

Faculty Senate

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1980 Minutes

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STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 19, No. 15 - January 17, 1980

1980 Meeting 366 - January 10, 1980

The regular January meeting of the Faculty Senate was called to order by President Leo W. Parks at 3:33 p.m. in Withycombe 101.

Minutes of the December 7, 1979, Senate meeting were approved as published in the Staff Newsletter Appendix.

Roll Call:

Members Present: Anderson, Barte, Becker, Brookes, Cameron, Carey, Carson, Chaplin, Chapman, Chappell, Coles, Cook, Cross, Dane, Decker, Dickinson, Doler, Farber, Ferrell, Firey, Frolander, Fullerton, Gillis, Goheen, Grady, Griffin, Gudger, Huyer, Kling, Krahmer, Lais, Leibowitz, Leman, Malueg, McClintock, McGill, McPherson, Morris, Mosley, Motamedi, Mrazek, Munro, Neshyba, Oester, Orzech, Parks, Peck, Reed, Richardson, Scanlan, Schary, Seaders, Shaw, Stamps, Stang, Stoevener, Stone, Volk, J. Weber, L. Weber, Wells, Williams, Wilson, Wyckoff, Yonker, and Zaworski.

Members not Present were Represented as follows: Conte, Plant; Goetze, McCuiston; MacDonald, Baisted; Masilionis, Hancock; Phelps, Anderson; Sandine, Leong.

Members Absent were: Bodyfelt, Buckhouse, Campbell, Davis, Edwards, Fischer, Kraft, Froehlich, Gibbs, Gravatt, Griffiths, Hacker, Heath, Hovland, Johnston, Kennick, MacVicar, McFarland, McMahon, Nicodemus, O'Connor, Lee, Osborne, Peterson, Robertson, Tedder, Wickman, Yoke.

Guests of the Senate were: Dean Judith Kuipers (Dean of Undergraduate Studies), Astrid Hancock (Chrm., Academic Requirements Comm).

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Patricia Wells, Business, was installed as President-Elect for 1980. She will automatically succeed to the Presidency in January 1981.

Newly elected members of the Executive Committee beginning terms of service in January for two years were recognized. They are: Dwight Fullerton (Pharmacy), David Griffiths (Science), and A. Gene Nelson (Agriculture).

In addition, thirty-five newly elected (including six re-elected) Senators were welcomed to the Senate.

Recording Secretary: Upon recommendation of the Executive Committee, Thurston Doler was confirmed as Recording Secretary for 1980.

Parliamentarian: Since William Longenecker will be on leave from the campus winter term, upon recommendation of the Executive Commit-

tee, Thurston Doler was confirmed as Parliamentarian pro-tem for Winter term 1980.

Faculty Status Committee, Solon Stone reporting for Chairman Paula Kanarek. The Faculty Status Committee's written report favored the establishment of some kind of University-Level Promotion and Tenure Committee. The discussion of this topic involved two views of the Committee's function: 1) That it would review the procedures for promotion and tenure and make any needed recommendations for alterations; or 2) it could become involved in the actual review process of candidates for promotion and tenure. Professor Stone's opinion was that "a little bit of both" might be desirable. Questions and comments developed the thought that becoming involved this year in any way would be difficult because of the time squeeze; that the FSC should consider doing the job if involvement were limited to a review of the procedures, and that an entirely new committee would be needed if involvement in the review process were the objective.

Sentiments were expressed that any action that would lengthen the process should be avoided. Several Senators expressed the view that we should not do nothing, but the extent of involvement was uncertain.

Dean Nicodemus voiced the opinion that some form of Faculty participation in the promotion/tenure process seemed appropriate and suggested consideration be given to appointing approximately three Faculty who would be spectators in the process this year to report back with any appropriate recommendations to be used next year. No motions were made, but President Parks promised to take the matter to the Executive Committee.

Faculty Status Committee, Solon Stone reporting for Chairman Paula Kanarek. The FSC presented a written report regarding the matter of FTE definitions. It specifically addressed the matter of "inconsistencies" in the definition of FTE. This report was accompanied by a Memorandum from Dean Nicodemus, in which he addressed the matter of the various uses of FTE, such as Working FTE, Yearly Average FTE, Full Time Annual Rate, Summer FTE, and Academic Wage FTE.

Views were expressed acknowledging the existence of certain inconsistencies and the inter-institutional scope of the problem. Several Senators expressed the view that the ironing out of the inconsistencies might not be worth the effort to do it.

It was observed that the Faculty Economic Welfare Committee is also working on the matter of definition of FTE. No motions were made.

Academic Regulations Committee, Astrid Hancock, Chairman, reporting: Chrm. Hancock indicated that Academic Regulations 26e and 26g deal with Residence and Restrictions respectively.

Interpretations applied by the Committee to these regulations are 1) examinations for credit do not count toward satisfaction of the 45-hour residency requirement, 2) although the Study Abroad Program allows credits earned to be applied to residency, the completion of at least 15 hours of upper division work on the Corvallis campus is required, and 3) OSU/DCE work meets residence requirements. Several questions were raised about the committee's interpretations:

- 1) Is the residency requirement outmoded?
- 2) Should the Curriculum Committee and the Graduate Council take a look at these matters?
- 3) Do DCE courses have to be approved by the Curriculum Committee and Graduate Council? And if not, why not? (To the latter question it was alleged that only established and approved on-campus courses are offered by DCE.)

No motions were made requiring the Academic Regulations Committee's interpretations of AR 26e and 26g. President Parke indicated, however, that the Executive Committee would probably seek advice and guidance from the Curriculum Committee and the Graduate Council on these interpretations.

Salary Equity: The following motion, 79-365-4, was postponed from the December 10 meeting (see Minutes of meeting 365, 12/6/79, p. XV, the last topic of the meeting) With a pending amendment, 79-365-5, to insert "the State System Presidents" just prior to "The Chancellor", the Amendment passed unanimously by voice vote, following which the motion as amended likewise passed. The final motion reads:

"In recognition that the real income of the faculties of the Colleges and Universities of the Oregon State System of Higher Education has declined by 17 percent since 1972, and that the prospects are for a further decline of several percentage points during the current year, we, the Faculty Senate of Oregon State University, urge the State System Presidents, the Chancellor, the State Board of Higher Education, the Governor, the Legislative Emergency Board, and the Legislative Ways and Means Committee to take the steps appropriate to each to remedy this situation during the last year of this and the two years of the coming biennium."

Reports from the Executive Committee:

Reported to the Senate was a letter from an RAU, Dennis Muscato, to President Parks, regarding working conditions and other job-related matters for RAU's. Included also was a letter from Dean Nicodemus to President MacVicar and Dean John Byrne which had accompanied the Muscato letter as it was referred to them by the Executive Committee. Dean Nicodemus reported that Dean Byrne had allocated \$200-\$300 to the RAU group represented by Mr. Muscato to pursue the matters about which they had voiced concern.

Records of Faculty Senate Committees: Reported to the Senate was a letter from the University Archivist, Rolf Swensen, regarding the preservation of Faculty Senate Committees. Mr. Swensen has promised to work

with the Executive Committee in establishing a procedure for preserving these records. The Faculty Senate Office will, in turn, work with committee chairmen to assure the records being forwarded to the Archives.

Student Faculty Guidelines: A letter from ASOSU President Cindy Wilhite to President Leo Parks regarding "Student and Faculty Guidelines" was presented. In her letter, Wilhite reported that "ASOSU sees a need on the part of both faculty and students for spelling out precisely what is expected from each other and by the University. Moreover, that these criteria, upon acceptance by the three involved groups, be published as a part of approved University Publications: Schedule of Classes; Faculty Handbook; Student Handbook; and others deemed appropriate."

It was moved, seconded, and passed (80-366-1) to instruct the Executive Committee to appoint three people to work with the students on this matter.

Academic Calendar: The issue of changing to a Semester System has been brought to the Executive Committee, which has appointed a committee composed of faculty and students (Bruce Shepard, Chrm., Ron Cameron, Dean Judith Kuipers, and two students - Rayce Jonsrud and Timothy Meyers) to research this matter to ascertain the advantages and disadvantages of the system. A later report will be made to the Senate.

New Senator Orientation/Workshop: Senator/Executive Committee Member Sally Malueg reporting: The Orientation/Workshop for newly-elected Senators was held at Nendel's Inn on Tuesday, January 8 from 2:30-9:00 p.m. The sessions were well received and considered very useful by those in attendance, she reported. Almost all newly-elected Senators were present.

Travel/Meal Rules and Regulations: Because of numerous complaints regarding new travel rules, the Executive Committee reported the matter to Vice President Smith, who also reportedly had some concern about the matter. Investigation led to the conclusion that no changes are presently possible.

Retirement Committee Proposed: Following consultation with the Committee on Committees and the Faculty Economic Welfare Committee, the Executive Committee has elected to move toward establishing an independent Faculty Senate Committee on Retirement. Standing Rules will be developed in cooperation with the Committee on Committees and then reported back to the Senate.

Request for Volunteers. The recent necessity for establishing (or contemplation of establishing) new committees to deal with the Academic Calendar, Retirement, Financial Exigency, and other topics, has created a demand for people willing to serve on these committees. President Parks will soon circulate a letter seeking volunteers from among the general Faculty.

Tenure Status after Program Reduction - Financial Exigency: Reported to the Senate were two Memoranda from Vice Chancellor William Lemman, subjects of which were: 1) Reduction in FTE in lieu of Termination of Circumstances of Program Reduction-Financial Exigency, and 2) Tenure Status after Program Reduction-Financial Exigency.

Reported also was a response by Dean Nicodemus to the two memoranda named above. The substance of these memoranda are available in the Faculty Senate Office and the Dean of Faculty's Office; also, Senators have a copy in their January 10, 1980, "Reports to the Faculty Senate."

New Business:

Senator Fullerton, Pharmacy, introduced the following Bylaws Amendment:

"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-pestpone-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-hours-later;-or-(b)-is-made-the-question-for-a-mail-vote,-with-an-interval-of-three-(3)-days-allowed-for-the-return-of-ballets.-" (Struck through material to be deleted.)~~

It was moved (80-366-2) and seconded that Article X, Section 1 be amended as stated above.

As provided in Section 1 of Article XVI, the proposed amendment was referred to the Bylaws Committee.

The meeting was adjourned at 5:09 p.m.

Thurston Doler
Recording Secretary

STAFF NEWSLETTER

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

February 14, 1980 - Vol. 19, #19

1980 Meeting 367 - February 6, 1980

The regular February meeting of the Faculty Senate was called to order by President Leo W. Parks at 3:34 p.m. in Snell Hall Forum. Minutes of the January 10, 1980 meeting were approved as corrected (noted change in name of committee - Academic Regulations to Academic Requirements on the Committee's report.)

ROLL CALL:

Members Present: Anderson, Barte, Becker, Bodyfelt, Brookes, Bloomfield, Cameron, Carson, Chaplin, Chapman, Chappell, Coles, Conte, Dane, Davis, Dickinson, Edwards, Farber, Ferrell, Firey, Fischer, Frolander, Fullerton, Goetze, Grady, Gravatt, Griffin, Griffiths, Gudger, Hacker, Heath, Hovland, Johnston, Kennick, Kling, Kraft, Kraemer, Lee, Leibowitz, Leman, MacDonald, MacVicar, Masilionis, McClintock, McFarland, McGill, McMahon, McPherson, Morris, Mrazek, Munro, Neshyba, Nicodemus, O'Connor, Parks, Peck, Peterson, Phelps, Reed, Richardson, Sandine, Scanlan, Stamps, Stang, Stoevener, Volk, Weber, Wells, Wickman, Williams, Wyckoff, Yonker, and Zaworski.

Members Not Present were Represented as Follows:

Buckhouse, Krueger; Johnston, Kiesow; Oester, Klein; Osborne, Plant; Robertson, Williams; Wickman, Ingle.

Members Absent were: Campbell, Carey, Cross, Doler, Froehlich, Gibbs, Goheen, Huyer, Lais, Malueg, Mosley, Motamedi, Orzech, Schary, Seaders, Shaw, Stone, Tedder, Wilson, and Yoke.

Guests of the Senate were: Charles Vars (FEWC), S. Suttie (Curric. Coord.), B. Christensen (ASOSU), J. Campbell (Safety), J. Oades (Chair., Aca. Regs.).

Faculty Recognition and Awards Committee, Ken Hedberg reporting: The Senate President declared the Senate in Executive Session to hear the recommendation of this committee regarding an individual being recommended for a Distinguished Service Award, since the Senate is required to discuss confidentially the Committee's recommendations. Following the end of the Executive Session, the nomination was approved by a vote of 48 yes, 31 no (Motion 80-367-1).

Curriculum Committee, Sandra Suttie, Curriculum Coordinator, reporting for Chairman Roberta Hall. Coordinator Suttie reported that the State Board of Higher Education had approved all the Category I and Category II curricular recommendations presented to it by action of the Senate at its November 15, 1979, meeting. (See Minutes 364, pp. XI-XII.) These changes become effective in the summer of 1980.

Further, the University Curriculum Committee reported approval of a Vocational Transfer Agreement from Chemeketa Community College to Oregon State University from their Instructional Services Division to the Department of Agricultural Education in the Schools of Education and Agriculture at OSU.

Finally, Coordinator Suttie reported a summary of the 1980-81 Catalog schedule changes by college or school.

The net change for the University was minus thirty-six credits.

Faculty Economic Welfare Committee, Pat Wells, Chairman, reporting: The committee's report was presented, its adoption was moved and seconded (80-367-2). The report is presented at the end of these Minutes. Numerous questions were raised regarding the intent of the FEWC and the manner in which various sections of the report could be interpreted. It was then moved (80-367-3) to refer the report back to the FEWC for its further study; motion carried.

Academic Regulations Committee, John Oades, Chairman, reporting: Chairman Oades presented the following report: "On August 9, 1979, Bill Wilkins forwarded a request for the Academic Regulations Committee to review the report of May 10, 1979, the Academic Deficiencies Committee concerning AR 22b. 'Suspension'

I wish to report that the Academic Regulations Committee has made that review. It is the unanimous recommendation of those members present that AR 22 not be altered at this time. The following reasons reflect the concerns of the Committee:

- 1) Though language of AR 22 is not totally precise, the Academic Deficiencies Committee seems to indicate in their report that it is "... working quite well."
- 2) That inclusion of the recommended words "eligible for suspension" in AR 22b (third paragraph) would likely further confuse the issue, as "eligibility" for suspension is not clearly defined.
- 3) The word "Normally" at the beginning of the third paragraph provides the necessary flexibility to allow exceptional cases to be treated in an exceptional fashion.

NOTE: For full text of AR 22, see p. 11 of the 1979-80 Schedule of Classes.

There were no motions concerning this report.

Reports from the Executive Committee:

PAC-10 Meeting of Faculty Leaders, Pat Wells, President-Elect, reporting: Professor Wells reported that topics discussed included collective bargaining, methods of recognizing and rewarding outstanding faculty performance, and the role of the faculty in appointment and reappointment of administrators. She reported, further, that Dr. Richard Perry, USC Athletic Director and Past President of the USC Senate, spoke on the importance of this PAC-10 conference in which Senate officers assembled to exchange views. "An excellent presentation," Wells asserted.

Other topics upon which views were exchanged included the evaluation of administrative staff and the role of the Faculty in academic planning and budgeting.

Senator Yonker, CLA, suggested that in a future meeting the matter of scheduling athletic events, particularly basketball, which, with the expanded schedule eliminates more classes than before, be a matter of discussion.

President Parks pointed out that the Chairman of the Board of Intercollegiate Athletics, Wil Gamble, would present a report at the March meeting and

that these concerns would be included. In the meantime, any faculty member could communicate to the Executive Committee concerns regarding any of these topics.

Student Faculty Guidelines Committee: President Parks announced the appointment of the committee to include: Jan Weber (Home Ec.), Charles Dane (Business), and Marcia Shaw (Speech Comm.) representing Faculty.

Faculty Club: President Parks reported receiving a request from some Faculty to explore the possibility of a Faculty Club at OSU. The Executive Committee agreed that the suggestion has merit and announced the desire to appoint an ad hoc committee to look into the matter. Any Faculty Senator or Faculty member interested in serving on a committee to study this matter should contact Boris Becker (Business), or David Griffiths (Physics Dept./ Executive Committee liaison), or call the Faculty Senate Office (x4344).

Uniform Holiday Observance: President Parks announced the appointment of Ed Brazee (Library), Fred Hisaw (Zoology), Velda Brust (H&PE), and Walter Kennick (Agriculture) to serve on this committee and to report back mid-spring term. The purpose of this committee is to explore the possibility of faculty, students, and classified staff observance of the same holidays.

Reports from the Executive Office: President MacVicar reported the following: The Emergency Board met Friday, February 1, and 1) released rehabilitation and modernization funds to provide greater access to facilities by handicapped persons, particularly for the construction of elevators. 2) "Over enrollment" (i.e., funds from tuition paid by students who exceeded the authorized ceiling) funds were released to the University (about \$500,000). 3) Approved the 1979-81 salary package developed by the Board. This package includes the 6% PERS pickup for most unclassified staff, about 7-1/2% increment July 1, 1980, and another 3% increment in the Spring of 1981. The total package for the biennium, including the various fringe benefits of health and dental payments, is equal to about a 17.5% increase in compensation rate, according to MacVicar. He noted, however, that the Legislature funded the salary appropriations for the biennium by about 94.3%. This allegedly occurred through miscalculations of the monies required to fund the authorized salary increases. Institutions have been instructed to "find" the money to complete the package. This will amount to about \$174,000 for the biennium for OSU. The President promised that budgets to departments, divisions, etc., would not be reduced, but that the shortfall would be made up from other sources.

Senator Griffiths, Sci., asked the President if there is a trend to institute programs that give credit for "on the job" training, thus taking people from University enrollment, such as City College of Seattle is apparently doing.

MacVicar replied that these city colleges which have no campuses, no libraries, and no full time faculty (only part time "moonlighting" faculty from other institutions) draw upon the resources and facilities of other institutions, such as city libraries and colleges, to support their programs. They cater to "place bound" students, taking programs at the graduate level, particularly Business Administration, and, thus, compete with institutions such as PSU. This concept of "Experimental Credit", which extends institutions beyond the campus, is a matter of ongoing concern, MacVicar asserted.

