of course, the faculty and administration were hopeful that it would not be passed. It was tabled in the Senate Education Committee after lengthy testimony and hearings.

Senate Bill 59 deals with the Retirement Age and, as you recall, going into the session, the age for retirement for tenured faculty was 65. That Bill was changed in the late stages of the Legislative session so that faculty, administrators, deans, directors, instructors, associate professors - all of us - are now eligible, and it is mandatory, to retire at age 70. That is going to have a significant impact, we think, on the University, and certainly the individuals who are nearing retirement age.

OEPBS was an issue that drew a great deal of attention from a number of people. Senator Upper, who is co-chairman of Ways and Means, was particularly interested in removing OEPBS from the State System of Higher Education and had a bill designed to do that. The Bill would have placed OEPBS under a Commission that was specifically designed to give a broad base input from community colleges, primary and secondary schools, higher education, political units, and what have you, but would have removed OEPBS called it OPBS and put it under this particular Commission. In the closing days of the session, the bill was changed by the House to keep OEPBS under the State System of Higher Education, set up the Commission and have it work directly with OEPBS and report to the State Board of Higher Education.

Senate Bill 57 renames the State Merit System Law to the State Personnel Relations Law. I have examined this with great care. We just today received both Senate Bill 59 and Senate Bill 57. They have been given to Bob Gutierrez who will examine them carefully but generally speaking, for the classified people, this will have a considerable impact on the payment scheme that will be devised for them, so we need to take a careful look at that particular bill.

The living groups are exempted from school taxes. Two biennia ago, as you recall, fraternities, sororities, and cooperatives had been required to pay taxes to support the Corvallis area School System. Wherever these kinds of living organizations have operated - be it Eugene, Portland, or wherever - they were exempted from paying the portion of taxes that had gone to support local school systems. This came under scrutiny in Eugene and was challenged; therefore, the Legislature reaffirmed their position, once again, that fraterni-

ties, sororities, and cooperatives no longer pay that portion of their taxes.

Senate Bill 351 was going to deal with the expenditure of Federal Funds in that they could only be expended through specific appropriation bills. That would have caused havoc with our scientific community, research, and other things that go on, particularly at OSU. This bill was tabled, and we are very grateful for that.

Senate Bill 450 is the bill which dealt with the \$800,000 the students were asking be put into an account for instructional development. Ways and Means chose not to fund it.

SJR 15 directed the Oregon State Board of Higher Education to develop a salary schedule that would have equalized salaries among all of the institutions in the State System of Higher Education. That means, an SOSOC full professor and an OSU full professor would have been paid the same; that bill was tabled.

House Bill 2139 increased the Forest Harvest Tax. Our School of Forestry and the Forest Research Center were grateful for that.

A Poison Control Center was established at the UO Health Sciences Center under House Bill 2252. Our School of Pharmacy will be involved; some funding was involved with it.

House Bill 2681 limits state employees to 1.8% of the Oregon Population after January 1, 1980. We don't know what kind of an impact that is going to have because we don't know what percent we are now as far as employees are concerned in proportion to the number of people in the State of Oregon, but when you have any kind of upper ceiling limitations, it could very well impact on us as much as other State Government Agencies, so this particular bill will need to be examined closely.

House Bill 2912 was designed to appoint a student to the Educational Coordinating Commission. Students were interested in having this passed, however, it was tabled.

We do have a Bill which affects Oregon State University directly. House Bill 3169 names the Veterinary Medicine building after Repre-Magruder, and it is to be called Dick Magruder Hall. This is the first time, at least to my knowledge, that the Legislature has done this. As you may recall, Dick Magruder was very instrumental in getting the complex at Oregon State University. He was killed about 13 months ago in a tractor accident on his farm and the Legislature felt that this was the way they wanted to commemorate Dick's service to the State of Oregon and his commitment to this particular program. Under the circumstances, it is certainly a fitting memorial. However, we would have preferred to have been able to do this on our own through the State Board of Higher Education and have Oregon State be a leader in that particular aspect.

There being no further business, the meeting was adjourned.

Thurston Doler  
Recording Secretary

# STAFF NEWSLETTER

Appendix

Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 19, Number 5 - October 11, 1979

1979 Meeting 362, October 4, 1979

The October meeting of the Faculty Senate was called to order by President Bill Wilkins at 3:30 p.m. in Withycombe 101. Minutes of May 31, June 7, and July 10 were read and approved as published, except that on Motion 79-361-2 of July 10, it was moved by McClintock, not McFarland as previously stated.

ROLL CALL: Senate Members Present: Adams, Anderson, Barte, Bodyfelt, Buckhouse, Campbell, Carey, Carson, Chambers, Chaplin, Cheeke, Coles, Davis, Decker, Doler, Edwards, Ferrell, Firey, Fischer, Frolander, Fullerton, Goetze, Griffiths, Gillis, Heath, Hisaw, Hovland, Kling, Krahmer, Lais, Lawrence, Lee, Leklem, Leman, MacVicar, Malueg, Masilionis, McClintock, McFarland, McGill, McGrath, McMahan, Miller, Morris, Motamedi, Mrazek, Munro, Neshyba, Nicodemus, Nielsen, Norris, O'Connor, Oester, Parks, Reed, Scanlan, Seaders, Stang, Stiehl, Stoevener, Stone, Strickler, Taylor, Tedder, Towey, Volk, Weber, J., Weber, L., Wells, Wickman, Wilkins, Williams, Yoke, and Yonker.

Senate Members Absent were Represented as follows: Anderson, G., Koski; Conte, Pritchard; Frick, Slotta; Goheen, Bregar; Grady, Webber; Gravatt, Raab; Gudger, Buck; Hacker, Baumann; Grieve, Jenkins; Johnston, Hagelstein; Johnston, Rettig; Osborne, Plant; Robertson, Smith; Sidor, Klein.

Senate Members Absent were: Brodie, Courtney, Froehlich, Foster, Huyer, Kennick, Kiekel, Lee, Morita, Peterson, Rickson, Sandine, Sjogren, Willis, and Wilson.

Guests of the Senate were: Sandra Suttie (Curriculum Coordination), Robert Becker (AOF), Roberta Hall (Chrm., Curriculum Committee)

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President Wilkins recognized President MacVicar at the beginning of the meeting because a prior commitment prevented his presence late in the meeting. President MacVicar discussed two topics: Standards of Admission in the State System and Retention of Students at OSU. He made the following points: (1) In the last decade grade inflation has accompanied some increase in GPA standards for admission to state colleges and universities. (2) In recent years, certain individual members of the OSBHE have voiced their concern about the adequacy of existing admission standards. (3) In 1977, Board member Harms introduced a proposal that four years hence a prescribed pattern of high school courses be a prerequisite for admittance to State institutions.

The Harms Proposal precipitated a study by "Teaching Research," chaired by ex-University of Oregon Registrar, Professor Carlson, which confirmed earlier findings that: College success correlates, although moderately, with high school GPA, entrance examinations, rank in high school class, but not with any prescribed curriculum.

The Test of Standard Written English was recommended to be required at OSU/UO beginning in 1981 with a minimum required score of 30, in addition to GPA requirements. (4) Mr. Harms was later joined in his concern about standards by Mrs. Green and Mr. Weiss, a fact that gave additional impetus to the topic of entrance requirements. (5) Permission was granted by the Board to institutions to raise their admission standards by .25. The President thinks, however, that unilateral action of this sort would be unwise and that OSU and UO should act in concert; therefore, he is recommending to the Chancellor the appointment of a joint OSU-UO committee to study the whole question of admission standards as they relate to predicting academic success. He requested the Senate's cooperation in this matter (see Motion 79-362-5, this report).

On the matter of Retention, the President observed that too many qualified students now drop out of the University and not enough is known about why they do. He announced, therefore, the appointment of a Presidential Commission, with Dean of Undergraduate Studies Judith Kuipers as Chairman to study this internal matter. (See Motion 79-362-6, this report)

The Committee on Committees Report on its review and proposal for new Standing Rules for the Classroom Television Committee was postponed.