He reported, further, that OSU, through the College of Liberal Arts, has been in touch with Central Oregon Community College about the possibility of offering off-campus degrees. There now seems to be sufficient need for such a program under the BA and

BS offerings in Liberal Studies with emphasis in the Social and Behavioral Sciences in a program that may serve community needs. The program, however, would be with the full cooperation of Central Oregon Community College. Also, the proposal would go through the Board and the Educational Coordinating Council as other programs do.

Northwest Association of Oregon Schools and Colleges:

Dean of Faculty Dave Nicodemus reported that on March 4, 5, and 6, a fifteen member evaluating team from the Northwest Association of Schools and Colleges will conduct its ten year re-accreditation review. The Staff Newsletter will announce this and further details to faculty as well as pointing out the availability of a Self-Study Report have been distributed to the Deans, the Faculty Senate Office, and ASOSU. A limited number of copies will be available to each of the schools and copies will be in the Library.

President Parks acknowledged the presence of Professor Emeritus Carlyn Winger, who served as Parliamentarian for this meeting during the absence of the regular Parliamentarian.

The meeting was adjourned at 5:08 p.m.

Thurston Doler
Recording Secretary

ATTACHMENT TO FACULTY SENATE MINUTES OF FEB. 6, 1980 MEETING

February 5, 1980

RECOMMENDED DEFINITIONS FOR SALARY TERMINOLOGY AND POLICY GUIDELINES FOR THE FACULTY SALARY PORTION OF THE UNIVERSITY BUDGET

1. Salary adjustment funds are needed for three main purposes:

a) "Across-the-Board Funds":

- (1) To compensate staff members for increases in the cost of living and/or
- (2) To meet competition from the "other nineteen" universities which the State Board of Higher Education uses as a yardstick.

Comments: These funds are paid to all staff who are doing satisfactory work.

b) "Continuation Funds":

- (1) To employ new staff to compensate for resignation, retirement or death and
- (2) To make normal promotions.

Comments: Adjustment funds are needed to continue and maintain the university's programs. Turnover money resulting from resignations, retirements, or deaths varies substantially from year-to-year and will not be sufficient in many years for these purposes.

c) "Merit Funds":

To reward faculty who have shown evidence of outstanding contributions to the university's teaching, research and service missions.

2. Funds needed to maintain the real salary structure shall be estimated from the increase in the Portland Consumer Price Index or the maximum allowable under the President's wage-price guidelines that may be in effect.

Comments: OSU faculty do not enjoy the periodic cost-of-living adjustments found in many labor contracts. Nor do they enjoy the periodic step increases enjoyed by State civil service employees, public school teachers, or higher education faculty in the University of California and California State College systems. Oregon State faculty are always behind because salary adjustments are made every two years by the biennial legislature. These adjustments are usually based on previous economic history with no provision for future economic trends.

February 5, 1980

FEWC: Definitions/Guidelines (continued, page 2)

3. If faculty members are performing fully satisfactory service to the University, their real purchasing power should be maintained to the extent that University-wide salary funds permit across-the-board adjustments of salaries. If a faculty member is not performing at the expected level, the dean/department head should document this and may recommend a smaller salary adjustment than that given for the University-wide maintenance adjustment in salaries.

Comment: It is expected that any faculty member not performing adequately shall have been warned and shown what improvement is expected.

4. Oregon State University salaries should be calculated independently of the University of Oregon with the goal to maintain parity with the 19 other schools. In the calculation of parity, the total salary package (base salary and fringe benefits) should be used.

Comment: The University must continue to attract new faculty and retain current faculty if the institution is to remain strong and continue its development as one of the nation's leading land-grant universities.

5. Salary funds shall not be taken from resources necessary for the University to carry out its mission of teaching, research, and service.

Comments: The university community needs the proper facilities and resources to study in and to carry out research. Libraries, computing facilities, instrument purchases and maintenance, etc. are the essential tools needed by the academic community. Existing programs must not be allowed to become diluted by not having adequate resources.

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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March 27, 1980 - Vol. 19, #23

1980 Meeting 368 - March 6, 1980

The regular March meeting of the Faculty Senate was called to order by President Leo Parks at 3:00 p.m. in the Snell Hall "Forum." Approval of the February 7 Senate meeting Minutes was postponed to the April meeting, since they had not yet been distributed by the Printing Department.

ROLL CALL: Members Present: Anderson, Becker, Brookes, Cameron, Campbell, Carey, Carson, Chapman, Coles, Cross, Davis, Decker, Dickinson, Doler, Farber, Ferrell, Firey, Fischer, Frolander, Fullerton, Goetze, Grady, Gravatt, Griffin, Griffiths, Gudger, Heath, Hovland, Huyer, Kennick, Kraft, Krahmer, Lee, Leibowitz, Leman, MacVicar, Malueg, McClintock, McFarland, McGill, McMahan, McPherson, Morris, Mosley, Motamedi, Mrazek, Munro, Neshyba, Nicodemus, Oester, Orzech, Osborne, Parks, Peck, Peterson, Phelps, Reed, Richardson, Scanlan, Schary, Shaw, Stang, Stoevener, Stone, Tedder, Volk, Kelsey, Weber, Wickman, J. Williams, M. Williams, Yonker, Zaworski.

Members Not Present were Represented as Follows: Vars, Gates; Chappell, Wiprud; Robertson, Williams; Stamps, Firth; Weber, Kelsey; Wells, Vars.

Members Absent were: Bodyfelt, Buckhouse, Bloomfield, Chaplin, Conte, Cook, Dane, Froehlich, Gibbs, Gillis, Goheen, Hacker, Johnstn, Kling, Lais, MacDonald, Masilonis, O'Connor, Sandine, Seaders, Wilson, Wyckoff, Yoke.

Guests of the Senate were: Vice President Smith, Doris Tilles (Chr., International Educ. Comm), Jack Van de Water (Dir., International Educ.), Pearl S. Gray (Dir., Affirmative Action).

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President Parks received unanimous consent to proceed to Reports from the Executive Committee on the basis that Senators interested in the FEWC report had indicated they would not be able to arrive until at least 3:20 p.m.

Retirement Committee: President Parks announced that this committee will be appointed as soon as Standing Rules for it are approved. The name of this committee was not included in the form circulated among faculty seeking volunteers. He urged those who wished to volunteer for the retirement committee to do so through other channels.

Faculty Club Committee: President Parks reminded Senate that a Faculty Club Committee is being appointed and urged faculty who have a special interest in this project as a whole, or in some specific area, such as finance, to volunteer.

Faculty may volunteer by calling the Faculty Senate Office or by sending a note through the campus mail.

Joint Advisory Council Meeting: This Council consists of the OSU Executive Committee, an Advisory Committee to the President from the University of Oregon, and similar committees from Portland State University and the University of Oregon Health Sciences Center in Portland. It meets three or four times a year to discuss topics of common interest. The public is invited to attend any meeting of this group, which is not an action body but, rather, a consultative group that takes back to the individual campuses ideas generated in these meetings.

Spring Parking Survey: The details of a survey conducted last spring are now available in the Senate Office. Faculty may view the report in that office.

Child Care Proposal: The Faculty Senate Office was recently asked if Faculty would be interested in participating in the formation of a Child Care Center for campus people. An announcement under "Notices" in the Staff Newsletter appeared on February 28, p. 53. Faculty are invited to get involved in this matter if they wish. Our co-operation does not imply endorsement but, rather, constitutes assistance in helping those interested in and working on the project.

Committee Volunteer Request Forms: Senators were reminded that the Volunteer Forms had been distributed and were urged to volunteer for at least one Senate committee. Since there is likely to be competition for most of these committees, several possibilities should be listed to help the Executive Committee to make an appointment within the person's choices.

Board of Intercollegiate Athletics: President Parks pointed out that there is a new procedure that begins this year in appointing the Board of Intercollegiate Athletics. Although this Board is listed under committees appointed by the President of the University, the new BIA Bylaws stipulate that they are "appointed by the President upon recommendation from the Executive Committee of the Faculty Senate."

Reports from the Faculty (postponed earlier): Faculty Economic Welfare Committee, Charles Vars reporting for Chairman Pat Wells: Vars explained that the FEWC proceeded on the instructions that 7-1/2% monies would be available July 1, 1980, for 12-month Faculty and September 16 for 9-month Faculty. Further, that a 3% amount would be available May 1, 1981. The committee, he reported, ranged in view from advocating all the money be given for merit to all being given

across-the-board. Subsequently, the following Resolution was recommended that available monies be divided 37.5% for merit, and 62.5% across-the-board. Vars moved adoption (80-368-1) of the following Resolution:

1. Funds to provide salary adjustments averaging 7.5 percent on July 1, 1980, for 12-month academic staff and on September 16, 1980 for 9-month staff be divided between (a) across-the-board salary adjustments of 4.5 percent and (b) merit salary adjustments of 3.0 percent.
2. Funds to provide salary adjustments of close to 3 percent to be effective about May 1, 1981 for both 9- and 12-month academic staff be used solely for across-the-board salary adjustments."

Vars pointed out that the net annual average income increment for 1980-81 would be 8%; however, the annual average rate increase would be 10%. Take home pay from these increments will vary according to individual income situations.

Senator Fullerton, Pharmacy, asked why the increments for 9-month Faculty were scheduled for September 16, although many 9-month people are employed in the summer. President MacVicar responded to the question by stating that commitments to summer personnel were made during the academic year immediately preceding the summer during which the employment will occur. These are made at a time when the resources are not known with certainty. Further, the lower rate of the immediately past academic year enables more people to be employed for the summer session. He thought summer teaching might be reduced by up to 20% if the rate of the subsequent biennium were used. President Parks, in response to President MacVicar's query, promised to determine what other universities in the State System are doing in regard to this.

Zaworski, Engineering, raised the question of how these scheduled increases would be affected by any wage/price freeze later this year. No one knew.

Senator Reed, Science, raised the question of why those non-teaching 9-month people who fund their employment from research grants cannot be raised on July 1, since they know what funds they have available. This inquiry was not discussed.

Senator Doler, CLA, pointed out the fact that the OSBHE is giving Faculty an 8% raise, before taxes, for 1980-81, and has just raised dormitory rates by an average of 11.2% according to a Barometer story on February 27, 1980 ("Board Approves 11.2 Percent Dorm Hike"), on the grounds that they just want to "break even." He noted the obvious fact that the Board wishes to break even at a time that it is obviously willing to see its Faculties fall far below the break even point. Doler admonished the Faculty to get involved in the politics of rectifying this matter.

Anderson, Education, asked Vars if the FEWC had addressed the issue that Doler had raised. Vars answered that they had had preliminary discussions on the matter of a salary budget for next year. He observed, further, that the FEWC would welcome Faculty getting involved in taking their case to the Board and to the Legislature. Vars thought that the sense of the FEWC is that unless Faculty do take their case to the Board and the Legislature in an effective manner, they will continue to get "nominal" salary increases which fall far short of meeting the increases in the cost of living.

Fullerton, Pharmacy, asked how the present motion could be handled to allow developing a strategy for dealing with a possible wage freeze. President Parks noted that there is some urgency in dealing without delay with the present re-

commendation and could see no way of dealing with the issue Fullerton raised.

Goetze, Agriculture, voiced the opinion that a contract in hand before the freeze occurred could obviate the effects of the freeze. He urged that this administrative step be taken.

Hovland, CLA, spoke in support of acting immediately on the FEWC report, but urged Faculty to work together as a group in support of efforts by Faculty groups, such as AOF, in seeking to improve the salary situation. Motion 80-368-1 passed.

Intercollegiate Athletics, Wil Gamble, Board Chairman, reporting: Gamble reported that the present "combined board" came about from President MacVicar's initiative in appointing in 1978 a committee to study the question of combining the men's and women's athletic boards. The newly formed Board of 18 members drafted Bylaws under which it now operates with the following members:

1. President of the ASOSU and three additional students.
2. President of the Faculty Senate
3. Three faculty:
 - a. One to represent women's athletics to the AIW
 - b. an NCAA representative
 - c. Vice President of Administration
4. President of the Beaver Club
5. The Registrar
6. The Director of Alumni Relations
7. Three additional alumni people.

One position, at large, was abolished under the new Bylaws.

The primary purpose of the present Bylaws is to "monitor athletic programs in order to promote the physical and educational welfare of students on this campus."

"Responsibilities" of the Board include the task of recommending to the President the appointment of Head Coaches and Directors of Departments and Athletic Directors.

The Bylaws also provide for an Executive Committee.

Activities of the Board in the last year include:

1. Appointment of Frank Morris, track coach.
 2. Appointment of Joe Avezzano, football coach.
 3. Consideration of scheduling problems. Directors have given assurances that
 4. scheduling will avoid class conflicts in so far as they can control it.
- Gamble noted, however, that AIWA and NCAA do scheduling beyond the control of local directors.
5. Reviewed reports from men's and women's programs, taking note of progress in the various aspects of the program.
 6. The seating of students at athletic events has also had some attention.
 7. A complaint has been filed against OSU with respect to equal opportunity for athletes on this campus. The matter is now before the OSBHE.
 8. The Director of Women's Intercollegiate Athletics has resigned effective the end of this academic year.

Yonker, CLA, raised a question regarding the number of games played and the possibility of reducing the schedule. Gamble replied that he thinks the number of games will be reduced in the future because the Far West Classic is scheduled to be eliminated. Since, however, the economics of athletics are paramount, he doubts that any drastic cuts in scheduling will be made.

Kennick, Agriculture, asked about the extent to which the Modified Admission Requirements were being used in recruiting of athletes. Gamble

answered that the MAR program was used no more than for any other program, except that recruiting is the opposite of student initiated admission and, thus, produces proportionally more special admission cases than for the student body as a whole, but no greater a number than for those programs which are established for students who need admission concession to enroll in college.

Reed, Science, asked about the graduation success of athletes. Gamble answered that for records kept for women, only one year has passed and the data are not extensive. For men, records from 1970 to 1976 indicate that for student athletes on scholarships, 96.5% graduated. Of those whose records were monitored, however, 37.5 to 59% transferred but still graduated, 25% graduated here, 13% are still in progress, and 3% quit for undisclosed reasons.

International Education Committee, Dorris Tillis, Chairman, reporting: Tillis spoke at length of the opportunities for exchange professorships with the University of Poitiers, France, and included in her remarks the routine matters of salaries, duration, and deadlines. Other opportunities noted in the report were for the University of Stuttgart, Germany; University of Guadalajara, Mexico; University of Benin, and University of Jos, Australia, all institutions of higher learning in Costa Rica, and possibilities for developing programs at universities in Japan, Korea, Chile, and China.

Interested Faculty are advised to contact Jack Van de Water, Director of International Education, for details.

Modified Admission Requirements, Miriam Orzech, Director of Educational Opportunities Program, reporting: When founded in 1969, this program known as the Experimental Modified Admission Requirements Program. The "Experimental" was dropped in 1974 and it is now called the "Modified Admissions Requirements Program." The EMAR originally enrolled less than fifty students as compared to over 200 in the present MAR program.

The continuing status of MAR was contingent upon the following provisions:

1. That it be supervised and administered by the Undergraduate Admissions Committee through the office of Admissions.
2. That EOP be responsible for the recruitment and support services for students who do matriculate.
3. That priority in recruiting be directed toward economically disadvantaged students.
4. That only students who are able to show evidence of probable academic success as judged by the Undergraduate Admissions Committee be admitted; and
5. that the program be maintained in accordance with policies for admission, retention, and financial assistance developed by EOP in cooperation with concerned units.

To carry out this specific charge, EOP developed specific procedures regarding:

1. Recruitment
2. Admissions
3. Assistance to students in regard to having an individual counselor, academic placement testing.
4. Placement in EOP academic development courses,
5. Tutoring through the EOP Learning Center, and Financial Aid counseling.

Information was distributed to the Senate indicating 1) procedures for admission, 2) Course descriptions for EOP and associated classes, a

summary of all enrollment from 1969 to the present, and a sample of 13 "Special Admit" students and their success in college. (These data are available in the Faculty Senate Office and in the EOP Office.)

Director Orzech noted that "the Special Admit Program is first and foremost a humanistic program. It deals from a base of subjective judgments made about why students have not succeeded in formal education in the past and our expectations as to their potential to succeed in a highly competitive situation."

Affirmative Action at OSU, Director Pearl S. Gray, reporting: Director Gray presented a lengthy report (the full text of which is available in the Faculty Senate Office, SS 107), from which the following summary statements were taken:

1. Racism is "alive and well" in the United States, including Oregon.
2. The Civil Rights and ethnic awareness activities of the 1960's have yet to result in a significant participation of minorities in decision-making positions in the top echelons of government, education, business and industry, or in their proportionate representation in most facets of our society. Supporting data were presented.
3. The philosophical, legislative, and executive background for the founding and administration of affirmative action programs.
4. A definition of Affirmative Action as "any act or actions taken which are designed to correct effects of past discrimination, to eliminate present discrimination, and to prevent systematic and/or future discrimination."
5. Background on the founding of Affirmative Action at OSU.
6. A description of the work of the Affirmative Action Office in reviewing the employment activities at OSU, efforts to recruit minorities for OSU, and a notation of complaints at OSU.
7. A Summary of each school, college, or division's record in the past year in hiring all personnel, including minorities:

"The Affirmative Action Annual Report presents statistics on new hires, applicant flow, separations, promotions, and workforce analysis. This report also includes discussions of problems encountered and progress made during the 1978-79 fiscal year.

During this period, women filled 38% and minorities filled 8% of the faculty vacancies. There were no identified handicapped persons appointed to faculty positions.

Efforts to achieve a representative workforce in faculty positions were hampered in some departments because of a lack of female and minority applicants. A very limited number of women and minority applicants appeared in the School of Agriculture, School of Forestry, School of Oceanography, College of Science, and the School of Engineering. Attempts have been made to draw more women, minority and handicapped candidates to Oregon State University. The Resource Directory, put out by the Affirmative Action Office, has been updated in May, 1979, and currently lists over 500 resources.