Dean of Health & Physical Education Search Committee Report, Dean R. Ohvall, Chrm., reporting: Dean Ohvall reported that a nationwide search had been initiated, that about twelve nominees and fourteen applicants had been received, and that November 1, 1979 is the closing date for receiving applications. The Committee hopes that by about February 1 final candidates will be on campus for interviews.

Members of the Search Committee are: Barbara Coles (Vet Med), John Dunn (PE), Dave Griffiths (Physics), Kathleen Heath (PE), Jeannette Masilionis (PE), Marjorie McBride (Educ), David Phelps (Health), James Rudd (Intercoll. Ath), Murray Wolfson (Economics), Brad Mastrud (Grad in H&PE), and Sharon Schmidt (Grad in H&PE), and Dean Ohvall as Chairman.

Faculty Recognition & Awards Committee, Chairman Ken Hedberg reporting: This report derived from a Motion by Senator Hovland (79-358-7, 4/5/79, p. XIV).

Chairman Hedberg reviewed the discontinuance of the Honorary Doctorate under President Jensen and the Committee's conversations with Mr. Jensen. The committee recommended that: (1) The Honorary Doctorate Degree be restored; (2) That the recipient have academic distinction as it is broadly defined; (3) That a distinction be made between the Honorary Doctorate Degree and the Distinguished Service Award; (4) and that some committee other than, or in addition to, the Faculty Recognition and Awards Committee review candidates.

Senator Munro, CLA, moved (79-362-1) the adoption of the Committee's recommendations; seconded. Senator Wells, Business, moved to amend the motion by adding the provision that the Executive Committee be instructed to initiate the procedure to implement the awarding of the Degree; seconded (79-362-2), passed. Motion 79-362-1, as amended, passed.

Interinstitutional Faculty Senate, Solon Stone reporting: Senator Stone reported a significant reorganization of the IFS in the shifting of the fiscal year (June 1 to May 31) to the calendar year (January 1 to December 31). This is expected to provide more continuity in the IFS work. He observed that the legislative process has "long since" wound down. Finally, he previewed forthcoming items: a. The extent of Faculty involvement in the replacement of the Chancellor, who may retire in the near future, and b. the matter of Fixed-Term appointments. Current IFS Senators are: Solon Stone, Pat Wells, and Leo Parks.

Bylaws Committee, Bill Longenecker (committee member) reporting: Mr. Longenecker reported that the Bylaws Committee recommends the adoption of the following recommendation which was referred to it (see Adams' motion 79-359b-9, 5/10/79, p. XXXII): Article V, Section 5 (---indicates deletions;        indicates additions): Term of Office: Normally, representatives shall be elected for terms of three calendar years, with approximately one-third retiring each year. The exceptions shall be when the Executive Committee prescribes a term of one or two calendar years in order to increase the approximation of one-third retirees per year. The filling of a vacancy for a fractional part of a calendar year does not constitute a Senate Term. A representative shall be ineligible for appointment or election to a term of any length during the year following the completion of two consecutive terms. ~~representatives of their length.~~ (79-362-3) Seconded. It was moved and seconded to postpone a vote on this motion to the November meeting (79-362-4); seconded. Motion was defeated. Motion 79-362-3 passed by a ballot vote of 68-8.

Longenecker reported further that the Bylaws Committee declines at this time to recommend any amendment to Article V, Section 1, to alter the appointment procedure (this matter was referred to the Bylaws Committee by the Executive Committee on 11/9/78). The Committee will, however, continue to study the matter and may have some recommendation at a later date.

Association of Oregon Faculties, Robert Becker reporting: Becker reported that under consideration is the idea of setting up an Interim Committee to study the matter of Retirement; however, formal action has not yet

been taken.

In the matter of Faculty salaries, he noted that a Budget Note was added in the last session by Ways and Means that permitted certain recurring funds to be used for faculty salaries. Becker then cited the following paragraphs from an exchange of letters that he has had with OSBHE member Robert Ingalls, who is Chairman of the OSBHE Finance Committee.

Becker for AOF: "We believe that the budget note to HB 5077 indicates intent that additional funds be assigned to faculty salary improvements. We therefore recommend that for the 1979-81 biennium, the Board assign funds to academic salary improvement in addition to the Salary Improvement Program contained in HB 5077. The AOF suggests an additional amount of \$1 million. The recommendation of \$1 million is made to the Board as our best judgment as faculty members, not as a "bargaining position." Adoption of this recommendation would permit a level of salary adjustment about midway between the Board's 8.25 percent recommendation of May 25 and the level provided for by HB 5077. We further recommend that allocations of across-the-board and discretionary components of 1979-81 salary improvements be made on an institution-by-institution basis consistent with the policies and preferences of each institution's faculty and administration."

Ingalls' reply to Becker: "The Board members are sympathetic with the problem and asked Chancellor Lieuallen if any reserves were established during the budgeting process from which the \$1,000,000 could be taken.

The Chancellor responded that the only reserves in the Board's Office are those designated for the second year of the biennium and which were appropriated for the specific purposes of academic computing, library support, and rehabilitation of the physical plant.

Some institutions have budgeted modest reserves to enable them to cope with any larger-than-estimated enrollments. The institutions expect to use these funds only on a non-recurring basis so they will continue to have similar flexibility in succeeding years.

Institutions have been authorized to use recurring salary savings for salary adjustments for those faculty members who are promoted. The institutions do not anticipate any significant additional recurring salary savings, although the precise circumstances will vary with each institution.

It is my intention to recommend to the Board that it ask the institutions to monitor their salary budgets very carefully and to report to the Board any variance between their recurring salary savings and the cost of promotions. The identification of recurring salary savings during 1979-80 will establish a level of resources available within the 1980-81 budgets which can be applied to the cost of promotions and salary improvement.

If my proposal is approved, it is probable, then, that in 1980-81 some amount, in addition to the cost of promotions, will be assigned to salary improvements.

In your letter you expressed the belief that the budget note attached to HB 5077 indicated legislative intent that funds above the amount appropriated be assigned to faculty salary improvements. The phrasing of the budget note uses the word "acknowledges" rather than "intent" to describe the legislative position, and Chancellor Lieuallen believes the budget note merely acquiesces in his stated "intent" to recommend use of recurring salary savings for salary improvements."

Further, Becker observed that "underfunding" of previous budgets had not occurred this biennium, a goal for which AOF and others had worked; but until now, the implications of this for faculty had been unascertainable.

Finally, he announced that a campus meeting of AOF would be called soon to get that group into action.

In response to a question about adequacy of finances to support the AOF program, Becker

stated that about \$25,000 was raised last year but that about \$40,000 would be needed to maintain the established level of activities.

Curricular Proposals for 1980-81: Preliminary drafts of Category I and Category II Curricular Proposals for 1980-81 have been distributed to the Colleges/Schools, Departments, and Senators.

OSU/UO Admissions Standards matter (see President MacVicar's remarks on first page): The following motion was introduced by Senator Scanlan for the Executive Committee (79-362-5):

"BE IT RESOLVED, That the Faculty Senate of Oregon State University express its support of establishment of a joint Oregon State University-University of Oregon committee to study means by which the Admissions process at the two Universities might be improved by directing the Executive Committee to nominate to the Executive Office a panel of Faculty to join with Administrators in the Oregon State University-University of Oregon committee." Motion 79-362-5 passed by voice vote.

Retention of OSU Students (see President MacVicar's remarks on the first page): The following motion was introduced by Senator Kathleen Heath for the Executive Committee (79-362-6):

"BE IT RESOLVED, That the Faculty Senate of Oregon State University express its support of a Presidential Commission to study retention of students at Oregon State University.

BE IT FURTHER RESOLVED That the Senate direct its Executive Committee to nominate a panel of Faculty members to be recommended to President MacVicar as potential members who could participate in such a study."

Academic Calendar: President-Elect Leo Parks reported for the Executive Committee that the Joint Advisory Council has discussed on two occasions the suitability of the semester system for the state system. He asserted that the advantages and disadvantages of this system will be studied further and urged faculty to supply the Executive Committee with their views. The next Joint Advisory Council meeting will be at PSU on November 8.