The percentage of women in full-time faculty positions in 1975-76 was 15.9%, 16.9% in 1977-78, and remained at 16.9% during 1978-79. Minority full-time faculty members increased from 4.1% in 1975-76, to 4.4% in 1977-78 and then dropped down to 4.2% in 1978-79.

In classified employment, the Employment Office

recruits through the Personnel Division announcement distribution system for all positions except registration class positions. During the reporting period, 647 classified positions were filled at Oregon State University. 78.2% of those hired were women, while only 3.6% were minorities. Although the percentage of females hired was high, most of these positions were in the clerical field.

Oregon State University continues to have an active commitment to Affirmative Action and takes great effort to disseminate its policy of equal employment opportunity and affirmative action both externally and internally.

Bylaws Committee, Mary Kelsey, Chairman, reporting: At the regular Senate meeting in January 1980, Senator Fullerton, Pharmacy, introduced the following motion (80-366-2): To amend Article X, Section 1, as follows: (Underlined materials to be added, struck through materials to be eliminated)

"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.

~~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 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."~~

The Bylaws Committee presented the following substitute for the above motion and moved its adoption (80-368-2): That paragraph 2, sentence 1 of the section be amended as follows: 'Other main motions shall be in order, but the request of a single member ten percent of the members present shall be sufficient to postpone a vote.'

Doler, CLA, moved to strike "ten percent" and to insert "twenty-five percent." Seconded. Passed. (80-268-3).

The Senate voted to substitute the amended Bylaws report for the original motion. This motion as amended passed by Ballot vote at 51 yes, to 9 no. Article X, Sec. 1, now reads as it originally did, except for the above change to paragraph two.

Reports from the Executive Office, President Robert MacVicar reporting: Dr. MacVicar reported that the Northwest Accreditation team had held its Exit Meeting today at 1330 and that the results of their study would be available in the near future. He also indicated it will be June 1980 before the final recommendations are known. Generally, however, the Preliminary Report was favorable.

He reported, further, that the Finance Committee of the OSBHE gave great latitude to the institutions to recommend Program Improvement Funds for the 1981-83 biennium and were startled to receive a list totaling over ninety million dollars, with one agency asking for thirty-five million. Thus, a re-submission of the requests, in priority order, limited to 5% of current budgets, will be made in the near future. Library items will be top priority, services and supplies, second;

equipment, third; space renovation and modernization, fourth. Women's Intercollegiate Athletics and Computer improvement are also on the priority list. Faculty salaries will be listed ahead of some other "good things" which are also essential.

The "bogus course scandal" which has been well publicized, has affected OSU in that a former faculty member of this institution, an ex-official coach, did enroll a student at Ottawa University in southern California without the student's knowledge. The transcript of credit was not presented to OSU for credit and any report that it was and that OSU did accept the bogus credit is untrue.

The President asserted, further, that this matter of bogus credit must be rectified, since the validity of credit is essential to the credibility of the institution.

In response to a question about newspaper articles on a former faculty member, the President responded that OSU does not discuss personnel matters with the press because it is bad personnel policy and it is illegal.

New Business: The matter of pursuing the salary funding for future salary increments was raised by Senator Hovland, CLA. President Parks pointed out earlier Senate action in which up to 60 letters were written by the Faculty Senate Office to key individuals in state government and noted that replies and requests for additional information are being received.

In another inquiry, it was determined that the effects of a future wage freeze might be avoided if contracts for next year were mailed soon enough. In response to a question, President MacVicar noted that this should be possible by July 1.

The meeting was adjourned at 5:15 p.m.

Thurston Doler
Recording Secretary

STAFF NEWSLETTER

See p. XX

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 19, No.25 - April 10, 1980

1980 Meeting 369 - April 3, 1980

The regular April meeting of the Faculty Senate was called to order by President Leo Parks in Withycombe 101. Minutes of the February 7 meeting were approved as published in the Staff Newsletter Appendix. Approval of the Minutes of the March 6 meeting as published in the March 27 issue of the Staff Newsletter Appendix was deferred.

Roll Call: Members Present: ¹⁶ Anderson, Becker, Bodyfelt, Cameron, Campbell, Carson, Chaplin, Chapman, Chappell, Coles, Cook, Dane, Davis, Decker, Dickinson, Doler, Edwards, Farber, Ferrell, Fischer, Frolander, Gibbs, Gillis, Goetze, Grady, Griffiths, Gudger, Hacker, Heath, Hovland, Kennick, Kling, Kraft, Krahmer, Lais, Lee, Leibowitz, Leman, MacDonald, MacVicar, Malueg, Masilionis, McClintock, McFarland, McGill, McMahon, McPherson, Morris, Mosley, Mrazek, Munro, Neshyba, Nicodemus, Oester, Orzech, Parks, Peck, Reed, Richardson, Sandine, Scanlan, Schary, Stamps, Stang, Stoevener, Tedder, Volk, J. Weber, L. Weber, Wells, M. Williams, Wilson, Wyckoff, J. Williams, Yoke, Yonker, and Zaworski.

Members Not Present were Represented as Follows: ⁶ Barte, Holmes; Gravatt, Plonk; Griffin, McBride; Johnston, Besse; Motamedi, Strickler; Peterson, Leonard.

Members Absent were: ¹⁸ Brookes, Buckhouse, Bloomfield, Carey, Conte, Cross, Firey, Froehlich, Fullerton, Goheen, Huyer, O'Connor, Osborne, Phelps, Seaders, Shaw, Stone, and Wickman.

Guests of the Senate were: Ken Hedberg (Chrm, Fac. Recog. & Awards Comm.), James Oldfield, Carol Saslow (Chrm., Comm. on Comms.), Sue Reynolds (Student Asst., Faculty Senate Office), Gene Nelson (Exec. Comm.).

Faculty Recognition and Awards Committee, Ken Hedberg, Chairman, reporting: President Parks cited the Statutory authority to call an Executive Session of the Faculty Senate in order to hear the Confidential report of this committee. During the Executive Session the Committee's nominees for Distinguished Service Awards were presented and discussed. The Executive Session was then declared to be ended and Ballots were taken on the nominees, who were approved. These nominees for Distinguished Service Awards will be referred to President MacVicar for his approval, with conferral at the June 1 Commencement.

Committee on Committees, Carol Saslow, Chairman, reporting: The following recommendation was presented to the Senate by the Committee on Committees (Motion 80-369-1): "That the Standing Rules of the Faculty Economic Welfare Committee be amended by adding the following:

'The Faculty Economic Welfare Committee appoints each year a Sub-Committee on Retirement consisting of five faculty members, at least one of which shall be retired and, at least one of which must be a member of the parent committee. Other members may be appointed by the Faculty Economic Welfare Committee from the faculty at large. The purpose of this Sub-Committee is to keep the parent committee and the Faculty Senate fully informed about retirement options, to recommend retirement policies, and to work for improved retirement plans for University Faculty.'

Following the recommendation of the Committee on Committees, the Faculty Economic Welfare Committee, through Pat Wells, its Chairman, presented the following substitute motion (80-369-2):

1) That the Faculty Senate direct the Executive Committee to establish a new standing Committee on Retirement;

2) That the Standing Rules of that Committee be: "This committee shall study the matter of retirement in all its aspects and ramifications to include but not be limited to the following: retirement, options, advantages and disadvantages of early, regular, and late retirement; beneficiary options and their comparative merits, comparisons, and contrasts with other retirement systems; the retirement problems of retired faculty and the solutions to these problems; and the adaptation of the retirement system to the economic realities of the times and needed adjustment to those times. Further, the committee shall formulate recommendations to the Legislature for amendments to the retirement system. It is encouraged to maintain liaison with other faculty committees, such as the Faculty Economic Welfare Committee, the Faculty Status Committee, and the Budgets and Fiscal Planning Committee. The Retirement Committee shall report regularly to the Executive Committee of the Faculty Senate.

Membership shall consist of six faculty appointed so that two members' terms expire each year. Membership shall include up to one-third retired faculty members. The Director of Staff Benefits shall be an ex officio member."

RATIONALE: The consensus of the Faculty Economic Welfare Committee regarding the Committee on Committees's proposal for a subcommittee of the FEWC to deal with retirement was that this proposal was not acceptable. The committee believes that any committee on retirement should be a freestanding committee answerable only to the Executive Committee and the Faculty Senate. The FEWC believes that retirement is a sufficiently important area of concern to warrant a special committee.

Following discussion of the two proposals, the Senate voted to substitute the FEWC proposal (Motion 80-369-2) for the Committee on Committees proposals (80-369-1). The Senate subsequently voted to adopt the FEWC recommendation (80-369-2) to establish a permanent university-level Faculty Senate Committee on Retirement.

Committee on Committees Report, continued: Chairman Saslow presented the following proposed amendment to the Standing Rules of the Instructional Media Committee (formerly the Classroom Television Committee) (80-369-3):

"The Committee may appoint technical advisory personnel as needed. These persons will aid the Committee in its work, but will not vote on policy decisions."

The proposal was adopted.

Reports from the Executive Committee: President Parks presented the following reports on behalf of the Executive Committee:

1. Uniform Holiday Observance: Questionnaires circulated campus-wide by the Ad Hoc Committee on Uniform Holiday Observance are being returned. Several hundred questionnaires have been received thus far. Results will be presented at a later date.

2. Faculty Club: The formulation of a committee to investigate this matter is still under consideration and names of interested faculty are being accepted.

3. Faculty Senate Committees: The Executive Committee is working on appointments to Senate standing committees. Anyone who did not receive a form for volunteering for committee services may obtain one from the Dean of Faculty. Anyone wishing to volunteer for Senate committees who has not yet done so may call the Faculty Senate Office (x4344) or send a note to the office.

4. Annual Reports of Faculty Senate Committees: Committees are requested to have their Annual Reports to the Senate Office no later than April 15, as indicated in a recent Memo to Senate Committee Chairmen.

5. Joint Advisory Council: The Joint Advisory Council consisting of Faculty leaders from OSU, UO, UO/HSC, and PSU, met on the OSU campus Thursday, March 13. Topics discussed included salary improvement for the next biennium, faculty participation in the selection of a Vice Chancellor and, eventually, the Chancellor; early retirement and reduced FTE options, as well as other items.

6. Academic Calendar: The Ad Hoc Committee appointed to research the matter of the academic calendar (semester system) has submitted a preliminary report. A full report will be forthcoming.

7. Election Procedure for President-Elect: The Executive Committee has formulated a Preferential Balloting procedure for electing a President-Elect. This system is for use in elections in which there are more than two candidates. A full text of the procedure is available in the Faculty Senate Office.

Reports from the Executive Office, President Robert MacVicar reporting:

Salary Adjustment Plan: Under date of March 13, a salary adjustment plan for 1980-81 has been distributed and the process of its application is now underway. The plan is not significantly different from that recommended by the Senate. The principle difference is a provision for a minimal sum for individuals in the lowest pay brackets, such as GTA's, who are to receive a 7-1/2% across-the-board increase to apply to all continuing GTA's and vacant positions to provide for an improvement in the salary schedule itself. Also, turnover funds which are accumulating in that pool are to be applied to that group.

For regular Faculty, in addition to the recommended 4-1/2% across-the-board and the 3% merit funds, promotion monies will be provided for out of "central accounts," and "turnover funds" which

have been left with the units for salary improvement rather than reverting to central accounts. These additional funds should allow continuing Faculty to receive, on the average, slightly more than the 7-1/2% increment.

President-Elect Wells asked if all Faculty doing "fully satisfactory service" should get the 4-1/2%? "That is Correct," answered the President. Further discussion of this question pointed up the possible exception, in which the lowest paid Faculty should receive the following minimums, i.e., \$720 per year for 12-month appointments, and ~~\$450~~ ^{\$540} per year for 9-month appointments. Any recommended salary increase for less than the standard adjustment must be justified in a letter for the President's approval. (Note: The conditions of making salary adjustments are contained in a Memorandum, "Salary Adjustment Guidelines" from the President to the Deans, Directors, and Department Heads. They should be consulted for full details for salary adjustments.)

Senator Griffiths, Science: "Is there any way to grant raises by July 1 to avoid any possible wage/price freeze?" The President answered that the University is eager to get Notices of Appointment distributed soon to avoid this eventuality.

Summer Pay: Dean of Faculty Dave Nicodemus noted that the matter of allowing those 9-month Faculty who earn their salaries through research grants to receive their salary adjustments on July 1 rather than September 15 is being reviewed. This statement was in response to a question from Senator Reed, Science, at the March 6 Senate meeting.

The President noted that copies of the aforementioned Salary Adjustment Guidelines will be distributed to all Faculty, along with a letter, at a later date.

Budget Requests for Next Biennium: In reference to the Gazette-Times article about budget requests for the next biennium, the President noted that economic depression of the forest products industries creates uncertainty about the ultimate fate of these requests. He commented, however, that we continue to be told by Governor Atiyeh that he recognizes the importance of higher education, that we have not been fairly treated by recent administrations, and that he will do his best to take corrective action in his budgets. The "shopping list" in priority order for special requests for the 1981-83 biennium for the State System are: Library improvement, Services and Supplies, Equipment Repair, Building Modernization and Repair, Faculty Research, Women's Athletics, Computing facilities and services, plus specific requests from individual units, i.e., at OSU: Special equipment in Engineering; improved program funds in Pharmacy, which actually replace federal funds; and replacement of expected loss of grant funds in Vocational Technical Education. The total OSU funding package amounts to about eight to nine millions of dollars.

New Business:

Vacations for Nine-Month Faculty: On behalf of the Faculty Economic Welfare Committee, Chairman Wells presented the following recommendation and moved its adoption (80-369-4):

NOTE: "Lined Out" to be deleted. "Underlined" to be added.

Vacations:

580-21-030 Vacation privileges mean absence from duty for the purpose of recreation and rest for a limited period during which regular compensation is received. Vacation privileges are not cumulative from year to year. ~~Vacation-privileges-are-open only-to-employees-serving-for-twelve-months-of-the-year.~~ Academic staff members who are

appointed on a twelve-month basis are eligible for a one-month vacation with pay after eleven months of service. Academic staff members who are appointed on a nine-month or other basis are eligible for a proportionally equivalent vacation with pay during the period of their service. All vacation time shall be arranged to produce minimum interruption to the primary duties of the position. Rules governing vacation privileges for classified staff members are set forth in the State Compensation Plan." (Motions 80-369-5 and 80-369-6 to refer were passed.)

The meeting was adjourned at 4:55 p.m.

Thurston Doler
Recording Secretary

Senator Gudger, Business, invoked the Bylaws provision (Article X, Sec. 1, paragraph 2, as newly amended) that allows 25% of the Senators present to defer a vote on a newly introduced matter. A vote was taken and Motion 80-369-4 was deferred; it will automatically be on the Agenda for the May Senate meeting.

"I" Grade Provision: Senator Leibowitz, CLA, introduced the following motion and moved its referral to the Academic Regulations Committee (80-369-5). The motion was seconded and passed.

The Schedule of Classes (p. 10) currently reads as follows:

"When the quality of work is satisfactory and the scheduled final examination has been taken but some essential minor requirement has not been completed for reasons acceptable to the instructor, a report of I may be made and additional time granted."

It is moved that this be changed to read:

"When the quality of work is satisfactory and the scheduled final examination has been taken but some essential minor requirement of the course has not been completed for reasons acceptable to the instructor, a report of I may be made and additional time granted. A report of I may also be made where the instructor has a bona fide reason to delay the determination of a grade."

Staff Identification Cards: Senator Leibowitz, CLA, introduced the following motion and moved its referral concurrently to the Library and Faculty Status Committees (80-369-6). It was seconded and passed.

Page 83 of the Faculty Handbook says of identification cards:

"A plastic identification card is provided for all academic staff with rank of instructor and above with annual FTE of .50 or greater; for all Research Associates with annual FTE of .50 or greater; and staff holding courtesy academic ranks."

"Individuals who are hired by the university to teach a class or two in a given term, but who do not, nor cannot accumulate .5 FTE for the fiscal year may be granted special library privileges only by the Head Circulation Department, under circumstances though he/she has insufficient annual FTE to qualify for the regular embossed faculty identification card."

The above paragraphs should be replaced by the following:

"A plastic identification card is provided for all academic staff with rank of instructor or above; for Research Assistants and Research Associates; and staff holding courtesy academic ranks. Cards are valid until the end of the appointment period and renewable (by means of stickers) for additional periods of appointment."

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

* * * * *

Vol. 19, Number 29 - May 8, 1980

1980 Meeting 370 - May 1, 1980

The meeting was called to order at 3:05 pm by President Leo Parks. The minutes of the March 6 meeting were approved as circulated. The Minutes of the April 3 Minutes were approved as corrected (on p. XX, \$450 should be \$540).

Encomium to President August L. Strand

President Parks acknowledged the recent passing of former President of OSU, A. L. Strand, who served from 1942 to 1961. He called upon Professor Emeritus Curtis Mumford, who served under President Strand, to say some appropriate words. The following is the text of Professor Mumford's address:

"We have lost a leader!

Dr. Strand was a man of courage, -a man of principles, -a man of strong convictions. He was a plain spoken man. He never talked in riddles. Listening to him, you knew exactly where you stood. He was stern, but approachable. He was fair!

President Strand, in academia, was a giant -a fighter, -a leader in anything and everything that thought would advance the cause and capabilities of Higher Education. But with all of this, he was an Oregon Stater!

He was an innovator. President Strand created the Faculty Council which we now know as the Faculty Senate. It was largely made up of Deans and Directors and he, the President, was the head man.

During Dr. Strand's administration he also created the Faculty Economic Welfare Committee, and this Committee reported directly to him. Many were the times he sought its counsel and advice.

Under his leadership we proudly became a full-fledged University instead of just a college!

Again, -we have lost a leader, and a true friend!

Could we bow our heads for a moment? Our Father, we, who are privileged to carry on the traditions of Oregon State University, are deeply thankful for the life and influence of Dr. August Leroy Strand. May we always revere his memory and do our very best to carry forward the loyalty, the devotion, and the challenge of service to students and citizens of Oregon exemplified so well by Dr. Strand. Amen.

* * * * *

ROLL CALL: ⁶³Members Present: Anderson, Barte, Becker, Bodyfelt, Bloomfield, Cameron, Carey, Carson, Chaplin, Chappell, Coles, Cross, Dane, Davis, Dickinson, Doler, Farber, Firey, Fischer, Frolander, Fullerton, Gillis, Goetze, Grady, Griffin, Hacker, Heath, Hovland, Huyer, Kennick, Kling, Kraft, Krahmer, Lais, Leibowitz, Leman, McDonald, MacVicar, Malueg, Masilionis, Farland, McGill, McMahon, McPherson, Mosley, razek, Munro, Neshyba, Nicodemus, O'Connor,

Parks, Peck, Richardson, Sandine, Scanlan, Schary, Shaw, Stamps, Stone, Volk, Wickman, Williams, and Wilson.

Members not Present were Represented as Follows:

Chapman, Crisman; Gravatt, Plonk; Gudger, Strickler; Johnston, Hagelstein; McClintock, Kopperman; Oester, Klein; Phelps, Hughes; Stoevener, Sitton; J. Weber, Cole; Wells, Vars; Wyckoff, Nelson; and Zaworski, Larson.

Members Absent were: ¹²Brookes, Buckhouse, Campbell, Conte, Cook, Decker, Edwards, Ferrell, Froehlich, Gibbs, Goheen, Reed, Griffiths, Lee, Morris, Motamedi, Orzech, Osborne, Peterson, Seaders, Stang, Tedder, L. Weber, Yoke, and Yonker.

Guests of the Senate were:

Jeff Bukar (Barometer); Sandra Suttie (Curriculum Coordination); Lisa Pedersen (Communication Skills Center); Bob Frank (English); Ed McDowell (Curriculum Committee); Leslie Dunnington (Chrm., Academic Advising Comm.); Dean Judith Kuipers; Roberta Hall (Chrm., Curriculum Comm.); John Oades (Chrm., Academic Regs. Comm.); Sue Reynolds (Student Asst., Faculty Sen. Office); Maryanne Staton, (Curriculum Comm.).

* * * * *

Faculty Economic Welfare Committee, Charles Vars reporting: At the April 3, 1980 Senate meeting, the FEWC introduced, under New Business, the following motion (80-369-4): (See Minutes of April 3, p. XX)

"The OSU Faculty Senate recommends to the IFS the following change in the Oregon Administrative Rules, Chapter 580, Division 21, Board of Higher Education: (Note: 'Lined-Out' to be deleted; 'Underlined' to be added.)

Vacations:

580-21-030 Vacation privileges mean absence from duty for the purpose of recreation and rest for a limited period during which regular compensation is received. Vacation privileges are not cumulative from year to year. Vacation-privileges are open only to employees serving for twelve-months-of-the-year. Academic staff members who are appointed on a twelve month basis are eligible for a one-month vacation with pay after eleven months of service. Academic staff members who are appointed on a nine-month or other basis are eligible for a proportionally equivalent vacation with pay during the period of their service. All vacation time shall be arranged to produce minimum interruption to the primary duties of the position. Rules governing vacation privileges for classified staff members are set forth in the State Compensation Plan."

Professor Vars presented the following arguments to support the FEWC's recommendations.

1. The present Administrative Rules contain an inequity in the treatment of nine-month appointees relative to twelve-month appointees regarding the matter of vacations.
2. Some nine-month Faculty have been required by their chairmen to be in their offices during what is customarily regarded as vacation periods.
3. The FEWC notes that some Faculty believe themselves to be acting inconsistently with the present Administrative Rules when they depart from their offices during periods when classes are not in session. Thus, the rule is inconsistent with practice and the FEWC seeks to bring the rules into conformity with customary practice.
4. The FEWC recognizes that the proposed changes would have implications that go beyond vacation practices, but still urges the changes. The possibility that at some future time nine-month people might have to bargain for what is now a customary practice, is one example.

Senator Stone, Engr., moved (80-370-1) to divide the motion into two parts; (1) that which would delete from the Administrative Rules and (2) that which would add to them. Stone's motion was seconded and passed. Thus, the two motions now before the house were 80-369-4a and 80-369-4b.

Motion 80-369-4a, proposes to recommend that the following sentence be deleted from AR 580-21-030: "Vacation privileges are open only to employees serving for twelve months of the year." The motion was voted on immediately and passed.

Motion 80-369-4b, to add the provision for three weeks vacation for nine-month Faculty (see full text above) was opened for debate. The following are some of the arguments presented for and against this motion:

Arguments in favor, in addition to those presented by Professor Vars (see above):

1. Some department heads now require nine-month employees to keep eight-to-five office hours except for legal holidays.
2. The specified three week vacation allowed would limit off-time to an amount believed by observers to be equitable.

Arguments presented against 80-369-4b:

1. The public and the legislature would view adversely the Faculty's voting themselves three weeks vacation.
2. Professional people do not need rules to govern their time off.
3. The status quo is working well; don't fix it.
4. Faculty would have to "give up something" in exchange for this vacation, and that "something" would be the flexibility of the present schedule.
5. Attempts to treat nine and twelve month appointees "equitably" will be unsuccessful, since the two appointments are fundamentally different.
6. Although twelve month people receive twelve paychecks, they now actually are paid for eleven months and get one month vacation without pay.

Senator McFarland, CLA, offered the following substitute motion (80-370-2) for motion 80-369-4b. "The Faculty Senate asks President MacVicar to issue an Administrative Letter supporting the customary practice of nine-month academic employees in not being required,

in the ordinary course of events, to work during the inter-term weeks," i.e., Christmas and Spring break; seconded.

It was moved (80-370-3) and seconded "That the pending motions be postponed until a response is received from the State System of Higher Education to an inquiry formed by the Faculty Senate Executive Committee to get their appraisal and reaction to this idea." Seconded. The motion (80-370-3) was defeated.

President MacVicar made the following statement on the motion before the Senate: "I urge the Senate's most careful consideration of the wisdom of adopting this change. Let me just give you a 'for instance.' It says that academic faculty members appointed on a nine-month basis or other basis are eligible for proportionate equivalent vacation time with pay for a period of their service. I'm not sure that your calculations are correct, but assuming that they are, this would mean that summer budgets would have to assume that 9% increase (an estimate presented from the floor of the pay-raise value of a three week vacation)... I can assure you, given the current funding of the summer budget, I doubt very seriously that that kind of flexibility is going to be present because the 1979 Legislature mandated that by 1981 the ratio of State support be reduced to 20% of total income of direct costs. We were operating at this institution in the high sixties and low seventies (percent), so we've got a major catch-up just to get even.

That's only one of the many rather complex matters which are dealt with. Mr. Vars, I can't, of course, convince you if you think you are doing something wrong that, in fact, you are not, just by saying to you (that you're not). But, I can say to all of your colleagues that may be persuaded, that I believe that it is entirely proper, consistent with the highest professional standards, and in accordance with the Administrative Rules for any member of the Faculty to take Personal Leave whenever it is appropriate for them to do so. The issue of whether you are supposed to be here on duty during a particular period of time is a matter between your conscience, yourself, and your supervisor. And it is - and I would underline and underscore (it) - that vacation is a privilege; it is not to be taken without approval. It is not to be taken at anytime you want to take it - like walking out of a class for which you are responsible. Nobody does that. I think in attempting to kill a gnat we may be very well tackling a tiger, or some other large and ferocious beast. The complications of this are substantial. I would simply say, do with it as you will, but consider that it is an extraordinarily complex and difficult matter that I believe our policies place in the hands of the faculties and their professional consciences, the kinds of decisions that have served this institution well and will continue to serve it well in the future. Now, maybe the day will come when we are obliged to tie ourselves up in bureaucratic red tape. We have been obliged to do so in the area of Sick Leave because it is to the financial advantage of the faculty to do so and the trade-off was so substantial that we felt that we thought we had no choice, but I urge that we don't become bureaucratic on this issue unless we have to. Now, in respect to the issue that was raised from the Senator from Home Economics (i.e., that some department heads do insist on an eight-to-five schedule except for legal holi-

days), I can only say that I have asked before about what the problem is, who is affected and was given one name. I consulted that person and I got nothing resembling a serious problem ... If there are problems anywhere in the institution on this matter, I ... invite you as representative members of the faculty to make those problems known either to the appropriate faculty committee or to the administration."

Dean Nicodemus made the point that the document that is included with Notices of Appointment, which is of OSU, not OSBHE origin, is being reviewed and should subsequently shed some light on the substance of the substitute motion.

The McFarland proposed substitute motion (80-370-2) was defeated by voice vote. Subsequently, Motion 80-369-4b was rejected by voice vote.

Faculty Economic Welfare Committee, Charles Vars reporting: The following recommendations were presented by the FEWC (Motion 80-370-4): (This report was the Committee's response to a motion that was returned to it during the February 1, 1980, Senate meeting, motion 80-367-3, p. XI.)

RECOMMENDED DEFINITIONS FOR THE FACULTY SALARY PORTION OF THE UNIVERSITY BUDGET

Salary adjustment funds are needed for three main purposes:

1. "Continuation funds":
 - a. To make normal promotions and
 - b. To employ new faculty to replace or compensate for the loss of faculty due to resignation, retirement, or death.
Comments: Adjustment funds are needed to continue and maintain the university's programs. Turnover money resulting from terminations varies substantially from year-to-year and will not be sufficient in many years for these purposes.
2. "Across-the-Board funds":
 - a. To mitigate the decline in the purchasing power of faculty salaries attributable to increases in the cost of living and or
 - b. To meet the competition of the "other nineteen" universities, the salaries of which the State Board of Higher Education uses as a yardstick.
Comments: These funds would be paid to all staff who are doing satisfactory work.
3. "Merit Funds":

To reward faculty who have made outstanding contributions to the university's teaching, research and or service missions.
Comments: These funds are essential for continual improvement of the quality of service by the faculty.

The following views were expressed in the discussion of this motion:

The principal innovation in the FEWC's proposed Definitions is the category of "continuation funds." Their proposal to make these funds a normal part of salary funds requests derives from the analysis that their normal source - turnover monies - fluctuates sufficiently from year to year that other salary monies are sometimes needed to finance the items in 1.b. above. They recommend that salary presentations to the Legislature be supported by reference to these three categories,

particularly continuation funds, rather than as a lump sum request, as in the past, without regard to categories of use.

Some questions were raised about possible confusion if these categories are used, since salary adjustment monies are supported by frequent reference to salary averages of the "other 19" universities with which Oregon State is historically compared. A further note of question was raised regarding more recent strategies which purport to approach the Legislature using still different categories of salary monies.

It was noted that the FEWC has traditionally recommended to the President distribution of salary monies on the basis of "across-the-board" and "merit;" and that salary requests to the Legislature have been in lump sums without reference to the suggested categories. The intent of the Committee is to have "continuation" funds, in particular, become a part of the Board's salary presentation.

Motion 80-370-4 was passed by voice vote.

Academic Advising Committee, Leslie Dunnington reporting: The Committee recommends that the following statement which will appear in the 1980-81 OSU Bulletin be reviewed and that expansion of the statement be considered for future issues:

"Academic Advising

All students on the Oregon State campus should be aware of the purpose and importance of academic advising. Advisers assist all students in long and short range academic and career planning. Advisers provide information concerning curricula, educational options available within the University, and course schedule planning. They help the student interpret University and department requirements. Finally, advisers aid students whose academic progress is unsatisfactory, referring them to other University service units that provide assistance. Head advisers for each college are listed in the Schedule of Classes."

Senator Kennick, Ag., moved (80-370-5) the adoption of the recommendation; seconded; passed by voice vote.

Academic Regulations Committee, John Oades reporting: Chairman Oades noted that his committee was responding to a request forwarded to it in the fall of 1979 seeking clarification of the "Resident Requirement" of Academic Regulation 26e. The Committee examined the present regulation in the light of (1) Examination for Credit; (2) Study Abroad Programs; and (3) OSU Division of Continuing Education.

It was moved (80-370-6) and seconded to adopt the following recommendations: (The committee recommended a revision to footnote "2" to AR 26e-1, the creation of 26e-3, with footnote "3" - existing and retained regulations are in regular type, changes are in italics. The attached document (last page of these minutes, page 5), constitutes the full text of the motion.

Motion 80-370-6 was adopted by voice vote.

ASOSU Officers Recognized: President Parks recognized Cindy Wilhite, outgoing President of ASOSU, and thanked her for her contribution to the University during the past year. He then welcomed Jeff Mengis, the new ASOSU President, and noted that the Senate's Bylaws grant him the right to participate in the debate of the Faculty Senate.

Curriculum Committee, Roberta Hall, Chairman, reporting: Chairman Hall noted that the Senate at its November 15, 1979, meeting instructed the Curriculum Committee to study the matter of having Minors appear on Transcripts. The Curriculum Committee presented a recommendation that Minors, Options, and Areas of Concentration be included on Transcripts. It was moved (80-370-7) and seconded to adopt the recommendation. Chairman Hall made the following observations about this recommendation:

1. No statewide guidelines exist defining academic minor.
2. Two kinds of Minors exist at OSU: a) Supportive; those designed by an academic unit for its own majors, and b) independent; those developed by an academic unit for majors in another unit.
3. There exists a substantial body of other programs, not majors, which do not appear on Transcripts. Among these are Options and Areas of Concentration.
4. Examination of various colleges and schools at OSU disclosed that Areas of Concentration and Options are critical in defining to the outside world what a student has done at OSU.

Considerable discussion disclosed that there exists on this campus no basic criteria for defining Minors, Options, and Areas of Concentration and that there is no absolute control over their being submitted to the Curriculum Committee for approval. It was thus moved (80-370-8) and seconded to amend the Curriculum Committee motion to include the following statement: "That those Minors, Options, and Areas of Concentration to be included on Transcripts be limited to those which are on the OSBHE list of approved programs." The motion was passed.

The motion (80-370-7) as amended passed. As finally approved, the motion reads: "That Minors, Options, and Areas of Concentration which appear on the OSBHE list of approved programs appear on the Transcripts of students who have completed the programs."

Curriculum Committee, continued: The following proposal was presented by the Curriculum Committee: "All students, after satisfying requirements of Writing 121 and having earned a minimum of 75 hours toward graduation, must pass the English Composition Test (ECT) before being advanced to Senior standing. The test may be repeated as many times as necessary. A fee of \$15 per examination is also proposed."

In including this matter on the Agenda, the Executive Committee recommended that the proposal be referred to the Academic Regulations Committee for its review and recommendation.

Chairman Hall indicated that it was the Curriculum Committee's intent to have this recommendation distributed campus-wide prior to final consideration by the Senate. It was subsequently moved (80-370-9) and seconded that the above recommendation be forwarded to the Academic Regulations Committee for its review and recommendation and that it be distributed campus-wide for further input prior to final consideration by the Senate. Motion 80-370-9 was passed by voice vote.

Reports from the Executive Committee: President Parks gave the following reports:

1. The Interinstitutional Faculty Senate meeting in Ashland on April 4 and 5 was presided over by its newly-elected Chairman, Leo Parks of OSU, and considered the following topics:

- a. Academic Calendar
 - b. Role of TSPC in Curricular Planning
 - c. Extra Compensation Requests
 - d. Faculty Involvement in Search Committees
 - e. Salary Recommendations for the Governor's Budget
2. Announced that the Association of Oregon Faculties (AOF) will hold its statewide Annual Meeting at OSU in the Snell Hall "Forum" on Saturday, May 10, from 9:30 a.m.-4:00 p.m. In addition to Governor Vic Atiyeh, members of the OSBHE and key Legislators will be in attendance and on the program. He invited all Faculty, whether members of AOF or not, to participate in the meeting.
 3. Announced the final membership of the Faculty Club Committee: Mariol Peck, Chrm. (Library), Boris (Bill) Becker (Business), Linn Soule (Business), Walter Kraft (Liberal Arts), Margaret Lumpkin (Education), Barbara Coles (Veterinary Medicine), Charles Gudger (Business), John Yoke (Science), Herb Frolander (Oceanography), Paul Krumperman (Food Sci.), and Paul Farber (Science Education).
 4. Announced the appointment of the newly-authorized Retirement Committee, which is designated as a University-level Faculty Senate committee: Les Strickler, Chrm. (Business), Maryanne Staton (Home Ec.), Lyle Calvin (Science), John Kiesow (Extension), Fred Hisaw (Science), and Stan Williamson (Emeritus, Education).
 5. Noted that Annual Reports from the following committees are included in the Reports to the Faculty Senate for May 1: Advancement of Teaching, Budgets and Fiscal Planning, Bylaws, Faculty Status, Faculty Economic Welfare, Graduate Admissions, Graduate Council, International Education, Library, Research Council, Special Services, and Undergraduate Admissions.

There were no reports from the Executive Office nor any New Business. The meeting was adjourned at 4:55 p.m.

Thurston Doler
Recording Secretary

I wish to report that the Academic Regulations committee has completed the requested review. The committee unanimously recommends the following additions to AR 26.3. (additions/alterations in italics):

26.e. Residence:

- (1) Minimum, the last 45 hours of the last 60 term hours if authorized by approval of a petition to the Academic Requirements Committee. Classroom work taken through the Division of Continuing Education is not considered as residence work, with the exception of extended campus courses.²
- (2) Minimum, 15 hours of upper division credits must be taken in the student's major from courses regularly listed in the OSU Schedule of Classes or the OSU Summer Bulletin.
- (3) *Subject to approval by the school/college and department in which the student is majoring at Oregon State University and by the Academic Requirements Committee, credits earned in (a) a professional school which is not a part of Oregon State University but which is in a field designated for this purpose in the Oregon State University Catalog, or (b) a Foreign Study Program which is sponsored by the Oregon State System of Higher Education, may be accepted for all or part of the 45 hours referred to in (1) above, and all or part of the 15 hours referred to in (2) above. In this event the total program presented for the baccalaureate degree must include a minimum of 45 hours which were earned by classroom work on the Oregon State University campus in Corvallis.*
- (4) *Credits earned by special examination for credit (AR 23) are not considered to be resident study.*

Footnotes

- 1 The minimum requirement was increased from 45 to 60 upper division hours in 1974. It first applied to students who graduated in 1978.
- ~~2--Extended-campus-courses-are-courses-taught-away-from-the-regular-campus-as-part-of-the-normal-teaching-load-of-Oregon-State-University-faculty-members.~~
- 2 *"Extended Campus Courses" are courses regularly listed in the Oregon State University Schedule of Classes or Summer Bulletin which are taught away from the campus by members of the Oregon State University faculty as part of their normal teaching loads. Such courses are, in addition, specifically listed as "Extended Campus Courses" in the Schedule of Classes or in a supplement to it.*
- 3 *Fields which are so designated in the General Catalog are (a) Dentistry, (b) Medicine, (c) Optometry, (d) Podiatry, and (e) Veterinary Medicine.*

(Change Footnote 3 of Paragraph 26.h. to Footnote 4)

- 4 Before senior standing may be achieved, a student must complete 135 term hours with a grade-point average of 2.00.