#### New Business:

At this time, President Bill Wilkins observed that his resignation as President of the Faculty Senate was effective immediately. He then presented the gavel to Leo Parks, who became the third President of the Faculty Senate.

#### Encomium to Bill Wilkins:

Senator Doler, CLA, was recognized to read and move adoption of the following Resolution (79-362-7).

*WHEREAS, President Bill Wilkins has presided over the Oregon State University Faculty Senate with high distinction and good judgment, and*

*WHEREAS, His political knowledge and dedication to duty have enhanced greatly the influence of the Senate and the welfare of the Faculty, and*

*WHEREAS, He will now assume new and challenging responsibilities in Washington, D. C., and*

*WHEREAS, We, the Oregon State University Faculty, appreciate having a "Man in Washington",*

*RESOLVED, That the Faculty Senate express its deep appreciation to Bill Wilkins for his services as President of the Senate, and*

*RESOLVED, That our Best Wishes for useful, rewarding, and successful work go with him in his new appointment as Associate Director of the Federal Aviation Administration, and*

*FURTHER RESOLVED, That we will now look to Washington with renewed hope of governmental largesse.*

The Resolution was seconded and passed unanimously by standing vote, with much applause.

Meeting adjourned at 5:00 p.m.

Thurston Doler  
Recording Secretary

# STAFF NEWSLETTER

Appendix

## Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 11, No. 9 -- November 8, 1979

1979 Meeting 363 - November 1, 1979

The meeting was called to order by President Leo W. Parks at 3:30 p.m. Minutes of the October 4 meeting were approved as published in the Staff Newsletter Appendix of 10/11/79.

### ROLL CALL:

Members Present: Anderson, G., Anderson, E., Barte, Bodyfelt, Buckhouse, Campbell, Carey, Carson, Chambers, Conte, Davis, Decker, Doler, Edwards, Ferrell, Fischer, Grieve, Fullerton, Foster, Goetze, Grady, Gravatt, Griffiths, Gudger, Gillis, Heath, Hisaw, Hovland, Johnston, R., Kennick, Krahmer, Lais, Lawrence, Lee, MacVicar, Malueg, Masilionis, McClintock, McFarland, McGill, McGrath, Miller, Motamedi, Mrazek, Munro, Neshyba, Nicodemus, Nielsen, Norris, O'Connor, Osborne, Parks, Peterson, Reed, Rickson, Slotta, Scanlan, Sjogren, Stang, Stiehl, Stoevener, Stone, Tedder, Towey, Volk, Weber, J., Weber, L., Wells, Wickman, Williams, Willis, Wilson, Yoke, and Yonker.

Members not Present were Represented as follows: Adams, Deinzer, Courtney, Cole; Coles, Matsumoto; Firey, Brookes; Goheen, Norris; A. Johnston, Kiesow; Kling, Gardner; Leklem, Raab; Leman, Dale; Morita, Leong; Morris, Moore; Robertson, Smith; Sidor, Klein; Strickler, Dane; Frolander, Condon.

Members Absent were: Brodie, Chaplin, Cheeke, Froehlich, Hacker, Huyer, John Lee, McMahon, Oester, Rickson, Sandine, Seaders, Taylor.

Guests of the Senate were: T. Hammack (Prism Mag.); Sandra Suttie (Curriculum Coordinator); Chuck Boice (Dept. of Information); Carol Saslow (Comm. on Comms.); David Carlson (Senate Task Force Chrm.); T. Wiprud (Art Dept.); C. Stehr (CTV); R. Hall (Curriculum Comm.).

\* \* \* \* \*

Apportionment of the Senate: The Apportionment Table for election of Faculty Senators was presented for consideration. There were no changes to that Table (which is presented as the last page of these Minutes).

Nominations Committee, Warren Hovland, Chrm. reporting: The following slate of nominees was presented as candidates for the Executive Committee for two-year terms to begin in January 1980 (three to be elected): Dwight Fullerton (Pharmacy), Agnes Grady (Library), David Griffiths (Science), Sally Hacker (CLA), and A. Gene Nelson (Agriculture). There were no nominations from the floor.

For President-Elect, the following names were presented: Patricia Wells, Business, and Robert Zaworski, Engineering. Nominated from the floor was Glenn Klein, Extension.

A campus-wide mail balloting will occur in November to select by plurality vote a President-Elect. An election will be held at the December 6 Senate meeting to elect three members to the Executive Committee.

Interinstitutional Faculty Senate, Solon Stone reporting: Professor Stone reported on an item of the Internal Management Directives of the OSBHE. The IMD's, formerly the Administrative Rules, are the internal management mechanism and, as such, should not go before the public at a public meeting as did the old Administrative Rules. Singled out for specific consideration were the IMD's relating to the authority and responsibilities of the Presidents of the several institutions. A segment, 1.301, having to do with "Internal Governance" was quoted as follows:

"1.301 Internal Governance  
Each institution shall have the right to formulate a Statement of Internal Governance as in a Constitution or other appropriate format, which shall be ratified as the official statement of Internal Governance by those included in the internal governance structure of the institution or by the President.

The Internal Governance Statement is subject to review and modification when a new President assumes office and at such other times as shall be provided for in the internal governance statement; any amendatory action shall also be subject to ratification by those included in the internal governance structure and by the President."

These Directives have now been passed by the State Board of Higher Education, Stone reported, and we should therefore review them with an eye to our conformity with these new regulations.

Committee on Committees, Carol Saslow, Chrm., reporting: Chrm. Saslow indicated that the Comm. on Comms. had, in compliance with the Senate directive, reviewed the following committees in the immediate past year: Classroom Television, Advancement of Teaching, Special Services, Faculty Recognition & Awards, and Undergraduate Admissions. The review of the Special Services Committee will continue this year. The Comm. on Comms. recommendations regarding revisions in the Classroom Television Committee are as follows (changes in name and standing rules):

"Instructional Media Committee: The Instructional Media Committee reviews and recommends policy concerning centralized instructional audiovisual materials and equipment, instructional development services, operation of campus television service, utilization of community cable television, and participation in inter-institutional televised teaching. The Committee consists of eight faculty and two student members, and the Directors of Classroom Television and IRAM Centers, ex-officio."

It was moved (7-363-1) and seconded to adopt this recommendation. Motion carried by voice vote.

The new Standing Rules become effective in January, 1980.

Senator McClintock, CLA, reported that an inquiry of his to Vice Chancellor Romney regarding the right of the Faculty to have input when changes in admission standards were contemplated, had led him to report to the immediate past chairman of the Undergraduate Admissions Committee his views that Faculty should have this input. Whereupon, he was informed that the UAC did not have the authority to make policy recommendations. McClintock then expressed his thought that we should have an ongoing review of admissions policy by some faculty committee. Chrm. Saslow replied that the Comm. on Comms. would take this under consideration and possibly bring back a recommendation.

Senator McGrath, CLA, inquired about the intent of the Comm. on Comms. to study the possibility of consolidating some of the Senate's committees. Saslow replied that this possibility is under consideration, but at the same time, requests for three new committees had been received.

Curriculum Committee, Roberta Hall, Chrm., reporting: Chrm. Hall indicated that: 1) The Committee's Annual Report was contained in the current "Reports to the Faculty Senate," (pp. 10-12) for the Senate's information. 2) The Committee also recommended adoption of the following "700 Level Course Authorization."

- GUIDELINES FOR 700-799 COURSES AT OSU*
1. *Admissions: Admissions requirements should be set by the department providing the course; students do not need to meet Graduate School requirements for admission.*
  2. *Guidelines for regular courses should be followed in respect to contact hours and credits.*
  3. *700-799 courses are in-service courses only. They shall not be used in a graduate program, ever.*
  4. *Specific 700-level courses are to be approved by the proper academic unit, and requests should be initiated in the usual way. Copies of such requests should be provided to the Curriculum Coordinator.*
  5. *In-service courses are not to be confused with individually planned internships or work-experiences. They are to be courses offered to groups of students in workshop and classroom format.*
  6. *Fees will be set by the appropriate administrative agency, preferably following the guidelines in operation at OSU, Division of Continuing Education.*

Senator Wells, Business, moved (79-363-2) the adoption of the guidelines for 700 level courses; motion seconded.

During discussion of the recommendation, the following questions (Q.) were raised and their probable answers (A.) were offered:  
Q. What kinds of courses would be offered?  
A. As an example, a Parks Dept. officer would use the course to offer training to his foresters. Q. Would there be a financial advantage to departments offering 700-level courses? A. Probably not. Q. How does the 700-level course relate to present off-campus programs such as DCE? A. It is intended to supplement, not replace, any

present programs. Q. How would they be funded?  
A. Probably in a variety of ways as present courses are funded. Q. Would each 700-level course be subject to approval as other new courses are? A. No. A department would be granted a general 700-level authorization and would offer individual courses within that framework. Q. Are there presently departments that want these courses? A. They are being recommended in part in response to course requests that do not "measure up" to other course standards, but for which some course is deemed to be needed. Further, there is a "national trend" for Continuing Education Units, CEU's, to meet the needs of employers who are not satisfied with the "workshop" idea, who want specified contact hours (example - 1 CEU = 10 contact hours), but do not need academic credit. Q. Won't the 700-level course be viewed as "higher" than 400-500 level courses? A. That is not the intent.

Motion 79-363-2 received a standing vote of 38 "yes" and 38 "no" votes, thus, it failed to pass.

Faculty Economic Welfare Committee, Pat Wells, Chrm., reporting: Senator Wells reported that: 1) the Committee is studying the PERS "pick up" by the State to determine its equitability, 2) a study of some of the recommendations of the Ad Hoc Committee is underway to determine their economic impact, particularly as they relate to Summer Term, and 3) currently attempting to define what an "FTE" is. Some current hypotheses are that an FTE is: a) a 12-month contract; b) a nine-month contact, plus Summer Term; c) a nine-month contract, plus three months outside employment; or d) that a nine-month contract be considered .75 FTE, which means that a Summer Term contract would be .25 FTE; e) further, under consideration is a recommendation that all academic salary increases be effective on July 1.

The FEWC solicits input from the Faculty regarding all of the above topics.

Untenured Faculty Ad Hoc Committee on, David Carlson, Chrm., reporting: Other members of this Ad Hoc Committee are George Carson, Alberta Johnston, Bill Percy, Len Weber, and Dave Nicodemus and Curtis Johnson, ex-officio. (See Minutes of May 10, 1979, meeting 359b, p. XXXI, and Reports to the Faculty Senate for April 5, 1979, for the original Faculty Status Committee report.) The change to the Committee was to study the original Memorandum containing several recommendations and to make appropriate recommendations to the Faculty Senate. The central concern of this committee was the apparent conflict between AAUP and OSEA policies and employment practices positions, Carlson stated. Task Force goals were: 1) to diminish the possibility of a serious confrontation between our University and AAUP, 2) to improve faculty employment policies of our University with respect to individual Faculty, to promote fairness to individual Faculty who are in individual categories, and 3) to protect the University. The following recommendations were presented by the Task Force:

*RECOMMENDATIONS*  
This Task Force recommends that: 1) Fixed-term and annual-tenure tenure track appointments which are full-time, and at least .5 FTE on the institutional budget, to any Oregon State University faculty member should not exceed a total of seven



years. No more than four years of service on fixed-term appointment at Oregon State University prior to the effective date of this policy may apply toward this seven-year period.

2) An ad-hoc committee of the Faculty Senate should be appointed to study OSU procedures for termination for reason of financial exigency or program or department reductions or eliminations, and to make such recommendations as they deem appropriate.

Sen. Len Weber, Engr., moved adoption of the recommendations (79-363-3), seconded. Several Senators raised questions about the "grandfathering" of employees who would apparently be terminated under the provisions of the recommendations. Professor Carlson replied that the only "grandfathering" was in recommendation #1. The issues here were 1) the continuation of certain untenured individuals whose services are desirable, and 2) the matter of erosion of the tenure system by their retention. Motion 79-363-3 PASSED by voice vote.

Reports from the Executive Committee, President Leo Parks reporting for the EC:

Joint Advisory Council: The Council will meet at PSU on November 8. In the past, topics of mutual interest such as promotion and tenure, compensation, liability insurance, and the academic calendar have been discussed. Faculty are urged to communicate to the Executive Committee any topics they wish considered.

Faculty Newsletter: Harold Dorn, Journalism, is studying the feasibility of producing a Faculty Newsletter. This document would in no way replace the Staff Newsletter, but would be focused upon items not otherwise covered which are of direct interest to the Faculty. Prof. Dorn is working with the Executive Committee at their request.

Student Appointments to Faculty Senate Committees: Recommendations from ASOSU, which emphasized diversity of appointment to obtain a broad representation among students, have been accepted by the Executive Committee. Both students and chairmen of committees have been contacted.

University Level Promotion & Tenure Committee: This topic has been referred to the Faculty Status Committee for its consideration. Faculty who have views about the idea of recommending the establishment of this committee should communicate them to Paula Kanarek, Statistics, Chairman of the FSC.

Resource Allocation Commission Study: Vice President Clifford Smith has formed a Commission to study the allocation of space on campus. In response to his request, the Executive Committee appointed Kenneth Patterson, Economics, and T. Darrah Thomas, Chemistry, as Faculty representatives on this Commission. A more comprehensive report will follow in December.

Student Course Guidebook: Plans are underway to develop an improved Student Course Guidebook. ASOSU President Cindy Wilhite, Dean David Nicodemus, Dean Judith Kuipers, and the Faculty Senate Executive Committee are cooperating on this project.

Intercollegiate Athletics: The motion by Senator Wells cited below was published in the Reports to the Faculty Senate. Senator Campbell, H & PE, moved to delete this item from the Agenda (79-363-4); seconded. The Parliamentarian ruled that this motion amounted to a Suspension of the Rules and would, thus, require a two-thirds vote. Motion 79-363-4 FAILED to pass.

Senator Wells, Business, read the following motion and moved its adoption (79-363-5): 2nd. "That the Senate recommend to President Parks that he introduce to the Board of Intercollegiate Athletics the motion that the Board investigate the management of Intercollegiate Athletics at Oregon State University to ascertain the advisability of retaining Mr. Dee Andros as Director of Intercollegiate Athletics."

Immediately following Senator Wells' presentation, President Parks read a letter from Dee Andros, which is presented as the final page of these Minutes.

Senator Gudger, Business, moved (79-363-6) to lay Senator Wells' motion on the table, 2nd, PASSED.

Reports from the Executive Office; President Robert MacVicar reporting: The President reported that a "head count" increase in enrollment over last year would bring OSU's enrollment to about 17,000 when all fees are paid. The increase in enrollment at a time when college age populations are declining is a little understood phenomenon, he said.

He reviewed the board's action to require, beginning in 1981, a standardized test of written English as one entrance requirement for the University.

He reported that the action of the Senate in approving a joint OSU/UO Committee to study the matter of Admission Standards to the Universities had gone forward to the Board, but no reply had yet been received.

He reported that he had written letters to the Oregon State Senate President and Speaker of the House urging study of the PERS system, particularly as it relates to people who have retired.

Regarding Inflation, the President discussed, as a special note, the impact of inflation upon the University. As a specific example, the cost of air travel has increased by 25% since January of this year. Other items, such as periodicals, are increasing in cost at about the same rate with no relief in sight from the Legislature. The cost of inflation to the University was compared with the individual faculty member with the view expressed that the University has less flexibility in dealing with it. The University's efforts to cope with the energy crisis with cooler temperatures was singled out with the request that faculty and staff dress to assist in this matter.

It was reported that beginning in the summer of 1982 financing for Summer Term would be reduced from its present 40% of cost to 20%. This, it was asserted, will cause some "strain." This was noted in light of the Faculty Economic Welfare Committee's view of increasing, rather than decreasing, Summer Term compensation. A substantial increase in student enrollment would go a long way in solving the problem, the President noted.

Intercollegiate Athletics: The President observed that the faculty is well represented on the Board of Intercollegiate Athletics and expressed the belief that the matter that was laid on the Table would not be ignored.

(The columnar format of this final page of the Minutes has been eliminated so that we might economize on space and present the letter below in its entirety.