STAFF NEWSLETTER

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 19, No. 33 - June 5, 1980

1980 Meeting 371 - May 29, 1980

The meeting was called to order at 3:05 pm by President Leo Parks. The Minutes of the May 1 meeting were approved as published in the May 8 issue of the Staff Newsletter Appendix.

ROLL CALL: Members Present: Anderson, Bodyfelt, Bloomfield, Cameron, Campbell, Carey, Carson, Chaplin, Chapman, Chappell, Cook, Cross, Dane, Davis, Dickinson, Doler, Edwards, Farber, Frolander, Fullerton, Gibbs, Gillis, Goetze, Griffin, Griffiths, Hacker, Heath, Hovland, Johnston, Kennick, Kraft, Krahmer, Leibowitz, Leman, MacDonald, MacVicar, Malueg, Masilionis, McClintock, McFarland, McGill, McMahon, McPherson, Morris, Mrazek, Munro, Nicodemus, O'Connor, Orzech, Osborne, Parks, Peck, Sandine, Scanlan, Schary, Shaw, Stamps, Stone, Volk, J. Weber, L. Weber, Wells, Williams, Wilson, Wyckoff, Yonker, and Zaworski.

Members not Present were Represented as Follows: Barte, Cate; Becker, Schaup; Coles, Kervliet; Fischer, Nakaue; Grady, Maughan; Gravatt, Plonk; Judger, Strickler; Mosley, Bolton; Oester, Klein; and Williams, Lees.

Members Absent were: Brookes, Buckhouse, Conte, Decker, Ferrell, Firey, Froehlich, Goheen, Huyer, Kling, Lais, Lee, Motamedi, Neshyba, Peterson, Phelps, Reed, Richardson, Seaders, Stang, Stoevener, Tedder, Wickman, and Yoke.

Guests of the Senate were: Ned Burris (Traffic), John Ringle (Traffic Comm.), Anita Green (Registration & Sched. Comm.), W. E. Gibbs (Registrar), Jon Root (Classroom TV), Gene Nelson (Exec. Comm.), John Oades (Acad. Regs. Comm.), W. Bruce Shepard (Ad Hoc Comm on Calendar Conversion).

* * * * *

Report on Candidates for Degrees and Senior Honors, W. E. Gibbs, Registrar, reporting: Mr. Gibbs indicated that graduation requirements had been met by 2739 candidates for Baccalaureate degrees, 593 for Masters degrees, and 117 for Doctors degrees, for a total of 3449 degrees.

For the Baccalaureate degree, the designation "highest scholarship" was recommended for 104 degree candidates with GPA's of 3.75 or higher, and 562 degree candidates for "high honors" who have GPA's of 3.25 to 3.75. The lists of degree candidates are available for inspection in the Registrar's Office, Gibbs noted. Senator McClintock moved (80-371-1) to approve the report. It was seconded and passed.

Faculty Economic Welfare Committee, Pat Wells, Chrm., Reporting: Presented for the Senate's information was a seven-page report outlining the impact upon retirement of the PERS "pick-up" which went into effect at the beginning of the

current fiscal year. Tables were offered to allow individuals to calculate the effect upon their individual incomes. Copies of this report were distributed to all Senators. They are also available in the Faculty Senate Office.

Senator Strickler, Bus., noted that tax-deferred annuity programs are affected by the PERS pickup. The maximum amount that one can ultimately shelter, Strickler asserted, will be reduced by the amount of the State's contribution on one's behalf.

Senator Munro, CLA, asked if anything were being done with this report, to which Chrm. Wells responded that the report was for information only, no action was proposed. President Parks challenged concerned Senators to make any specific proposals that they deemed appropriate. Committee Chrm. Wells noted that she thinks the information is currently being used in negotiations with the Chancellor.

Wells concluded by paying tribute to the members of the Faculty Economic Welfare Committee for their dedication and hard work this year.

Academic Regulations Committee, Chrm. John Oades reporting: At the regular Senate meeting of April 3, 1980, a motion was introduced by Senator Leibowitz, CLA, and referred to the Academic Regulations Committee to amend AR 17 (Motion 80-369-5) by adding: "A report of I may also be made where the instructor has a bona fide reason to delay the determination of a grade." (p. XXI) The Committee recommended against adoption of the amendment and the Senate took no action.

As a separate item, the Academic Regulations Committee recommended that AR 17, paragraph 3, be amended as follows (deletion -----; addition underlined):

"When the quality of the work is satisfactory and the scheduled final examination has been taken, but some essential minor requirement of the course has not been completed for reasons acceptable to the instructor, a report of "I" may be made, and additional time granted. The instructor states the deficiency on the grade card. The student has one calendar year to make up the stated deficiency and thus earn a letter grade. An incomplete not removed within one calendar year following its receipt becomes a "W"."

President-Elect Wells, Bus., moved (80-371-2) adoption of the ARC recommendation., seconded. Questions raised about the proposal were:

1. Should instructors not be able to require "I" removal by some specified time?
2. Are not all grades "letter grades?" Thus, what is meant by receiving a "letter grade" when "I" is removed?
3. How does one interpret "essential minor requirement?"

Senator Zaworski, Engr., moved (80-371-3) to refer the matter back to the Academic Regulations Committee; seconded, passed.

Instructional Media Committee: The report was noted, but no action was taken.

Registration and Scheduling Committee: The report was noted; no action was taken.

Traffic Committee, Ned Burris, Traffic Office, reporting for the Committee: Mr. Burris indicated that the Traffic Committee (John Ringle, Chrm.) was adopting for next year a new system which eliminates the duplicate parking sticker. Each family will be allowed to register all of their vehicles, but will be issued only one "Dangler", a plastic card which can be "dangled" from the rearview mirror. Only registered vehicles with a dangler will be permitted on campus. This system is designed to eliminate parking of more than one vehicle per permit, as now can and does happen under the duplicate permit system.

Burris reported further that Bicycles will be required to be registered next year and that a schedule of fines has been established for violations.

Upon receipt of the Burris report, the Senate proceeded to "let it all dangle out." Burris noted that a lost dangler would require a prorated fee for replacement - a full \$27 if lost during the fall term. One Senator voiced antipathy for the new proposal by asserting loudly, "I find it much easier to lose a "dangler" than to lose a car!!"

In subsequent discussion the Senate divided about evenly between those who wanted to dangle and those who didn't. The "anti-danglers" allowed as how in its efforts to eliminate a minor amount of cheating the Traffic Committee was creating a major nuisance. The "pro-danglers" allowed, contrarily, that the cheating was not minor, although some minors may be doing it, and they welcomed a policy that would eliminate the need to snitch on fellow faculty-cheaters.

The Bicycle riders were hardly any happier with their parking lot. Questions varied from, "Why register bikes at all?" to "How do you classify a Moped?" Just when it looked like Mr. Burris might be the one left dangling, a motion was introduced (80-371-4) and seconded to "Delay the implementation of the Dangler System until its full implications can be ascertained."

Burris attempted to placate the scholars by noting that major parking accomplishments have occurred this year, to wit:

1. The operation of the Pay Lot near the Bookstore that allows a constant flow of traffic.
2. The establishment of a new lot across the street from the new Cultural Conference Ctr.
3. The resurfacing of the lot west of the Administrative Services building.
4. The resurfacing of the student and staff lots at 15th and Jefferson.
5. The creation of a new gravel parking lot between the Motor Pool and the Farrier School (to replace the one being lost by construction of the new Crop Science building).

Activity reached a climax when the Senate, by standing vote, defeated the motion (80-371-4)

by a 29-30 count. One Senator noted that not since he was elected to that Body had debate attained so high an intensity, and suggested

that Mr. Burris be invited to give a report at each Senate meeting.

Thus, the parking situation for the next year was left dangling.

Administrative Appointments Committee, Kathleen Heath, Chrm., reporting: According to provisions of the Senate Bylaws, nominees for appointment to this committee are submitted by the Executive Committee to the Senate for confirmation. All three Faculty - George Beaudreau (Ag. Chem), Al Ferro (Micro.), and Mary Jane Grieve (Home Ec.) - recommended for the three vacancies on this committee were confirmed by Ballot vote.

Faculty Review and Appeals Committee: According to provisions of the Senate Bylaws, the Executive Committee submitted for Senate confirmation the following Faculty for the two vacancies on this Committee: John Dunn (P.E.), and John Keltner (Speech Comm.). Both nominees were confirmed by Ballot vote.

Ad Hoc Committee on Calendar Conversion, W. Bruce Shepard, Chrm., reporting: Chrm. Shepard noted that the full report was contained in the "Reports to the Faculty Senate" (thus, all Senators had received a copy), and that he would be happy to answer any questions. Several questions were asked and answered. President Parks promised that the Executive Committee would study the report to determine what future action might be needed, although, he noted, the Senate could act on its own if it wished. He also commended the Committee for an excellent report.

Ad Hoc Committee on Uniform Holiday Observance, Ed Brazee, Chrm., reporting: The Committee's report was published in full in the "Reports to the Faculty Senate" - the Committee made no recommendations for changes in policy for the present practice based upon the input received from the campus-wide questionnaire to Faculty.

Library Facilities Use (by less than .50 FTE Faculty): A motion by Senator Leibowitz, CLA, was referred to the Library and Faculty Status Committees at the May 1 meeting (Motion 80-369-6, Minutes p. XXI). The two Committees presented similar, but not completely compatible recommendations. The Executive Committee, thus, appointed Executive Committee member Gene Nelson to work with all concerned to work out a compromise. He recommended that Senator Leibowitz be allowed to present a revised motion (80-371-5) which follows:

"A plastic identification card is provided for all academic staff with rank of instructor or above; for Research Assistants and Research Associates; and staff holding Courtesy academic ranks. Cards are valid until the end of the appointment period and renewable (by means of stickers) for additional periods of appointment. ID cards issued to part-time Faculty on quarterly appointments will be clearly identified as such."

The motion was seconded and passed. (For a complete text of the paragraph which this is to replace, see Staff Newsletter Appendix of April 3, 1980, p. XXI, & p. 83 of Faculty Handbook.)

Joint Advisory Council, Exec. Comm. member Dave Griffiths reporting: The Council met on the OS campus on May 22. Topics discussed included

academic salaries for the next biennium, the Academic Calendar (Semester vs. Term), Vice Chancellor for Academic Affairs Search Committee - Progress Report, Faculty Liability, and E Reduction in Lieu of Termination. The purpose of the Council is to exchange information which might be useful to the respective campuses. The Council has no legislative function.

Association of Oregon Faculties, Dave Carlson reporting: The May 10 statewide annual meeting of the AOF was held on the OSU campus and was addressed by Governor Victor Atiyeh. Carlson noted that AOF had met with the Chancellor to establish the ground rules on which a salary package, which tentatively contains the elements of catch up, keep up, and merit, could be worked out in preparing a budget to be submitted to the Governor.

Senate Committee Appointments, Progress Report, Thurston Doler reporting: Doler reported that there are now approximately 26 Senate Committees with a total membership of 181 regular Faculty, 13 other Faculty and Staff as ex-officio members, and about 50 Student members. Current appointments to fill vacancies and appoint chairmen in the regular Faculty category constitute about 88 appointments which are 90% complete.

Faculty Panels for Hearing Committees, Dean Nicodemus reporting: He noted a page that was distributed to the Senate explaining the background on the election of the Panels. The use of these Hearing Panels has been so infrequent that the number of Panels has been reduced to two. Memberships of current Panels A and B are listed on page 11 in Part 2 of Appendix A of the Faculty Handbook. The prospect of re-igning even further the number of Faculty Panels based upon the record of need.

Pending further consideration of these matters, the Executive Committee recommends that the present Panel A be asked to serve an additional year (or through June 30, 1981) and that preparations be initiated to elect a new panel next December. Furthermore, if the Senate next year decides not to reduce the number of current Panels, that current Panel B then also be asked to serve one more year (or through June 30, 1981). 2

The Executive Committee's recommendation was acquiesced to by general consent.

Reduction of FTE in Lieu of Termination in Circumstances of Program Reduction-Financial Exigency.

President Parks noted a letter from Chancellor Lieuallen which stated that the Memorandum from Vice Chancellor Lemman with this subject title has no official standing.

Reports from the Executive Office, President MacVicar reporting: President MacVicar stated that the OSBHE recently denied the University's request for a Master's level degree in Economic Policy that would have been awarded by the Department of Economics in CLA. Among the reasons was the view that the proposal was too "free standing and open ended" in its structure.

The President expressed the view that "half a loaf" had been attained since the Faculty of the Department of Economics and other Economists and Public Policy Analysts at OSU could implement a program using the MAIS (Master of Arts Interdisciplinary Studies) or existing organization of an appropriate department. The success of the program pursued in this way

could open the door in the future to further consideration of the original program, the President believes.

The OSBHE budget for the next biennium was mentioned briefly. The President noted that the budget for the 1981-83 biennium contains a Program Improvement item of five percent above the base budget and the salary budget. The Board, he reported, has taken a much more assertive position in expressing the needs of the institutions than in the previous ten years. He expressed regret that the State was not facing more optimistic economic conditions next year.

The President concluded his remarks by thanking the Faculty for a "fundamentally good year for the University with substantial progress on many fronts." Further, he expressed appreciation to the Senate for the manner in which it has represented the Faculty and had worked in the system during the year.

President Parks concluded the meeting by acknowledging members of the Senate who have served faithfully over the years and who are retiring at the end of this year, so this is to be their final Senate meeting. Thanks were expressed by the Senators through their applause. Specifically recognized were Max Williams and George Carson.

The meeting was adjourned at 5:03 p.m.

Thurston Doler
Recording Secretary

STAFF NEWSLETTER

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 20, # 5 - October 16, 1980

1980 Meeting 372 - 10/9/80

The meeting was called to order at 3:00 pm by President Leo Parks. The Minutes of the May 29, 1980, meeting were approved as published in the Staff Newsletter Appendix of June 5, 1980.

ROLL CALL: Members Present: Anderson, Becker, Bodyfelt, Brookes, Bloomfield, Cameron, Campbell, Carey, Chaplin, Chapman, Chappell, Cross, Dane, Davis, Decker, Doler, Edwards, Farber, Firey, Fischer, Frolander, Gibbs, Goheen, Griffin, Griffiths, Hovland, Johnston, Kennick, Kling, Krahmer, Lais, Leibowitz, Leman, MacDonald, MacVicar, McClintock, McFarland, McGill, McMahon, Morris, Mrazek, Munro, Neshyba, Nicodemus, Orzech, Osborne, Parks, Peck, Peterson, Reed, Richardson, Sandine, Scanlan, Schary, Stamps, Stone, Volk, J. Weber, Wells, Wickman, Wilson, Wyckoff, Yoke, Yonker, and Zaworski. New members of the Senate present were: R. Birdsall, R. Schwartz, R. Reiley, R. Weaver.

Members not Present were Represented as Follows: Barte, Hall; Dickinson, Crabtree; Ferrell, Freed; Goetze, Whitesides; Grady, Maughan; Gravatt, Kerr; Judger, Buffa; Hacker, Agresti; Heath, Flath; Kraft, Eiseman; Masilionis, Hancock; Mosley, Hannoway; Oester, Klein; Tedder, Brodie; and Deinzer, Miller.

Members Absent were: Buckhouse, Coles, Conte, Cook, Froehlich, Huyer, Lee, McPherson, Motamedi, O'Connor, Phelps, and Stang.

Guests of the Senate were: Ed McDowell (Curriculum Council); Sandra Suttie (Curriculum Coordination); Clifford Smith (Vice Pres. for Administration); Karl Drlica (H&PE); Scotta Callister (G-T); Jeff Mengis (ASOSU President).

Men's Intercollegiate Athletics, Jack Davis, Institutional Representative, reporting on recent infractions at five PAC-10 schools, including OSU, and resulting NCAA penalties. Davis indicated that, originally, OSU was tipped off by the FBI because the sending of bogus credits through the mail involved the charge of mail fraud. The case at OSU involved a student who was three hours short of eligibility at the end of a spring term. A local coach registered him for a course at Ottawa University while he went home to register in a Junior college. He flunked the Junior college course, returned to OSU with an altered transcript. His eligibility was "flagged" in the Registrar's Office, but while his eligibility was under investigation, he was allowed to play in the Stanford game, which OSU forfeited when his ineligibility was established. The investigating board heard the case, established that none of the bogus credits had been accepted by OSU, but his ineligibility caused the forfeit. There were two other transfers in 1977 who, with

the help of a local coach, attempted to obtain credit for courses not attended at a California institution. The coach involved in these credit frauds was discharged prior to Fertig's leaving, according to Davis.

Davis reported similar bogus credit episodes at Arizona State, University of Oregon, UCLA, and Southern Cal. All these bogus credit attempts were made at external institutions, except SC. The UCLA and SC infractions were not proven, but the intent to defraud at SC was so strong that penalties were levied. (Exec. Sec. Note: The audio transcript of Davis's report is available in the Faculty Senate Office.)

Davis thinks making freshmen ineligible for Varsity would not solve the problem, but raising the minimum eligible GPA to 2.75 would go a long way toward a solution. He thinks this is unlikely to happen, however. Davis does think there is a good chance that financial aid will be put on a "need" basis, a step that would help OSU's program considerably.

Administrative Appointments Committee, Robert Krahmer, Chairman, reporting: Kramer indicated that a twelve member search committee to identify a new Dean of Science is functioning. A closing date of November for receipt of applications and/or nominations has been established. To date, there have been thirty applications and fifty nominations for the position of Dean of Science.

The positions of Deans of the Graduate School and Research Office will not be filled, since the two have been combined into a new position, Vice President for Research and Graduate Studies to which John Byrne has been appointed. There will be associate deans of these two areas under the administration of the Vice President.

Academic Calendar, *H. Gene Nelson* ~~Richard Scanlan~~, Executive Committee member, reporting: Scanlan noted the report of the Ad Hoc Academic Calendar Committee presented at meeting 371, May 29, 1980, and offered the following motion (80-372-1), which was seconded and passed by voice vote:

Moved, that another Ad Hoc Committee be appointed by the Executive Committee of the Faculty Senate to develop and implement a process of discussion and information exchange, including conferences, seminars, and opinion polls, culminating before the end of the 1980-81 academic year in a Faculty Senate recommendation regarding calendar conversion.

Promotion and Tenure Observer Committee, Glenn Klein, Chairman, reporting: This committee was appointed by the Executive Committee of the Faculty Senate to observe the process through which Promotion and Tenure decisions are reached at the University. Klein's report

described the Committee's procedures, the procedures used by various departments in generating P&T decisions, and 13 recommendations offered by the Observer Committee. The tone of the report was that the process is extremely thorough, the rights of the Faculty are a central concern of the administration, and yet, some alterations are recommended. A full written report will be presented to the Senate at its November meeting.

Curriculum Committee, Ed McDowell, Chairman, reporting: Because of a thirty percent reduction in budget, the Curriculum Committee (now Curriculum Council) is reducing the number of published copies of its various reports. The first edition of the Category I and Category II documents will not be mailed to all Senators, but will be made available through Deans, Department Heads/Chairmen, members of the Curriculum Council, the Graduate Council, with six copies placed in the Faculty Senate Office, and two copies in the Library's Reserve Book Room. The second edition, which will be the Agenda for the November 20 Senate meeting, will be mailed to all Senators, McDowell observed.

Travel Funds Resolution (prepared by the Business School Caucus), Charles Dane, Business Senator, reporting: The following Resolution was moved (80-372-2) and seconded. It was voted upon and defeated by voice vote:

WHEREAS the budget for out-of-state travel regularly has been an early target for reduction in meeting the State's fiscal crises, and

WHEREAS the levels of such travel budgets have been atrociously low even before any reduction, and

WHEREAS faculty travel moneys play a vital role in educational missions being carried out, and

WHEREAS fundamental professional concerns mandate a vigorous response to these actions; now therefore

BE IT RESOLVED by the OSU Faculty Senate: that a public statement be issued citing the facts and deploring the results of budget cuts in faculty out-of-state travel moneys, and

BE IT FURTHER RESOLVED That the IFS and AOF be encouraged to join in this condemnation of such practices."

Dean Nicodemus noted that most departmental budgets do not include travel funds. He also noted that travel usually comes from Services & Supplies budgets and that is what has been cut. The Dean reported a "severe limitation" of travel Quota, amounting to only \$47,000 for the year for Out-of-State travel. Roughly one-half of this has been allocated "for essential administrative travel, not necessarily travel by administrators." That is, travel where the University's programs require travel. This \$47,000 compares to about \$150,000 two years ago for out-of-state travel quota. The OSU Foundation, at the President's request, has made some travel monies available. All travel Quota and monies will be coordinated through the Dean of Faculty's Office, he reported.

Budget Reductions Resolution, Richard Scanlan, Senator from Agriculture, reporting: Senator Scanlan presented a Resolution, "Proposed Faculty Senate Resolution on Budget Reductions," which reviewed various cuts in the budgets of

the several Colleges/Schools, and moved the following motion (80-372-3), which was seconded and passed without dissent:

BE IT RESOLVED that the Faculty Senate of Oregon State University requests restoration of the 1980-81 budget. Moreover, the Faculty Senate urges the adoption of the 1981-83 biennial budget for Oregon State University, including the Agricultural Experiment Station, Extension Service, and Forest Research Laboratory, as recommended by the Board of the State System of Higher Education.

Nominations Committee, Warren Hovland, Chairman, reporting: The following nominations were presented by the Nominations Committee:

For President-Elect:

Robert Becker, Science
Kenneth Patterson, CLA

For Executive Committee:

Michael Chaplin, Agriculture
Charles Dane, Business
Sally Hacker, CLA
Nancy Leman, CLA
Charles Stamps, Education
Hollis Wickman, Science

For IFS Representative:

Thurston Doler, CLA
Margaret Lumpkin, Education

The report will be presented again at the November 6 meeting, at which time nominations from the floor will be invited.

Elections: President Leo Parks noted the recent mailing of a schedule for election of new Senate Officers, Senators, and OSU IFS representative. This Memo was mailed to all on-campus Faculty with rank of Instructor or above (extra copies of the Memo can be obtained at the Faculty Senate Office if not received). The Memo also presented instructions for unassociated Faculty who wished to align with a college/school for the purposes of voting (deadline of October 20 for this).

Senate Committees/Councils Appointments: Appointments to all Faculty Senate Committees & Councils were announced by President Parks. Members of committees/councils have been notified of their appointments and copies of the current Committee/Council Roster are available in the Faculty Senate Office.

Faculty Senate Meeting Schedule: The following Senate meeting schedule was noted: November 6, November 20 (Curricular Proposals meeting), December 4, January 15 (Installation of new Senators and Officers). A New-Senator Orientation/Get-Together is planned for January 13; more information later.

Faculty Forums Scheduled: President-Elect Pat Wells announced a series of Faculty Forums planned for this academic year to deal with topics of particular importance to Faculty. The series theme is "Shaping the Future: Choices and Limits." The first Forum is scheduled for October 16 on "Legislative Issues"; January 29, "Administrative Evaluation"; March 12, "International Involvement"; and May 21, "Faculty Development." The first three Forums have been scheduled to begin at 2:30 p.m. and will be held in the Snell Hall Forum.

Proposed Changes in Standing Rules of: The Graduate Council, the Research Council, and the Curriculum Committee (University): With the advice and consent of the Executive Commit-

ttee of the Faculty Senate, the Committee on Committees presented the following recommendations for amending the Standing Rules of the respective Councils/Committee: (80-372-4) The changes were adopted by voice vote as follows: (New wording is underlined; deleted wording ---)

1. Research Council:

The Research Council establishes policies for matters pertaining to grant, contract, general, and exploratory research activity. It promotes, stimulates and facilitates research activity disseminating information about availability of grant funds and procedures for applying. it assigns priorities for distribution of General Research and Exploratory Research Grants. ~~The Dean of Research is ex-officio chair of the Council which includes nine faculty members appointed by the Executive Committee.~~ The Council consists of nine faculty members appointed by the Executive Committee. The Vice President for Research and Graduate Studies shall be an ex-officio voting member of the Council. The Chairman shall be a faculty member with immediate prior service on the Council and appointed by the Executive Committee.

2. Graduate Council

The Graduate Council has jurisdiction over the policies and procedures of graduate work. The actual formulation of departmental graduate programs and the development and direction of the programs of individual students are responsibilities of the departments; however, no department has authority to waive or supersede the general rules of the Graduate Council. ~~The Dean of the Graduate School is ex-officio chairman of the Council which includes one faculty member from each College or School appointed by the Executive Committee.~~ The Council consists of one graduate faculty member representing each college or school appointed by the Executive Committee. The Chairman shall be a faculty member with immediate prior experience on the Council appointed annually by the Executive Committee. The Vice President for Research and Graduate Studies shall serve as an ex-officio voting member of the Council.

3. Curriculum Committee:

Curriculum Committee Council

All changes in Standing Rules are proposed to become effective Fall 1980.

Faculty Panels for Hearing Committees: At its meeting in May 1980, the Senate voted to extend for one year the membership of the present Panels. The following are lists of the Faculty Hearing Panel members who have agreed to serve an additional year:

Members

Panel A '81

David S. Burch
Norman A. Goetze
Lise S. Hedberg
Paul Krumperman
Dale McFarlane
Larry S. Slotta
David R. Thomas

Alternates

James W. Ayres
Bruce A. Weber
Roy O. Morris
Joe B. Stevens
Harry S. Nakau
Duane P. Johnson
Darrell Maxwell

Panel B '82

Kenneth M. Ahrendt
Douglas Caldwell
Louise Garrison
Richard Johnston
Laverne D. Kulm
Walter Loveland
Mariol R. Peck
Ian J. Tinsley

Eve-Mary Dourdoroff
Cynara Stadsvold
Charles Rosenfeld
Vicki J. Osis
Robert Rackham
Willard Holsberry
Billie Stevens
Paul Katen
Steven Lonsley

(terms end June 30 of year indicated; alternates are listed in the order they would serve, if needed)

Financial Exigency and Potential for Faculty

Dismissals, Executive Committee Member Richard Scanlan, reporting: Senator Scanlan moved (80-372-5): "To establish a special Faculty Senate Committee to propose procedures for Oregon State University to be in compliance with Oregon Administrative Rule 580-21-315 (Termination Not for Cause); seconded, passed by voice vote without dissent. This special committee would make recommendations that would go to the Executive Committee, which would report them to the Senate.

Joint Advisory Council Meeting: President Parks noted that the Council will meet here at OSU on Wednesday, October 15, in the MU Council Room, beginning at 1330.

Interinstitutional Faculty Senate: President Parks announced a meeting of the IFS at Oregon Institute of Technology (OIT) on October 10 and 11.

Faculty Reviews & Appeals Committee Appointees:

Resignations of James Park, '81, and Harry Freund '82, created two vacancies in the FRAC. The Executive Committee appointed, subject to Senate confirmation, Ralph Garren (vice Park) '81, and Michael Mix (vice Freund) '82, Horticulture & General Science respectively. The appointees were confirmed by voice vote for these positions.

Ballot Measure Six: Senator and Executive Committee Member David Griffiths presented the following motion (80-372-6), which was seconded and passed by voice vote. "Resolved, that the Faculty Senate of Oregon State University go on record as opposed to Ballot Measure Six." The following arguments were among those offered by Griffiths in support of the motion:

"This is basically the same measure we voted on and defeated in 1978, except that this time it's even worse. It proposes a rollback of assessed evaluation to 1977 levels (of property taxes), of which 1% would constitute the property tax base, with allowance of, at most, a 2% per annum increase. What does this mean for the people of Oregon under our current system of raising tax revenue (so different here from that of California and many other states that have the 6% limitation rule)? The Attorney General has attempted to answer just this question and has come up with a report totaling more than 100 pages. This fact alone should warn us that this proposal is no damn good. The statement that I was given by Chuck Mendenhall, the Government Relations Director of OSEA, is that if Ballot Measure Six were in effect this year, there would have been a 52% reduction in local services. Figures, specific to the City of Corvallis, which I received from our City Manager independently, confirm this statement."

Griffiths noted, further, that the Measure was also a threat to majority rule, that it would jeopardize the issuance of general obligation bonds for various purposes, that it would reduce local participation in public school budgets by 45% and in the community colleges by 55%.

Reports from the Executive Office, President Robert MacVicar reporting: In assessing the prospects for the next biennium the President expressed the view that economic recovery would

be slow and this did not bode well for education.

He agreed with opposition to Ballot Measure Six, and admonished Faculty to oppose the measure actively.

In reporting on recent registration, he noted that OSU moved toward its target of reducing entering students at the freshman level, with the current Freshman class being down 6% from last year. New student reduction was targeted for 4%, but was reduced by only 2%, he noted. At the end of last week, there were 546 more students here than last year. This increase derives from a higher predicted percentage of returning students. The President observed that the goal is to exceed slightly the 15,500 FTE student ceiling, that going under is much more damaging than going somewhat over.

The President reported that, in spite of budget reductions, only 1.7% of course requests for this year, excluding the School of Business, were unfilled, a number identical to last year. He commended the Faculty for doing a superior job in the face of adversity.

In conclusion, he observed that OSU was underfunded before the budget reductions, and that a \$5,000,000 reduction in a budget of about \$50,000,000 was a very serious budget deficiency.

New Business: The Dangler Revisited: Senator Bill Ferrell introduced the following Resolution and moved (80-372-7) its adoption:

WHEREAS, the need for a "Dangler" to prevent mis-use of parking privileges was discussed at a meeting of the Faculty Senate in the spring of 1980 and there was no concensus in its favor, and

WHEREAS, no data were provided then or since to show that there was a real problem of the mis-use of parking privileges, and, therefore, no demonstrated need for the "Dangler", and

WHEREAS, the introduction of the "Dangler" will certainly cost many faculty some money, our absent mindedness being legendary, and

WHEREAS, The "Dangler" could be a safety hazard to the driver and others because of the distraction while driving if the "Dangler" were not always removed,

THEREFORE, BE IT RESOLVED, That the Faculty Senate go on record as opposing present and future use of the "Dangler" until a clearly demonstrated need for this device is demonstrated."

It was moved (80-372-8), seconded, and passed to table the "Dangler" motion.

ASOSU President Jeff Mengis was introduced to the Senate. Mengis expressed the desire to work closely with the Faculty Senate in areas of mutual interest to Faculty and Students.

It was moved (80-372-9), seconded, and passed to take the "Dangler" motion off the table and have it on the agenda for the November 6 meeting.

The meeting was adjourned at 5:05 p.m.

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. 20, Number 9 - November 13, 1980

1980 Meeting 373 - November 6, 1980

The meeting was called to order at 3:33 by President Leo W. Parks. Minutes of the October 9, 1980 meeting were corrected to note that the Academic Calendar Comm. report was given by Gene Nelson, not Richard Scanlan (page I). The Minutes were approved as corrected.

ROLL CALL: Members Present:

Anderson, Barte, Becker, Bodyfelt, Bloomfield, Cameron, Campbell, Carey, Chapman, Chappell, Coles, Cross, Dane, Davis, Decker, Doler, Farber, Ferrell, Firey, Fullerton, Gibbs, Goheen, Grady, Gravatt, Heath, Hovland, Huyer, Johnston, Kennick, Krahmer, Lais, Lee, Leman, MacVicar, Masilionis, McClintock, McGill, McMahon, Miller, Mrazek, Neshyba, Nicodemus, O'Connor, Oester, Orzech, Peck, MacDonald, Reed, Stamps, Scanlan, Stang, Stone, Tedder, Volk, Wells, Wickman, Wilson, Birdsall, Yoke, Yonker, Zaworski, Schwartz, Weaver, Rosler, Schary, Wyckoff, Mosley, Parks.

Members not Present were Represented as Follows: Dickinson, Ulrich; Fischer, Harper; Goetze, Cook; Griffin, Carpenter; Hacker, Agresti; Morris, Van Dyke; Sandine, Bottomley; Weber, Boldt; McPherson, Hodges.

Members Absent were: Brookes, Buckhouse, Chaplin, Chappell, Conte, Cook, Edwards, Froehlich, Frolander, Griffiths, Gudger, Kling, Lawrence, Leklem, Lee, Munro, Osborne, Peterson, Rickson, Seaders, Sidor, Sjogren, Taylor, Towey, Willis.

Guests of the Senate were: Ed McDowell (Chrm., Curriculum Council), Sandra Suttie (Curriculum Coordinator), Glenn Klein (Promotion & Tenure Observ. Comm. Chrm.), Roger Penn (President's Office), John Ringle (Traffic Comm. Chrm.).

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Apportionment Table for 1981 Senate Elections: Attached to these Minutes is the Apportionment Table presented by Dean Nicodemus and approved by the Senate. There is a net gain of four Senators for 1981.

Nominations Committee, C. Warren Hovland, Chrm. reporting: The following slate of nominees was presented for the Executive Committee, of which three will be elected at the December 4 Senate meeting. Michael Chaplin (Agr.), Sally Hacker (CLA), Nancy Leman (CLA), Charles Stamps (Ed.), Charles Dane (Bus.), Hollis Wickman (Sci). No nominations from the floor were made.

For Faculty Senate President-Elect, the nominees are: Robert Becker (Sci) and Kenneth Patterson (CLA). There were no nominations from the floor.

The Interinstitutional Faculty Senate nominees are Thurston Doler (CLA) and Margaret Lumpkin (Ed). There were no additional nominations from the floor.

The President-Elect and IFS Senator will be elected by campus-wide mail ballot during the week of November 15-20. A motion to accept the Nominations Committee report (80-373-1) was adopted.

Curriculum Council, Chrm. Ed McDowell reporting: McDowell reported that both Category I and Category II proposals have been approved by the Curriculum Council, that they will be mailed to Senators on November 10, and that Category I contains proposals from ten (10) colleges and schools, plus one joint and one extended proposal. Category II contains proposals for 112 new courses, modifications in 138 courses, and fifty courses to be dropped.

Promotion and Tenure Observer Committee, Glenn Klein, Chrm., reporting: Committee members were Agnes Grady (Library) and Bill Firey (Math). Dave Nicodemus, Dean of Faculty, received thanks for his cooperation with the committee. An extended written report from this committee is contained in the "Reports to the Faculty Senate" for 10/9/80, pp. 6-14. This report, from which the following summaries were taken, was adopted by voice vote (80-373-2), upon a motion by Senator Firey:
"INTRODUCTION: The entire committee, with the cooperation of President MacVicar and the Dean of Faculty, observed the entire process of review for promotion and tenure.

The report has three parts: First, the committee has some questions that it still feels need to be answered about the process of promotion and tenure. Secondly, it has some recommendations about the process and continued faculty involvement in that process, and thirdly, it wishes to make some general comments on the procedures and processes.

QUESTIONS:

1. Who determines the zones in which faculty are considered for promotion and tenure, and have faculty been involved in this decision?

2. Is a waiver statement on letters of recommendation requested from outside reviewers, as practiced by some departments, legally binding?

RECOMMENDATIONS:

1. Although some general university guidelines as now exist can be useful and are necessary, it seems undesirable to have one set of fixed procedures that all departments, colleges, or schools must follow and therefore the committee recommends against such guidelines as they relate to promotion and tenure at Oregon State University.

2. Departmental, college, or school procedures and/or guidelines on faculty promotion and tenure should be kept current and be available in the Dean of Faculty's Office for anyone to review. The Dean of Faculty would be responsible for its updating. Faculty should be encouraged to become knowledgeable about this material.

3. Faculty members should be informed as to the nature of the criteria for promotion and tenure needed in the three areas of teaching, research, and public service. It seems desirable that schools, colleges, and/or departments hold meetings to explain these qualifications and procedures as they apply to that individual unit.