\*\*\*\*\*

Senator Griffiths, Science, noting a recent statement that Faculty salaries for the second year of the biennium "would be settled at a later date," asked the President if he would clarify that matter. President MacVicar explained that the Legislature did not appropriate monies to the State Board, but that the appropriation was to the Emergency Board, which has the power to approve and implement a plan of salary compensation for the second year. Action by the Emergency Board has not yet been taken, he reported. The package negotiated by OSEA and approved by the Executive Department would, presumably, be approved by the Emergency Board.

The meeting was adjourned at 5:10 p.m.

Thurston Doler  
Recording Secretary

Attachment No. 1



103 GILL COLISEUM  
CORVALLIS, OREGON 97331  
PHONE (503) 754-2611

Oregon State University  
DEPARTMENT OF  
*Intercollegiate*  
ATHLETICS

October 31 1979

Mr. Leo Parks, President  
Faculty Senate  
Oregon State University  
Corvallis, Oregon 97331

Dear President Parks:

I am advised by the sports page of the Corvallis Gazette Times that the Faculty Senate is to consider a motion to cause the Board of Intercollegiate Athletics to ascertain the advisability of retaining me as Director of the Department of Intercollegiate Athletics.

I must be in San Francisco on Thursday, November 1, 1979, on Athletic Department business and will not be able to attend the Senate meeting.

I ask the Faculty Senate to consider that I hold the academic rank of Full Professor with indefinite tenure. Under the rules of the State Board of Higher Education, the granting of indefinite tenure was made in witness of the formal decision by Oregon State University that I have demonstrated such professional competence that my services will not be terminated except for cause as defined by the administrative rules of the State Board of Higher Education. Those same administrative rules delegate to President Robert MacVicar the responsibility of administering University affairs. No professor can object to an evaluation of his administrative performance by President MacVicar as outlined by the rules (we are all evaluated annually).

The Faculty Senate is advisory to President MacVicar. If the Faculty Senate feels that my department should be evaluated, it should be recommended that President MacVicar make that evaluation under appropriate procedures.

It is respectfully submitted that it is inappropriate, and sets a very bad precedent, for the Faculty Senate to by-pass President MacVicar and consider a recommendation that the Board of Intercollegiate Athletics evaluate a tenured professor. Will you please read this letter to the Senate prior to discussion of the motion?

Yours very truly,

Dee G. Andros  
Director of Athletics

cc: President Robert MacVicar

On Campus Academic FTE - Rank of Instructor and Above - for Faculty Senate Apportionment for 1980  
 (Based on July 1, 1979 budget except Contract Research FTE is as of September 20, 1979)

Attachment No. 2

College/School	Instruction	Research*	Extension	Misc.** Budgets	Total	No. of Senators	Gain or Loss
Agriculture	47.25	165.45	67.79	17.21	297.70	21	-1
Business	65.54	0.16		3.11	68.81	5	
Education	53.56	6.89		8.68	69.13	5	
Engineering	87.62	8.54	0.77	6.15	103.08	7	
Forestry	27.48	47.16	6.60	3.68	84.92	6	
Health & PE	45.60	1.08		3.16	49.84	4	
Home Economics	40.33	5.04	10.27	5.53	61.17	4	
Liberal Arts	206.16	3.74		7.92	217.82	16	
Oceanography	11.68	31.44		6.37	49.49	4	
Pharmacy	20.12	2.25		3.50	25.87	2	
Science	186.71	46.24	0.62	6.85	240.42	17	
Vet. Medicine	7.18	9.19	1.00	4.47	21.84	2	+1
Library		1.50		32.27	33.77	2	
ROTC	26.00				26.00	2	
<b>TOTALS</b>	<b>825.23</b>	<b>328.68</b>	<b>87.05</b>	<b>108.90</b>	<b>1349.86</b>	<b>97</b>	<b>0</b>
(1979 totals	834.52	342.38	85.18	109.98	1372.06	97	0)
(1978 totals	830.97	328.46	87.95	111.82	1359.20	97	0)
(1977 totals	823.95	341.87	85.83	108.95	1361.60	97	+1)

\*Agricultural Experiment Station, Forest Research Laboratory and Contract Research.

\*\*Miscellaneous budgets include other instructional, research, and extension programs, such as the Library, Museums, Tech. Advisory Services, Summer Term, Honors Program, Women Studies, CTV, IRAM, International Education, Upward Bound, EOP, Curriculum Coordination, Radiation and Computer Centers, Sea Grant Programs, and other "unassociated" FTE; allocations are made to some or all units.

# STAFF NEWSLETTER

## Appendix

### Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 19, No. 11 - November 29, 1979

1979 Meeting 364, November 15, 1979

The Special meeting of the Faculty Senate to consider Curricular proposals was called to order by President Leo Parks at 3:00 p.m. in Withycombe 101.

#### ROLL CALL:

Members Present: G. Anderson, Barte, Buckhouse, Carey, Chambers, Chaplin, Cheeke, Coles, Doler, Edwards, Ferrell, Firey, Fischer, Froehlich, Fullerton, Foster, Goetze, Grieve, Grady, Gravatt, Griffiths, Heath, Hisaw, R. Johnston, Kennick, Kling, Krahrmer, Leklem, Jong Lee, MacVicar, Malueg, Masilionis, McClintock, McGill, McMahon, Motamedi, Mrazek, Munro, Neshyba, Nicodemus, Norris, Parks, Rickson, Slotta, Scanlan, Sjogren, Stiehl, Stone, Strickler, Taylor, Tedder, Volk, L. Weber, Williams, Willis, Wilson, and Yonker.

Members not present were represented as follows: Carson, Sarashin; Frolander, Pearcy; Goheen, Norris; Gillis, Murphy; Hacker, Bauman; Hovland, Borg; Lawrence, Schacht; Oester, McAlister, Robertson, Smith; Sidor, Klein; J. Weber, Raab; Wells, Jones.

Members Absent were: Adams, E. Anderson, Bodyfelt, Brodie, Campbell, Courtney, Conte, Davis, Decker, Gudger, Huyer, A. Johnston, Lais, John Lee, McFarland, McGrath, Miller, Morita, Morris, Nielsen, O'Connor, Osborne, Peterson, Reed, Sandine, Seaders, Stang, Stoevener, Towey, Wickman, and Yoke.

Guests of the Senate were: W. H. Slabaugh (Grad. Sch.); Sandra J. Suttie (Curriculum Coordinator); Roberta Hall (Chrm., Curriculum Committee); John Ellis (Health Care Adminis.); R. Clinton (CLA Dean's Office); Betty Hawthorne (Dean, Home Ec.); Clara Pratt (Gerontology/Family Life); J. Engel (Ad. Ed.).

\* \* \* \* \*

#### President-Elect & Executive Comm. Elections:

Rules Suspension: President Parks explained the need to formalize a decision made by general consent at the November 1 meeting, to elect by plurality the President-Elect for 1980. Subsequently, Senator Stone, Engr., presented the following motion (79-364-1): "That the Senate suspend its rules (that require a majority vote) relative to voting on the President-Elect and members of the Executive Committee to indicate that we will elect these individuals by plurality vote rather than by majority vote"; seconded. President Parks noted that this motion would require a two-thirds majority. Motion 79-364-1 PASSED.