4. Faculty members should not be expected or required to initiate their own promotion and tenure process, but they should be involved in the preparation of the dossier material. The immediate supervisor should, in consultation with the faculty member, start the process when it is mutually agreed that it is appropriate. If the immediate supervisor is not willing to begin the process, the faculty member may discuss it with a higher administrative authority such as chairman or dean whichever is appropriate. Faculty members should feel free to review the completed dossier.

5. Faculty should have the right to recommend names of some of the people used as outside referees on promotion and tenure. The choice of whom to contact lies with the immediate supervisor, department chairman, or department committee.

6. Letters solicited from outside the university should be solicited by the department chairman, immediate supervisor or department review committee and not the individual.

7. Under current rules, letters to reviewers outside the university must clearly state whether the candidate has the right to read the letters of recommendation. (This needs clarification in regard to the legality of waiving this right to read letters as listed in the QUESTIONS section.)

8. Analytical peer review (by faculty at the same level) in some detail is essential for effective evaluation and should be required if at all possible.

9. Balloting by departments, schools, and/or colleges by rule must be recorded and made available to the faculty member on request.

10. Letters of recommendation, especially by immediate supervisors, department heads, and/or deans should clearly state a yes or no on their position on the candidate's promotion and/or tenure. It is desirable that all letters have statements in this manner, but it is recognized that control over outside letters is limited.

11. School or college-wide promotion and tenure review committees seems desirable.

12. The academic deans should meet to discuss and review the present procedures used in the various schools, colleges, and departments. More appropriate procedures should result from this sharing.

13. A University-Wide Faculty Observer Committee should become a permanent part of the committee structure of the university. This committee should consist of three senior faculty appointed by the Faculty Senate executive committee. At least one member should be responsible for observing the promotion and tenure process with the President and the deans each year. The committee should never comment

or make recommendations about specific faculty members, but should be responsible to make such recommendations on policies, procedures, etc. as the committee deems appropriate. These would be communicated to the administration through the executive committee of the Faculty Senate. The committee feels that faculty presence would be a positive influence on the process and will help educate more faculty on the merits of the process now being used at OSU. Needless to say, all information from the observations must be confidential.

COMMENTS:

1. There are extreme differences in the quality of the documents reviewed for promotion and tenure.

2. Procedures as outlined by some departments and/or schools are not being followed by these units.

3. There is no quota system for promotion and tenure either within departments, schools, colleges, or the university as a whole. The committee was pleased with the evaluation of each dossier on its individual merits based on the standards as set by the President and the reviewing deans.

4. Certain criteria used in promotion and tenure are not commonly known or understood by the faculty. The availability of guidelines and meetings to explain procedures would help alleviate this problem.

5. Information used to evaluate each faculty member has to be written and in the dossier. No hearsay or verbal information not backed by documentation is permitted. The committee was pleased with the effort by the administration to treat each faculty member fairly and equally in evaluating their dossiers for promotion and tenure.

Chairman Klein noted that three dossiers had reached the President with no favorable recommendation from a lower level. He stated that an individual faculty member has the right to request this kind of review.

The written report concludes with summaries of the procedures which are used by the several colleges, schools, and some departments in generating the written documents for promotion and tenure.

Ad Hoc Faculty Club Committee, Mariol Peck, Chairman, reporting: This eleven person committee was formed last Spring to investigate the matter of having a campus Faculty Club. It took a tentative look at a couple of buildings this summer, but had no way of knowing the extent of Faculty interest. A tentative step to determine interest was taken by distribution of a questionnaire to Faculty Senators in October. This questionnaire produced the following results: Of those who answered, 82% favored some kind of Faculty Club. Eighty-nine percent indicated a willingness to join if a membership fee were \$50, to 26% who would join if the membership fee were \$200. Based on these data, the committee decided that a sufficient interest exists in the matter to continue the investigation. A subsequent report will contain a projected capital outlay and minimum monthly expenses, along with a recommendation with basic facilities needed for a club. If the Senate subsequently approved the step, the next move would be to solicit membership and collect money which would be held in escrow with a later decision to decide about a formal organization to be formed. Further reports will be provided by

this committee at a later time.

Research Council Resolution, Ralph Quatrano, chairman, reporting: Attached is a final copy of the Resolution as amended, which was adopted by the Senate upon the motion of Senator Fullerton (80-373-3). The motion to amend struck from the "Resolution" the words ~~Research Council~~, and substituted Faculty Senate (see Resolution). Senator McGill pointed out that on the matter of budgets, Vice President Smith had recently charged the (Senate) Budget Committee to produce criteria for adjustments to OSU's budgets and for criteria for permanent readjustments to the 1979-80 levels.

Senator Stone objected that this information has not been widely distributed and, thus, could see no other way to vote on the Resolution except to approve it.

The "Dangler" Revived, Senator Ferrell, Business, reporting: Senator Ferrell, speaking for unspecified Senators from the School of Business, introduced at the October Senate meeting a Resolution condemning the further use of the "Dangler" until a clearer need for its use could be demonstrated (80-372-7). Consideration of this Resolution was postponed to the November meeting.

After one month of reflection, Senator Ferrell reaffirmed that no evidence of the Dangler's need had been presented, and that he still favored its elimination until supporting evidence could be produced.

New Angles on the Dangler: Professor John Ringle, Chairman of the Traffic Committee, was recognized to present the case for defense of the Dangler. Mr. Ringle acknowledged that no hard evidence of the Dangler's justification could be produced, but centered his case on the faculty's admonition to produce more parking spaces and upon various indefinite calls of alleged violations of two-sticker families.

The Traffic Committee contemplated an "entrapment" operation, but scrubbed the idea for lack of funds and personnel (private supposition had it that the army of investigators would have been unable to find sufficient parking places while staging the investigation).

Chairman Ringle reported that car-poolers have been happily dangling for a year now, with no serious problems or after effects. He did acknowledge, however, that the Dangler is still on trial with regular Faculty for this year, and that a questionnaire will be distributed later this year to collect information to determine its fate.

In the meantime, regulations governing dangling have been made more flexible by the Traffic Committee. So long as the dangler is visible from the front of the car, be it on sunvisor, windshield, or steering wheel, it will be left unmolested by the security officer. Ringle did, however, acknowledge that dangling and driving are illegal, and that the device should be laid to rest while the vehicle is in motion. The price for replacing lost danglers has been reduced from \$27 to \$12 if lost during fall term, \$8 during winter term, and \$4 for spring term. A one-day dangler may be had for .25 in event the original is forgotten; or the pay lot may be utilized if it is more preferred.

Faculty Stands Up for Dangler: Motion 80-372-7 condemning the Dangler was defeated by standing vote. Thus the Dangler dangles on and that with a standing vote of the Faculty Senate.

Reports from the Executive Committee:

Joint Advisory Council: President Parks reported that the Council met at OSU on October 15. Several topics of intercampus interest were discussed, chief among which was the "new" flexible retirement program at UO. This program is in the hands of the Senate Retirement Committee and will probably be reported to the Senate later this year, Parks asserted.

Ballot Measure Six: President Parks noted the defeat of this Measure and thanked Faculty who worked to this end.

Ad Hoc Committee on Financial Exigency: This special committee consists of Leo Parks, Chairman, and Executive Committee members Kathleen Heath, Pete Fullerton, and Gene Nelson. The purpose of the committee is to devise procedures to be used at OSU in event of Financial Exigency. The committee expects to have a more complete report in December, Parks noted.

Academic Regulation 21, Honor Roll: This report from the Academic Regulations Committee recommends alteration of the following AR 21 provision by adding the underlined word (motion 80-373-6); moved and seconded to adopt.

At the close of each term, the Registrar publishes a list containing the names of all undergraduate students who for the term have completed at least 12 hours with a grade point average of 3.50 or above. The intent of this addition of "undergraduate" is to eliminate graduate students from the Honor Roll. The presumption is that all graduate students are honor students or they cease to be graduate students.

The question of the status of "Post-bacs" was raised: Are they graduate students or not? Dean Kuipers asserted that the Registrar presently denies "honors" to persons receiving a second baccalaureate degree. Dean Nicodemus noted the ambiguity of the status of students who have enrolled after receiving a bachelor's degree, but are not seeking a graduate degree.

It was moved (80-373-7), seconded, and passed, to return the report to the Academic Regulations Committee for clarification of the status of post-bacs.

Faculty Forums: President-Elect Wells reported on the first Faculty Forum, which was held on October 16, on the topic "Legislative Matters." The Forum was very poorly attended, she reported, and wondered if this represented Faculty interest in legislative matters. She admonished Faculty to be aware of and to participate in the next Forum, which will be January 29, with the topic of "Administrative Evaluation." A Forum will be held on March 12 on "International Involvement", and May 21 on "Faculty Development."

Interinstitutional Faculty Senate: The IFS met October 10 & 11 at the Oregon Institute of Technology (K. Falls). IFS & OSU Senator Solon Stone gave the following report: IFS divides into the following committees: Executive, Faculty Affairs, Finance, and Educational Policy. These committees meet the first day, and then report later to the whole IFS. At the October meeting, the agenda included the following:

1. Semester System: The UO has initiated action which could lead to this system and has taken the matter to the OSBHE, which responded with criteria which include, at least,

that a Semester System must include as many days as the present system, cause no inordinate problems of transfer, be no more costly, and have no adverse effects on students.

2. Program Reduction: PSU will soon publish a report on how its Collective Bargaining Agreement handles this matter. Further, the amount of Faculty input in the recent budget reduction was reviewed with the notation that, unlike OSU, most institutions acted administratively and with no faculty input in making these adjustments. Concern was expressed about this lack of Faculty consultation, particularly as the policy relates to possible future budget reductions.

3. Faculty Appointments. The matter of fixed-term and tenure appointments was discussed in light of how they fit into the present situation.

4. The 1981-83 Budget: This was discussed in the context of "Program Reduction."

The IFS requested and obtained from the Chancellor permission to be involved in the selection of the Vice Chancellor. IFS will participate in the interviewing of candidates.

Future Meetings: The January meeting will be at OSU; the April meeting in Salem.

Budget Reduction Resolution: The Resolution adopted by the Senate in October was sent, as directed, to members of the OSBHE, the Governor, the Chancellor, and members of the Legislature, President Parks reported.

Senate Meeting Schedule: Dates for winter and spring term meetings are: Jan. 15, Feb. 5, March 5, April 9, May 7, and June 4, with a tentative meeting set for July 9 if actions of the Legislature or others necessitate it.

Academic Requirements Committee Annual Report: The 1979-80 Report was presented for the Senate's information. No action was required. The text of the report is contained in "Reports to the Faculty Senate" for November 1980, pp. 11, 12.

Faculty Senate Elections Report: Senator Doler reported the projected schedule for the election of the Senate President-Elect and an IFS Senator. He noted that the Faculty Senate Office has provided for circulating Ballots which can be counted by the computer, if the cards are available. Otherwise, the procedure of hand marked and visually counted ballots will be used again. (Exec. Sec. Note: The latter alternative is being used in the election which is in progress as these minutes are being written.)

Reports from the Executive Office:
Proposed Procedures for Faculty Records and Grievance Procedures: Dean Nicodemus noted that the State of Oregon requires its various agencies to follow a formal procedure, consistent with the Administrative Procedures Act, in formulating rules to deal with things such as the Student Conduct Code, Discrimination, Faculty or Student Records, Parking, etc. The Dean noted also that in December of 1975, the Senate passed a provision providing for the Senate President to receive notice of any proposed rules changes or modifications. This was to assure the Faculty would have opportunity for input.

Dean Nicodemus gave the following report regarding proposed rules changes for AR 576-06-000, Grievance Procedures, and AR 576-19-000, Faculty Records:

1. The State of Oregon has required its

agencies to develop and adopt Administrative Rules, in accordance with the Administrative Procedures Act, which include institutional regulations or policies in areas which affect its publics directly. For an agency such as OSU, its Administrative Rules (which are to be designated as Chapter 576 of the Oregon Administrative Rules) should include (according to Mr. Branchfield - the Assistant Attorney General in the Chancellor's Office) items such as Student Conduct Code, rules prohibiting discrimination, student records policies, faculty records policies, grievance procedures, traffic and parking rules, etc.

2. The first of OSU's Administrative Rules - is a "Rule for the Adoption of Rules." The Faculty Senate may recall that a draft rule was distributed to the Senate at its December 4, 1975 meeting prior to a public hearing held on December 9, 1975. The purpose of this Rule is to insure that all interested and affected parties are given the opportunity for reviewing proposed rules and for providing appropriate input. As reported to the Senate at its January 1, 1976 meeting, the presiding officer of the Faculty Senate shall be on the distribution list to receive all notices of proposed rules and of public hearings which may be called.

3. OSU has been and is working on the preparation of several of its policies which need to be reviewed and adopted in the form of new OSU Administrative Rules. The Executive Committee was recently informed by the executive office of steps to finalize Rules regarding the Faculty Records Policy and regarding OSU Grievance Procedures. During the past few years, a few changes in the OSU Faculty Records Policy have been proposed. We have not previously consolidated into a single institutional statement the many grievance procedures (those for classified employees, for faculty, for graduate students or for undergraduate students - on matters relating to a wide variety of employment conditions, academic regulations, other regulations - such as parking, human rights, discrimination, etc.). For both of these proposed Rules, the executive office will consult with and invite input from the Faculty Senate committees or the Faculty Senate itself.

4. At its meeting on November 10, the Exec. Comm. will be asked to consider a response to the executive office (on behalf of the Faculty Senate). This response could appropriately include conditions under which faculty members could have access to their promotion and tenure dossiers; access to candidate dossiers, particularly internal candidates, to search committees. The Senate Executive Committee was encouraged to submit any other appropriate suggestion.

The Executive Office will be asked to forward to the Executive Committee for scrutiny any final draft of the proposed rules change prior to a public hearing.

President MacVicar expressed appreciation to the Faculty for its part in working for the defeat of Ballot Measure Six, thus helping to avoid financial calamity. He noted, further, that "we are not out of the woods yet" because of the depression of the forest products industry.

A recent consultative session between the Governor and the Institutional representatives was discussed. The President expressed the view that Governor Atiyeh is the best informed Governor in recent years on matters of higher education. Fiscal Officers, however, have been directed to present "flat" budgets which allow for no increase from one year to the

next. This practice in an inflated economy, obviously, results in a budgetary decline. The Chancellor voiced his concern to the Governor that his office has overestimated ability of the system of higher education to produce income, a further apprehension for the future.

He noted, finally, that we know what we are confronted with for the next biennium; the same procedures of consultation of the recent past will be followed in seeking solutions for the best long range interest of the University.

The meeting was adjourned at 5:05 p.m.
Thurston Doler
Recording Secretary

On Campus Academic FTE - Rank of Instructor and Above - for Faculty Senate Apportionment for 1981

(Based on July 1, 1980 budget except Contract Research FTE is as of September 24, 1980)

College/School	Instruction	Research*	Extension	Misc** Budgets	Total	No. of Senators	Gain or Loss
Agriculture	47.85	183.37	66.53	18.91	316.66	23	+2
Business	67.17	.43		3.22	70.82	5	
Education	54.15	11.87		8.14	74.16	5	
Engineering	87.81	9.70	.50	6.67	104.68	7	
Forestry	26.94	56.48	7.09	3.91	94.42	7	+1
Health & Phys. Educ.	46.70	1.69		3.22	51.61	4	
Home Economics	38.58	6.60	9.82	3.87	58.87	4	
Liberal Arts	208.97	3.83		8.01	220.81	16	
Oceanography	11.68	33.66		5.68	51.02	4	
Pharmacy	20.12	2.69		3.76	26.57	2	
Science	190.19	53.81	0.75	6.51	251.26	18	+1
Vet. Medicine	10.51	11.66	1.00	4.72	27.89	2	
Library		1.30		32.20	33.50	2	
ROTC	28.00				28.00	2	
TOTALS	838.67	377.09	85.69	108.82	1410.27	101	+4
(1980 totals	825.23	328.68	87.05	108.90	1349.86	97	0)
(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.

X

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RESOLUTION ON RESEARCH BUDGET REDUCTIONS
AT OREGON STATE UNIVERSITY

OSU Research -- #1 in Oregon

Oregon State University is the leading research University in the State, and in the region is second in volume of research only to the University of Washington. Research is recognized as an important partner of instruction, providing new knowledge, equipment, and direct practical education for graduate, and frequently undergraduate, students.

OSU Research -- The Foundation of
Graduate and Undergraduate Programs

Not only is research the foundation for the University's graduate programs, but our faculty are solving both practical and long-term fundamental problems of importance to all Oregonians--in medicine, forestry, engineering, agriculture, oceanography, biochemistry, humanities, behavioral and social sciences, and many other areas.

Research at Oregon State University also enriches undergraduate instruction by keeping our faculty in the forefront of their respective fields of expertise. Faculty recipients of undergraduate awards for outstanding teaching nearly always are among our most active researchers. Furthermore, advanced undergraduates often directly participate in research.

Over \$40 Million for Oregon --
And \$5 Million 'Indirect' Funds

Research at Oregon State University directly adds hundreds of jobs throughout Oregon, and contributes significantly to Oregon's economy. Our faculty has successfully attracted millions of dollars in Federal and private funds to help support these research efforts. The current annual Federal/private research support at OSU is over \$40 million as of August, 1980.

The grants which support our research bring an additional \$5 million for indirect costs. These funds are intended to help support the library, purchase new equipment, maintain buildings, and generally support the institution.

Budget Cuts Impact on OSU Research

Budget cuts imposed during the special session of the Oregon Legislature have required that Oregon State University redistribute available funds (including research indirect costs) and cut many budgets. For example, the Agricultural Experiment Station budget was reduced 15% and the Forest Research Laboratory, 10%.

Services and support which are the foundation of Oregon State University research were especially hard hit. Research Office support funds were cut 25%. The Library cannot purchase new books 1980-81; and significant reductions were made in building and laboratory repair and upkeep.

Future Research Threatened

Such cuts have had a significant impact on the conduct of research. They will certainly decrease our competitiveness for further Federal and private research support. In addition, curtailment of instructional funds have meant that many faculty are required to teach heavier class loads, thereby decreasing the time available for research (including grant application writing).