Clarification of Terms used in Curriculum Matters: President Parks recognized the Curriculum Coordinator, Sandra Suttie, to clarify several terms which are associated with Curriculum. The following are Coordinator Suttie's clarifications:

*Category I Curriculum Matters: These are new programs, such as new majors, certificate programs, new areas of specialization, such as options, minors, and areas of concentration. Cat. I would also include 'significant changes' in degree requirements.*

*Category II Curriculum Matters: This category deals with courses and involves new course requests, course changes, course deletions, or 'minor' program changes.*

*X-Courses: 'X' designates the temporary or experimental nature of the course (not its content rating). The 'X' designation may be granted two or three times, after which a decision should be made on whether the course should be dropped or application made for a regular course. X-courses are listed in the Schedule of Classes, but not the Catalog.*

*Minor; Option; Area of Specialization; Area of Concentration: These are terms that are in current usage for which there is no precise definition. This year the Curriculum Committee will attempt to draft Guidelines to define Minors.*

*Technical Minor: Is one which supports a technical or professional field of study, i.e., Business Administration minors or Technical Journalism minors; or which is technical or professional in nature, i.e., Athletic Coaching minor or Safety Studies minor. A technical minor generally consists of 26-37 hours of basic courses (prerequisite courses not counted, as they in part satisfy the general education requirements).*

*General Minor: Is one which contains a concentration of courses in a field of study available to any student on campus, except those majoring in that field or discipline, for the student's academic enrichment. A general minor generally consists of 21-30 hours of courses."*

*Areas of Concentration presently designates names given by departments to what they are doing and no further definition is possible.*

*Certificate Programs were defined by the Senate when these programs were set up: 'A Certificate Program is defined as a program on a topic of study of less than major dimension, leading to an official certificate, and an official notation on the Transcript that the student has successfully completed the specified requirements of the program.'*

Question from the floor: How many prerequisites must be listed when a minor is requested and described? Suttie: In technical programs the basic prerequisites should not be a part

of that minor since they may have been used to satisfy general education requirements and the minor should deal with more technical aspects of the area.

Q. Do Minors now appear on Transcripts of students who have taken the Minors? A. No. Coordinator Suttie noted the existence of a "salmon colored" Memorandum from her office directed to Academic Deans, Department Chairmen/Heads, and College/School Curriculum Committees which contained Procedures for Curricular Change and Guidelines for Preparing Requests.

Curriculum Committee Chairman, Roberta Hall, was recognized to present the Category I Curriculum Proposals. (NOTE: Complete texts of the Category I proposals are contained in a document of 11/1/79 addressed to "Faculty Senators, Academic Deans, Department Chairs/Heads, Graduate Council, Curriculum Committee (University), and Budget & Fiscal Planning Committee" and will not be repeated in full in these Minutes.)

College of Liberal Arts: Senator Gravatt, Home Ec., moved (79-364-2) that the programs of minors be approved in the Departments of Art, Economics, Foreign Languages and Literatures, History, Music, Philosophy, and Psychology; seconded, PASSED.

Senator McClintock, CLA, moved (79-364-3) the approval of the proposal for new Technical Minors in Physical Sciences, Life Sciences, and Gerontology, for use with baccalaureate degree programs in Journalism; seconded, PASSED.

Q. McClintock, CLA, "What would be necessary to have a notation of Minor programs appear on one's Transcript?" Suttie: The Senate voted to delete them, thus, they could probably be restored in like manner.

School of Education: Senator Klein, Ext., moved (79-364-4) the approval to delete the Doctor of Philosophy degree in Guidance and Counseling, and initiate the Doctor of Philosophy in Counseling; seconded, PASSED.

School of Forestry: Senator Tedder, For., moved (79-364-5) to approve the proposal by the Department of Forest Management to discontinue the Forest Business Option, the Forest Science Option, and to approve the initiation of minor programs in Financial Accounting, Managerial Accounting, Business Law, Management Processes, Operations Management, Marketing, and Finance; seconded, PASSED.

Senator McGill, Ag., asked for a statement of difference between "minor" and "option." This question generated a general discussion of the topic, during which the following points were made:

- 1) Neither minors nor options appear on Transcripts.
- 2) Students could use their electives to put together the equivalent of minors.
- 3) Formalizing minors and options allows minors to be printed in the Catalog.
- 4) This catalog visibility is useful to students in choosing their programs.
- 5) Although minors do not appear on Transcripts, Faculty may, in their letters of recommendation or support, affirm minors.
- 6) Minors

that are formally approved are listed by the Chancellor's Office and distributed among the community colleges, thus receiving wide visibility.

School of Home Economics: Senator Barte, Home Ec., moved (79-364-6) to approve the recognition of Gerontology as a Minor in Graduate Programs; seconded, PASSED.

Schools of Business, Health & Physical Education, and Home Economics: Senator Grady, Library, moved (79-364-7) to approve the proposal for the revision of the Health Care Administration Program; seconded, PASSED.

This concluded consideration of Category I documents.

\* \* \* \* \*

Category II changes were introduced, with President Parks explaining that these items were considered approved, but that the Senate could act to disapprove any specific item.

It was moved (79-364-8), seconded, and PASSED to review these courses by the categories as they are listed in the Table of Contents. A subsequent review resulted in no new motions.

A request was made for a Summary of course changes, as supplied in past years. Coordinator Suttie explained the problem of compiling and interpreting a Summary which, even though it might derive a "net change" figure, is not an accurate reflection of the changes that have, in fact, occurred.

Senator McClintock, CLA, moved (79-364-9) that the Executive Committee explore the matter of having Minors appear on Transcripts; seconded, PASSED.

Senator McGill, Ag., expressed the desire to have standards for Minors developed.

The meeting was adjourned at 3:58 p.m.

Thurston Doler  
Recording Secretary

# STAFF NEWSLETTER

## Appendix

### Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\*\*\*\*\*

Vol. 1

No. 13 - December 13, 1979

1979 Meeting 365 - December 6, 1979

The regular December meeting of the Faculty Senate was called to order by President Leo W. Parks at 3:35 p.m. in Withycombe 101. Minutes of the November 15 Special meeting on Curriculum were approved as published with one correction: The report of the Curriculum Committee should be amended to include a third item: 3) The Committee reported the Vocational-Technical Credit Transfer Agreement from Chemeketa Community College to the Department of Journalism, OSU. According to the guidelines approved by the Senate, February 9, 1973, no action by the Senate is required.

The above correction should be noted on page VI of the Minutes published as Vol. 19, No. 9, of the Staff Newsletter Appendix, meeting 363, 1979.

#### ROLL CALL:

Members Present: Adams, G. Anderson, E. Anderson, Barte, Bodyfelt, Campbell, Carey, Carson, Chambers, Chaplin, Coles, Davis, Decker, Doler, Edwards, Ferrell, Firey, Fischer, Frolander, Fullerton, Foster, Goetze, Grady, Gravatt, Griffiths, Gillis, Heath, Hisaw, Hovland, Johnston, Kennick, Kling, Lawrence, John Lee, Jong Lee, Leman, Malueg, Masilionis, McClintock, McFarland, McGill, McGrath, McMahon, Miller, Morita, Morris, Mrazek, Munro, Neshyba, Nicodemus, Nielsen, Norris, O'Connor, Oester, Osborne, Parks, Reed, Rickson, Sandine, Scanlan, Seaders, Sjogren, Stang, Stiehl, Stoevener, Strickler, Slotta, Taylor, Tedder, Towey, J. Weber, L. Weber, Wells, Wickman, Williams, Willis, Wilson, Yoke, Yonker, and A. Johnston.

Members not Present were Represented as follows: Grieve, Stamps; Gudger, Schary; Hacker, Bauman; Sidor, Klein; Volk, Christensen.

Members Absent were: Brodie, Buckhouse, Courtney, Cheeke, Conte, Froehlich, Goheen, Huyer, Krahmer, Lais, Leklem, MacVicar, Motamedi, Peterson, Robertson, Stone.

Guests of the Senate were: Mary E. Phillips (Business), Kenneth Patterson (Chrm., Budgets & Fiscal Plan. Comm.), Frank Ligon (Dir., Summer Term), T. Darrah Thomas (Res. Allocated Comm. member).

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Budgets & Fiscal Planning Committee, Chrm. Kenneth Patterson reporting: Prof. Patterson made the following points on behalf of the Committee:

1) Making all faculty salary increases become effective on July 1 is possible and equitable, and is the recommendation of the B&FPC.

2) The State Board of Higher Education should revise its Summer term funding to prevent the July 1 date from diminishing Summer Term employment.

3) No significant administrative or programmatic difficulties are foreseen if the July 1 date is adopted and implemented. Senator Wells, Business, moved (79-365-1) that the Senate support the recommendation of the Budgets & Fiscal Planning Committee that academic salary adjustments become effective on July 1; seconded, PASSED.

Resource Allocation Commission (One of two Faculty Commission by the Professor Thomas reporting:

1. The Commission which stands for "Allocation of Resources."  
2. The Commission for allocation of resources.  
3. The question of how to allocate resources.

4. Currently, a basis of Student Credit Hours (SCH) generated with more lower division SCH required to equal one faculty FTE than graduate SCH for a faculty FTE.

5. The allocation formulas are not rigid, but give the Vice President for Administration a starting place for the handling of resources. Equipment allocations, etc., all are involved.

Faculty Economic Welfare Committee, Chrm. Pat Wells reporting: The FEWC Report addressed the matter of the impact upon Faculty income of the PERS pickup.

Camille Koehler and Mary Ellen Phillips, CPA's, Dept. of Accounting, OSU. Data were presented designed to enable individual Faculty to calculate what their gross pay raises would have had to equal to allow the net take home pay to equal to the PERS pick-up.

The report was criticized on the basis that:  
1) Non-PERS people (approx. 250-300, mainly in Extension) were not included (in current pay packages); 2) the impact to which these monies now paid by the State will be subject to taxation when received back in Pensions; 3) the impact of one's spouse working; 4) the ultimate impact of this PERS pick-up by the State.

Senator Osborne, Chrm., commended the committee for the work involved in the report, and moved (79-365-2) that the report be referred back to the FEWC with instructions to study the above mentioned, and other omissions and criticisms, to return the revised report to the Executive Committee for its approval, and then to bring the report back to the Senate; seconded, PASSED.

Commission, T. Darrah Thomas members appointed to the Executive Committee) reporting: reported the following:

is referred to as "OSCAR," Oregon State Commission on Resources."

intends to review the basis of resources at OSU.

whether there is a better way to allocate resources will be studied extensively.

allocations are made on the basis of Student Credit Hours (SCH) generated, with more lower division SCH required to equal one faculty FTE than graduate SCH for a faculty FTE.

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The basic opinion seemed to be that "all aspects of this matter of the PERS pick-up should be studied to ascertain whether it really is a "good deal" for Faculty.

It was noted that the FEWC may withhold further action on this report until the Emergency Board meets and releases a written statement of the salary package for the second part of the biennium. To date, there is nothing in writing which gives an indication of how the E-Board plans to handle the salary matter.

Further, the view was expressed that a report such as this one, which can readily be misunderstood by partial reading, should contain a succinct abstract of its contents.

#### Election of Executive Committee Members.

Balloting was conducted on the five nominees presented at the November meeting, with the following results: 1. Dave Griffiths (Science), 68 votes; 2. Dwight Fullerton (Pharmacy), 52 votes; 3. Gene Nelson (Agriculture), 47 votes; 4. Sally Hacker (CLA), 34 votes; 5. Agnes Grady (Library), 29 votes. Thus, Griffiths, Fullerton, and Nelson were declared elected.

#### Bylaws Amendments Eliminating "Fractional

Years" as Terms: Senator Doler, CLA, explained the intent of the Executive Committee to interpret the November amendment to Article V, Section 5, of the Bylaws, which eliminated terms of less than a year from consideration in determining eligibility for re-election to the Senate, to be applied to re-qualify any present Senator who might have been, at the time of passage of the amendment, disqualified by reason of having served a fractional year as a term. No objection was raised in the Senate to this interpretation.

#### Orientation of Newly-Elected Senators, Executive

Committee Member Owen Osborne reporting: Senator Osborne explained the scheduled Orientation session for newly-elected Senators, which is scheduled for January 8, 1980, at Nendel's Inn, beginning at 2:30 p.m. Topics which will be included are: Brief History of the Senate, Present Structure of the Senate, Functions of the Office of the Faculty Senate, a Mock Senate Meeting to study and utilize parliamentary procedure; a presentation by President MacVicar on the role of the Senate; and some current issues which will command Senate attention in 1980.

#### Joint Advisory Council, Executive Committee

Member Sally Malueg reporting: Senator Malueg indicated that the Joint Advisory Council met at PSU on November 8 and discussed the following topics: 1) PSU's recent Collective Bargaining contract. Copies of that and other State System contracts are available at the Faculty Senate Office. 2) The Academic Calendar is being discussed with the University of Oregon apparently moving slowly but surely toward adopting the Semester system. Efforts will be made at OSU to solicit from our Faculty their views about the prospect of the Semester System at OSU, she asserted. 3) Salary Improvement (a matter which will be discussed under "New Business" in this meeting, was also discussed by the JAC. 4) The fact

that the OSBHE initiated the PERS pick-up for twelve-month people on July 1, and September 15 for nine-month people was also discussed, she reported. The matter is the topic of discussion by other faculty groups, including the Association of Oregon Faculties. 5) She reported that the view was expressed that individual PERS annual account reports should include for the public retirement income of contribution to retirement.

#### Appointment of Retirement

Subcommittee: President Parks indicated that the Committee on Committees had recently recommended the creation of a "Retirement Committee" to be a sub-committee of the Faculty Economic Welfare Committee, but with all members of this sub-committee to be non-FEWC members, except for one FEWC member as liaison. The committee on Committees reported and recommends that the retirement committee, with one liaison member appointed from the FEWC. The Executive Committee will study this matter further before bringing a recommendation to the Senate, he reported.

#### Internal Management

Directives, Internal Governance Statement. President Parks pointed out an attached report which contained three sections which are under study (the text of these IMD's is attached as the last page of this set of Minutes).

Senator McGrath saying, in part, that in light of the struggle for Faculty Governance since World War II, and the most recent re-chartering of this Body, 25 raises certain questions that need answering from the Executive Office. He noted that the MD directive stipulates that the President "shall define the scope of authority of faculty councils, committees, and officers." Then he asked whether this relates specifically to the Curriculum Committee, the approval of students for their degrees, and perhaps other bodies and committees. How much responsibility is left for the Faculty, he asked.

He further pointed out that 1.125, Internal Governance, which provides for the formulation of "a statement of internal governance" by "those included in the internal governance structure of the institution and the president," has the ambiguity of uncertainty, for both Faculty and for a resident. Noted for particular concern was the second paragraph of 1.126 that discussed the matter of an incoming President having prerogatives of review and modification of existing documents. The opinion was voiced that these Directives should have One Senator observed that IMD 1.126 appeared to be an "oceanic growth of power."

Senator Malueg addressed the matter and observed that these directives had been before the Senate before and were, therefore, not completely new. She emphasized the goal of drafting Directives which would apply to all institutions in spite of their widely different internal governance structures. She asserted, further that the Directives provide for an income with the goal of making subject for an income mutually satisfactory revisions to internal structures, but that the incoming president would not have the authority to alter arbitrarily any existing governance arrangements.

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Supplemental Income while on Sabbatical:

The following paragraph was included in the Faculty Handbook published in 1970-71, but inadvertently omitted from the current handbook.

*"Subject to approval, staff members on sabbatical leave may supplement their sabbatical salaries to a reasonable degree, especially where extra costs are involved, provided that such supplementation does not interfere with the objectives of the sabbatical leave policy. In accepting employment or grants while on sabbatical leave, the staff member is expected to observe the general guideline that his total support should not result in a financial gain."*

The Dean of Faculty expects to reprint this entire paragraph in the first revision of the Faculty Handbook, he reported.

Senator O'Connor, Agriculture, raised an objection to the inclusion of the entire paragraph, stating that the first sentence of the paragraph was adequate without including the more restrictive second sentence that prohibited "financial gain." This was particularly objectionable, he thought, in situations that imposed additional responsibility upon the faculty member. It was suggested that someone closer to the situation needs to have discretionary judgment in this regard.

Reports from the Executive Office: Dean

Nicodemus reported that some anomaly of the computer printout of data prevented the placement of salary data in the Reserve Book Room of the Library at this time. The printout was returned for additions and corrections and will be forthcoming when the matter is cleared up. (EXEC. SEC. NOTE: The Salary information referred to above was placed in the Library on 12/7/79)

The Dean reported, further, that recently reported revisions of the Administrative Rules reflects authorized alterations of the ranks of Research Associate and Research Assistant. The Research Associate rank includes a Sr. Research Associate added, and the Research Assistant rank includes a Sr. Research Assistant added. Dean Nicodemus indicated we may use these new ranks in the future, but probably not right now.