Loss of Research Office support will mean the elimination of many starter grants and all equipment funds used to begin and test new ideas--especially by younger faculty. Nearly all of our major Federal and privately funded projects today have had their start with the help of these Research Office 'seed' funds.

Resolution

Any continued deficits in Oregon State University's research support budgets jeopardize our faculty's efforts to maintain OSU's position of research and academic excellence. Be it resolved, therefore, that the Oregon State University Faculty Senate strongly supports the reestablishment of base budgets to their full levels for the 1981-83 biennium.

Passed by the OSU Research Council 28 October, 1980.

Forwarded to the OSU Faculty Senate for adoption November 6, 1980, and subsequent distribution to the campus community, the Chancellor, members of the State Board of Higher Education, President of the OSU Alumni Association, members of the Oregon Legislature, and the OSU Department of Information.

Adopted November 6, 1980, by the OSU Faculty Senate and recommended for distribution.

STAFF NEWSLETTER

Appendix

minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

* * * * *

Vol. 20, Number 11 - December 4, 1980

1980 Meeting 374 - November 20, 1980

The Senate meeting was called to order by President Leo Parks at 3:05 p.m. Since this is a Special Senate meeting, minutes of the last regular meeting were not presented for approval.

ROLL CALL: Members Present:

Anderson, Barte, Becker, Brookes, Buckhouse, Cameron, Campbell, Chaplin, Chappell, Doler, Coles, Cross, Davis, Dickinson, Edwards, Fischer, Frolander, Goetze, Grady, Gravatt, Griffin, Hovland, Kling, Lais, Lee, Leman, Masilionis, McClintock, McFarland, McMahan, Morris, Mrazek, Munro, Mosley, Birdsall, Neshyba, Nicodemus, Orzech, MacDonald, Parks, Sandine, Scanlan, Stone, Stamps, Volk, Wells, Wilson, Yonker, Zaworski, Phelps, Schwartz, Krahmer, Schary, Wyckoff, Peck, Kraft, & Maddox.

Members not Present were Represented as Follows:

Chapman, Mattson; Hacker, Agresti; Heath, Koski.

Members Absent were:

Hyfelt, Bloomfield, Carey, Conte, Cook, Lane, Decker, Farber, Ferrell, Firey, Froehlich, Fullerton, Gibbs, Goheen, Griffiths, Gudger, Huyer, Johnston, Kennick, Lawrence, Leklem, Lee, MacVicar, McGill, McGrath, Miller, Morita, Motamedi, Nielsen, Norris, O'Connor, Oester, Osborne, Peterson, Reed, Rickson, Sidor, Stang, Towey, Weber, Wickman, Willis, Yoke.

Guests of the Senate were:

Sandra Suttie (Curriculum Coordination Office); Ed McDowell (Curric. Council Chrm.); Dean Hawthorne (Home Ec); Ruth Gates (CTRA); T. D. Parsons (Science); John Ellis (Health Care Adminis.); Shirley Haselton (Curric. Council); Ken Patterson (Budget & Fiscal Plan. Comm. Chrm.); Richard Clinton (Liberal Arts); Paul Paschke (Business); Jon Guinn (AFROTC).

* * * * *

President Parks recognized Ed McDowell, Chairman of the Curriculum Council, who introduced the Category I Curricular Proposals. On separate motions, the Senate approved the following programs:

CLA: Proposals for the initiation of minor programs in the Departments of Anthropology, English, Political Science, Religious Studies, and Sociology, for use with baccalaureate degree programs throughout the University. Motion 80-374-1, seconded, passed

College of Science: Proposal by the Dept. of General Science to change the name of a Master's degree program from Radiological

Health to Radiation Health. Motion 80-374-2, seconded, passed

School of Agriculture: Proposal for the initiation of a Pre-Veterinary Medicine Option. Motion 80-374-3, seconded, passed

School of Business: Proposal for a change in the degree program title from Administrative Office Management to Administrative Management. Motion 80-374-6, seconded, passed to approve.

Proposal for the initiation of a minor program in Clothing, Textiles, and Related Arts, for use with the baccalaureate degree program in Business Administration. Motion 80-374-5, seconded, passed

School of Education: Proposal by the Science Education program to approve and clarify the status of the baccalaureate degree in Science Education in the School of Education. Motion 80-374-7, seconded, passed

School of Engineering: Proposal by the Dept. of Civil Engineering for the expansion of the Construction Engineering Management curriculum from 192 to 204 hours. Motion 80-374-8, seconded, passed

Proposal to discontinue granting the Bachelor of Science degree in General Engineering. Motion 80-374-9, seconded, passed

School of Forestry: Proposal by the Department of Forest Management for the initiation of a minor in Forest Soils, for use with the baccalaureate degree in Forest Management. Motion 80-374-10, seconded, passed

School of Health & Physical Education: Proposal by the Department of Health for the initiation of a new area of emphasis in Industrial Hygiene. Motion 80-374-11, seconded, passed

School of Home Economics: Proposal by the Department of Clothing, Textiles, and Related Arts to change the name of an area of study from Home Furnishings to Interior Merchandising. Motion 80-374-12, seconded, passed to approve.

Proposal by the Department of Clothing, Textiles & Related Arts to change four programs from options to areas of concentration. Motion 80-374-13, seconded, passed

School of Veterinary Medicine: Proposal to clarify the admission requirements for the Master of Science degree in Veterinary Medicine. Motion 80-374-14, seconded, passed

The Curriculum Council report contained a proposal whose status as a Category I proposal was ambiguous. Uncertainty was expressed about this

classification, with the view that it more closely resembled a Category II proposal, which is not normally presented to the Senate for its approval. The proposal is:

College of Liberal Arts: Proposal to offer off-campus BA/BS in Liberal Studies in Central Oregon in cooperation with Central Oregon Community College.

It was moved and seconded (80-374-16) not to approve the Liberal Arts proposal.

Senator Zaworski objected, on more than one occasion, that the motion made no logical sense, that we should not express disapproval of a program which we have not been asked to approve. President Parks voiced the opinion that the Senate could "do anything it wanted to." He asserted that if the Senate passed the motion, this information would be provided to the originators of the proposal.

It was moved, seconded, and passed to amend motion 80-374-16 (80-374-17) by inserting the provision "until a study of its cost effectiveness, academic quality, and Faculty impact have been conducted."

Considerable discussion centered around these points and, after lengthy discussion, on a standing vote, the motion was defeated by a vote of 38 yes and 39 no.

President Leo Parks commended Chairman McDowell of the Curriculum Council and its members - Margaret Milliken, William Sandine, Rodney Frakes, Shirley Haselton, Doug Stennett, and Matt Amano - for the superior job the Council did in producing its report. He noted that the dispatch with which the Senate handled the Category I recommendations reflected the thorough review of the Council prior to their presentation to the Senate.

The meeting was 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

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Vol. 20, Number 12 - December 11, 1980

1980 Meeting 375 - December 4, 1980

The meeting was called to order by President Leo Parks at 3:35 p.m. in Withycombe 101.

Approval of the minutes of the previous meeting was deferred, since they have not yet been published.

ROLL CALL: Members present:

Anderson, Barte, Becker, Bodyfelt, Brookes, Bloomfield, Cameron, Campbell, Carey, Chaplin, Chapman, Chappell, Birdsall, Dane, Davis, Decker, Dickinson, Doler, Edwards, Farber, Firey, Fischer, Frolander, Fullerton, Gibbs, Goetze, Grady, Griffin, Griffiths, Heath, Hovland, Kraft, Kennick, Krahmer, Lais, Lee, Leman, MacDonald, MacVicar, Masilionis, McClintock, McFarland, McGill, McMahon, Morris, Mrazek, Munro, Neshyba, Nicodemus, Oester, Osborne, Parks, Peck, Peterson, Phelps, Reed, Sandine, Scanlan, Stamps, Stone, Weber, Wells, Wickman, Wilson, Yoke, Yonker, Zaworski, & Schwartz.

Members not Present were Represented as Follows: Hacker, Agresti; Huyer, Smith; Mosley, Cook; Volk, Boersma.

Members Absent were: Buckhouse, Coles, Conte, Cook, Cross, Ferrell, Froehlich, Goetze, Goheen, Gravatt, Gudger, Johnston, Kling, Leibowitz, Motamedi, O'Connor, Orzech, Richardson, Seaders, Stang, Tedder, Wyckoff.

Guests of the Senate were: Frank Adams (Faculty Reviews & Appeals Comm. Chrm.); Dean D. King (CLA).

* * * * *

Faculty Reviews & Appeals Comm., Frank Adams, Chrm., reporting: Procedures to Establish Faculty Panels: (The Board's Administrative Rules define criteria and procedures for the imposition of Sanctions for Cause, including Terminations of Appointment.) (See AR 580-21-320 through 580-21-385; formerly AR 41.325-41.395, from draft by Dean Nicodemus to the Senate dated March 19, 1980. See, further, procedures approved by the Senate on December 3, 1970, and May 4, 1972.)

The FRAC recommended the number of Hearing Panels be reduced from three to two, that they serve four years rather than three, that for the first two years, newly-elected Hearing Panels be designated "B" and then "A" for the second two years, and when a Hearing Committee is constituted, it elect its own Chairman.

Motion 80-375-1 to approve this report was seconded and passed. (Full text of the committee's report can be read in the "Reports to the Faculty Senate," December 4, 1980, page 5.)

Faculty Recognition & Awards Committee: The Annual Report of this committee is contained on page 6 of the "Reports to the Faculty Senate" for December 4, 1980.

Elections to the Faculty Senate Executive Committee: At the regular meeting of the Senate on November 6, the Nominations Committee placed in nomination the names of six Senators for three positions on the Executive Committee beginning January 1981, for two years of service. Following are those nominees with the number of votes received. An asterisk (*) designates those declared elected: *Mike Chaplin (Ag.) 33 votes; Charles Dane (Business), 29 votes; Sally Hacker (CLA), 27 votes; *Nancy Leman (CLA), 35 votes; *Hollis Wickman (Science), 34 votes; Charles Stamps (Educ), 22 votes.

Orientation for Newly-Elected Senators: It was announced that an Orientation/workshop session for Senators elected to first or second terms will be held at Nendel's Inn on Tuesday, January 13, during the afternoon and early evening. Detailed information will be sent to newly-elected Senators as their names are provided to the Faculty Senate Office following College/School elections.

Joint Advisory Council, Executive Committee Member Dick Scanlan reporting: Chancellor Lieuallen met with the Council and responded to a long list of pre-submitted questions, many of which dealt with financial concerns and the consequences of short-funding. Various aspects of administration also constituted several questions. The Council generally agreed that the level of funding for Higher Education has deteriorated during the past decade, and that the prospect for reversal of this trend is dim, Scanlan noted. Senator Scanlan also expressed the view that the Chancellor is fighting aggressively to stem the tide of financial problems in Higher Education.

Research Council Resolution: At its November meeting, the Senate passed a Resolution presented by the Research Council (see Minutes of 11/6/80), which was to be sent to the Chancellor, the OSBHE, the Governor and members of the Legislature, OSU Alumni Association President, and OSU Department of Information. Research Council Chairman Ralph Quatrano drafted a letter which accompanied the Resolution to the designated people. President Parks reported.

OSU Grievance Procedures (576-06-000) and Faculty Records Policy (576-19-000): President Parks noted that a letter has been sent to President MacVicar requesting a revised draft statement of OSU policies relative to Grievance Procedures and Faculty Records Policies be formulated, and that a copy of such revised statement be forwarded to the Executive Committee before

formal notices are distributed and/or public hearings are scheduled for the proposed changes to the Administrative Rules.

He reported, further, that a similar request has been made that a new draft statement regarding Institutional Grievance Procedures also be forwarded to the Executive Committee, Faculty Reviews & Appeals Committee, Faculty Status Committee, and any other appropriate groups for their review prior to scheduling of the public hearing and final and formal adoption of the revised rule.

Ad Hoc Committee on Calendar Conversion: An Ad Hoc Committee has been appointed to "develop and implement a process of discussion and information exchange, including conference, seminars, and opinion polls, culminating before the end of the 1980-81 academic year in a Faculty Senate recommendation regarding calendar conversion." President Parks announced that the members of this Ad Hoc Committee are: Thomas West (Industrial and General Engineering), Chrm.; Dan Brunk (Statistics); Rod Frakes (Crop Science); Patricia Friskoff (Business Administration), Astrid Hancock (P.E.); and Robert McMahon (Forest Economics).

Committee Appointments to Faculty Senate Committees/Councils: President Parks reported that Donald Mattson, Vet. Med., has been appointed to the Graduate Council for a three year term ending 6/30/82.

Faculty Senate President-Elect Election: President Parks noted that Robert Becker (Science) was elected to the position of President-Elect for the term beginning January 1981. Becker and Ken Patterson (CLA) vied for the Presidency in an election conducted during November 15-21. A total of 1377 Faculty members were eligible to cast Ballots. Of that number, 814 (60%) voted in the secret ballot election conducted by mail. Results were that Robert Becker received 489 (60%) of the votes, and Kenneth Patterson received 325 (40%) of the votes cast.

Interinstitutional Faculty Senate Election: President Parks reported that Thurston Doler (CLA) had been elected to the IFS for a three year term beginning January 1981. Doler opposed Margaret Lumpkin (Education). Results of the election showed that of the 1377 Faculty eligible to vote, ballots were cast in the following manner: Doler, 507 (63%) of votes cast, Lumpkin, 292 (37%) of the votes cast.

President Parks extended special thanks to the candidates in both elections for their willingness to participate.

Reports from the Executive Office:

Faculty Sick Leave Policy: Dean Nicodemus reported that Vice Chancellor Lemman and the Board's office are studying the Faculty Sick Leave Policy, which presently lacks firm guidelines for its administration. He noted that the Faculty Economic Welfare Committee, upon his request to name a person to serve on a state-wide committee to address the problems of administering sick leave for Faculty, had appointed Bob Zaworski to represent OSU. Faculty are invited to speak with Zaworski regarding any concerns they may have.

State Imposed Limitations on Employment: Dean Nicodemus noted that the State of Oregon has a

law limiting "state employment" to 1.6% of the State's population. This has not previously been applied to Higher Education, but he noted that application is now being considered. In event the law is applied, the Attorney General has ruled that a 9-month Faculty FTE would equal 75% of an FTE in the employment formula, he noted. An estimation of summer FTE would have to be added.

Curriculum Matters approved November 20 by Senate action. The approved proposals, the Dean reported, will be forwarded by President MacVicar to the OSBHE.

College of Liberal Arts, Off-Campus Program at Central Oregon Community College: Since this proposal stimulated considerable discussion at the November 20 Senate meeting, David King, Dean of the College of Liberal Arts, was invited to discuss the program and, in that discussion, he made the following points: 1) In 1976, through a report of the Oregon Educational Coordinating Commission, support surfaced for a program in higher education in the Central Oregon area. 2) In 1978, a report of the Oregon Educational Coordinating Council supported the need for additional educational opportunity beyond the two-year level at Central Oregon Community College (COCC). 3) COCC initiated the move to have OSU fill the above need. 4) Need: In the summer of 1979, Dr. Anne Keast made a "needs analysis" in the Central Oregon area for adult education, an analysis that led to the conclusion that a reasonable presumption of need existed and that there was a reasonable presumption of success. 5) Subsequently, in consultation with COCC President Boyle, a program was drafted which was submitted to the CLA Council for consideration. The Council subsequently reported favorably. 6) Program Specifics: The program was limited to Psychology and Sociology, with a single course in each area to be offered each of the first two terms of the program. An assessment of need would follow this initial offering. 7) Cost effectiveness: The program as a whole would have to be supported by its enrollment. This is based upon the fact that COCC would supply the facilities for teaching the courses, including library. 8) Advising: This "quality control" aspect of the program would be done by COCC Faculty under the supervision and training of the head advisor of CLA. 9) Faculty: All Faculty will be OSU Faculty who volunteer for participation or adjunct Faculty from COCC. The adjunct faculty would be subject to approval of the department offering the course, and the Dean of CLA. 10) In subsequent response to questions, the Dean stated that he saw no probability that the program would grow and then compete with OSU for students. This opinion was based upon the observation that COCC does not view itself as a potential four year institution, and the fact that the program is geared to "in place" students.

New Business: Priority for Registration: Senator Robert Zaworski, Engineering, offered the following motion (80-375-2):

"In order to make the most of limited resources, beginning with the Fall term, 1981, the order in which the student registration course requests are considered by the computer is no longer to be determined by arbitrary alphabetic sequence, but instead by ranking according to cumulative GPA;" seconded. It was then moved (80-375-3), seconded, and passed to refer the Motion (80-375-2) to the Registration and Scheduling Committee for its

recommendation, to be presented at the Senate meeting of February 5, 1981.

Faculty Recognition and Awards Committee:

Senator Fischer, Agriculture, moved (80-375-4) that the Faculty Recognition and Awards Committee prepare specific criteria for the selection of candidates for the "OSU Distinguished Service Awards," which are to be presented to the Faculty Senate at its February meeting for review and approval, seconded, passed.

Encomium: Senator Hovland, CLA, stated that, as he is retiring from the Senate, he looks back to a time when the Senate was a "very timid and intimidated" organization but, in recent years, it has come a long way in that Faculty have come to take seriously Faculty governance, have rendered impressive services on Senate committees and councils, supported the IFS, developed a "very effective Faculty Welfare system, and taken a "substantive lead in academic programs." These results he attributed to the leadership of the Senate. He "therefore" moved (80-375-5) that: "The Senate go on record as expressing its appreciation to the current officers - President Leo Parks, President-Elect Pat Wells, the Executive Committee, and a special commendation to Dean Nicodemus, who has served through all these years with great distinction, to Thurston Doler, Executive Secretary, the Parliamentarian, Bill Longenecker, Shirley Schroeder, and a special recognition to Curtis Mumford;" seconded, passed by acclamation.

President Leo Parks expressed his gratitude to those Senators who are ending their terms of service for their very generous contribution of time and talent to the service of the Faculty Senate.

Senator McClintock, CLA, noted that a report with Resolution from the Library Committee regarding budget reductions will be included in the agenda for the January meeting.

The meeting was adjourned at 5:05 p.m.

Thurston Doler
Recording Secretary