In answer to a question from Senator Klein, Ext., Dean Nicodemus noted that these are fixed-term appointments.

New Business: President Parks explained that at times some issues come to the Executive Committee which feels it needs guidance from the Senate on whether or not to pursue the matters. Two such items were included in a Memorandum to Senators following the publication of the Reports to the Faculty Senate for December.

First, was the matter of coordinating observance of certain Holidays so that both academic and classified staff (and students) observe the same holidays. President Parks also indicated the Student Senate has discussed this matter and voted to support uniform observance of holidays by faculty, staff, and students.

Senator Klein was recognized to present an explanation of the Executive Committee's position. As a point of information, it was noted that both SOSOC and PSU observed Veteran's Day as a holiday for everyone.

In subsequent discussion, several points were made: 1) When classified staff work during University holidays when the University remains open, they are paid 2-1/2 times their regular salary. 2) When classified staff are absent, unclassified staff must assume their regular chores normally. 3) When holidays are not observed uniformly, children may be kept from school when one or both parents are required to work. 4) Terms are already shortened. 5) Taking more Holidays shortens the year. 6) "Days off" are disruptive, especially in multi-sections. 7) Days are supposed to be something considered important. 8) It is to be observed. 9) It would apply to everybody or every department. 10) Having classified staff on any day is more disruptive than having a holiday. 11) One Senator observed that this kind of Holiday is disruptive to the nature of it.

A question was raised regarding the status of the discussion and the "meaning" of any vote taken. President Parks explained the intent present is to seek an expression of views, but no final action.

Senator Leman, matter of uniformity referred by the appropriate Senate

President Parks reported, following Resolution would be voted upon by the Assembly at the University of Oregon is asked to react to this Resolution: "In recognition of the real income of the colleges and Universities of the Oregon State system of Higher Education has declined by percent since 1972, and are for a further decline of several percentage points during the current year, we, the State University Board of Higher Education, the Governor, the Legislative Emergency Board, and the Legislative Ways and Means Committee to take the steps appropriate to remedy this situation during the last year of this and the two years of the coming biennium."

Salary Equity:

secondly, that it be voted upon so the University of Oregon is asked to react to this Resolution:

"In recognition of the real income of the colleges and Universities of the Oregon State system of Higher Education has declined by percent since 1972, and are for a further decline of several percentage points during the current year, we, the State University Board of Higher Education, the Governor, the Legislative Emergency Board, and the Legislative Ways and Means Committee to take the steps appropriate to remedy this situation during the last year of this and the two years of the coming biennium."

The question of Resolution was presented. President Parks explained that the "official" expression require a motion require a motion

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Thurston Doler  
Recording Secretary



6. Internal Governance Statements Approved

Below is a copy of revised statements on internal governance received from the executive office as approved by the Board of Higher Education on May 25, 1979. Similar revisions were drafted by the Interinstitutional Faculty Senate in January 1977 in an effort to clarify and strengthen the role of the faculty or of its representative body in the governance of the institution. The executive committee appointed a special ad hoc committee to review the IFS proposals (see Minutes 77-335, p. XX). On April 7, 1977, the Faculty Senate approved a proposed new section of the Board's Administrative Rules, AR 12.120 - Faculty Governance (Motion 77-336). On November 2, 1978, the IFS reported to the Faculty Senate a final draft of the proposed revisions to be presented to the Board (see Minutes 78-352). As a result of the recent reorganization of the Board's Rules, the proposed revisions were to become part of the new Internal Management Directives. The following text of the revisions is reproduced directly from the Board's minutes as approved with deletions in brackets and additions underlined.

Authority and Responsibility of the Presidents

1.120 General Responsibilities

The President is delegated full authority and responsibility to administer the affairs of the institution in accordance with Board policies, plans, budgets and standards, including the management and expenditure of all institutional funds, within budgetary and other limitations imposed by the Board.

1.125 Authority Over Faculties and Committees

The President shall have the right to convene and preside over ~~the deliberations of the institutional faculty~~ legislative bodies the faculty or faculties of the institution and shall have the right of veto over their decisions or those of the representative body, subject to review by the Chancellor. The President shall ~~have~~ define the scope of authority of faculties, councils, committees and officers, subject to review by the Chancellor when not otherwise specifically defined by Board ~~action~~ policy, or established in the internal governance statements.

1.126 Internal Governance

Each institution shall have the right to formulate a statement of internal governance expressed as a constitutional or in other appropriate format, which shall be ratified as the official statement of internal governance by those included in the internal governance structure of the institution and by the President.

The internal governance statement is subject to review and modification when a new President assumes office and at such other times as shall be provided for in the internal governance statement; any amendatory action shall also be subject to ratification by those included in the internal governance structure and by the President.

FACULTY SENATE MINUTES INDEX  
1978-79

NOTE: Senate Motions are designated by number: Example, 78-351-1; the 78 refers to the year 1978, the 351 indicates the meeting number, and the 1 specifies the first motion of the meeting. This Index includes meetings 78-351 through 79-360b (Oct. 1978-June 1979). Roman Numerals refer to page numbers used during this period. Some page numbering problems occurred and where there is duplication, an \* indicates the second set of Minutes using the same numbers.

- AAUP  
Letter re Political Activities on campus; XV
- ACADEMIC DEFICIENCIES COMMITTEE  
Motion 79-360b-1 to refer recommendation on Suspension to Academic Regulations Committee; passed; XXXVII
- ACADEMIC REGULATIONS COMMITTEE  
Amendments proposed to AR's 11, 12, 18, motion 79-359-5; XXVII  
Drop Course recommendation; mo. 79-359-5; substitute (Sandine) mo. 79-356-6; XXVII  
Revision of AR 9, "Admission to Class" by addition of "c. No Show Disenrollment", mo. 79-358-2, as amended, passed; XXII  
Sandine motion, 79-359-6, as substitute mo., passed; XXVII, XXXI  
Sent to MacVicar; XL  
MacVicar re, 79-361-2; XLIII
- ACADEMIC SALARIES: III, V, XIV, XVIII, XXIV-XV  
FEWC recommendations (enumerated) for 1979-81 biennium; XIV  
Statistics used by FEWC to prepare 79-81 salary recommendations; XXII through XV  
MacVicar speaks re adjustments; V  
Re 12/1 salary adjustments; XIV  
Salary data (including 12/1/78 increases) in Reserve Book Room of Library; XVIII
- HOC COMMITTEES  
Motion 78-352-3, for all-University Ad Hoc Committee on 9- and 12-month appointments & issues involved, general discussion; VI, XIII\*  
Committee appointment; XVIII  
Final Report, XXXV  
Commended, mo. 79-360-5; XXXV  
Motion 78-354-7 (Rohde) to establish Ad Hoc Committee on Administration, passed; XV  
Motion 78-354-9 (Rohde) to establish Ad Hoc Committee on committee structure, passed; XV  
Motion 79-355-3 re committee to study "enrollment ceiling", passed; XVIII  
Motion 79-360b-2, to appoint Retirement Task Force; V, XXI\*, XXXIII
- ACADEMIC REQUIREMENTS COMMITTEE  
Membership of committee increased; XVIII
- ADMINISTRATIVE APPOINTMENTS COMMITTEE  
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Health & PE, Dean of; XXIII\*  
Undergraduate Studies, Dean of; III, V
- ADVANCEMENT OF TEACHING COMMITTEE  
Re Senate Bill 415, which appropriated monies requested by Oregon Student Lobby and the impact on OSBHE and Higher Ed.; XVIII\*
- AGRICULTURE, DEAN OF  
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- ALUMNI CONFERENCE, XXI\*
- APPORTIONMENT for 1979; IX
- ASSOCIATION OF OREGON FACULTIES (AOF)  
(see also IFS, Lobbyist Activating Comm., & Lobbyist for background & other information)  
Membership Drive; XXI, XIV  
Proposed Newsletter; XXI  
Report on Lobbyist, Budget; XVII  
Selection of Davis, Robert; XX\*  
Report re Lobbyist, Membership, & Pro-Tem Officers; XVIII  
Report re Salary needs analysis; XXXIX  
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