

Faculty Senate

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1982 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. 22, #14 - January 21, 1982

1982 Meeting 386 - January 14, 1982

The regular meeting of the Faculty Senate was called to order at 3:02 p.m. by President Robert Becker in the Engineering Auditorium of the OSU Foundation Center. The Minutes of the December 3, 1981 meeting were approved as published in the Staff Newsletter Appendix of 12/10/81.

ROLL CALL: Members Present: Adams, Bayne, Beaudreau, B. Becker, R. Becker, Bell, Bennett, Bond, Borg, Brookes, Burlison, Cate, Chambers, Chaplin, Chapman, Chappell, Cook, Copek, Corwin, Cross, Crisman, Dane, Dickinson, Doler, Eckenrode, Evans, Farber, Faulkenberry, Fendall, Finlay, Firey, Flath, Frolander, Gamble, Gardner, Giblin, Goetze, Grady, Griffiths, Hellickson, Hisaw, Isenberg, Jensen, Kennick, King, Kling, Krueger, Laver, Leibowitz, Leman, Leong, Luba, McGill, McMahon, Miller, Miner, Morris, Mosley, Mrazek, Neshyba, Nicodemus, O'Connor, Orzech, Percy, Peck, Pye-Petersen, Peterson, Phillips, Piepmeier, Plant, Poling, Pratt, Reed, Sarasohn, Scanlan, Schary, Shepard, C. Stamps, M. Stamps, Stebbins, Stone, Tiedeman, Vars, Walter, Walsrad, Wickman, William, Zaworski.

Members Not Present were Represented as Follows: Bodyfelt, Wyatt; Phelps, Anderson; Volk, Baham; West, Funk.

Members Absent were: Buffa, Cameron, Christensen, Holmes, Komar, MacDonald, MacVicar, Nelson, Rosler, Wilson, Witt.

Guests of the Senate were: John Campbell; Glenn Klein (IFS); Judy Kuipers (Undergraduate Studies).

* * * * *

President Becker introduced the new President-Elect, Richard Scanlan, and welcomed the newly-elected and returning Senators, as well as new members of the Executive Committee.

The Senate approved appointment of Shirley Schroeder and Thurston Doler as Secretary Pro-Tem for 1982, until such time as a permanent Recording Secretary is identified.

The Senate approved appointment of Kermit Rohde as Parliamentarian of the Senate for 1982.

Ad Hoc Committee on Faculty Involvement in the Budget Reduction Process, Bill Firey (Math), Chairman, reporting: At the December 1981 Senate meeting, Firey introduced a motion (81-385-5) to adopt the report of the Committee. The report reviewed the extent of Faculty involvement in recent budget reduction decisions and presented recommendations for Faculty in-

volvement in future deliberations. At that meeting, a motion was passed to postpone consideration of the report until the January meeting. At the January 14, 1982 meeting, Firey moved adoption of a substitute report (82-386-1). Seconded by Sen. Grady. Firey then presented the Committee's rationale for the substitute motion and the changes contained therein.

Senator Adams (Forestry) moved (82-386-2) to amend the substitute motion by addition of the following statement, comprising second and third paragraphs of a fifth "WHEREAS:"

"The Faculty Senate of Oregon State University hereby approves the following principles and procedures of Faculty involvement which we believe will improve the decision-making process.

By meaningful faculty participation, this Senate understands extensive discussions between administrators and appropriate faculty groups, explicitly not limited to department chairs and heads. Administration at all levels should be solicited prior to initial administrative decisions. We believe that mutually acceptable decisions can be reached by administrators and Faculty operating in concert and with a spirit of cooperation. But where administrative decisions run counter to faculty recommendations, we believe that administrators should offer an explanation of the reasons for their decisions. Faculty participation consists in forming recommendations, not decisions. Decisions which take proper account of faculty recommendations are much more likely to be accepted and supported by the Faculty than those based solely on administrative judgments.

In pursuit of these principles, the following procedures should be observed:"

Since the material presented was common to both motions, the Senate was asked to first vote on whether to substitute Motion 82-386-1 for 81-385-5 (the December 1981 motion). The motion to substitute PASSED.

Senator Adams then moved (82-386-2) to amend the motion by adding the following: A fifth "WHEREAS:"

"WHEREAS, the 1981 Oregon Legislature, in a Budget Note to the State Board of Higher Education, urged meaningful faculty participation in institutional recommendations to the Board for accommodating procedures budget reductions." (See 82-386-2 above also)

The motion was PASSED by a standing vote of 46 yes, 31 no.

Adams then moved (82-386-3) to replace two sentences in paragraph 3, so that the paragraph would read as follows: "A Faculty Senate Committee should prepare recommendations as to the strategy for and general allocation of budget cuts among the various schools and major administrative units of the University. These recommendations should be given to the

President of OSU. The Committee should discuss with the President the rationale for its recommendation and the President, in turn, should indicate why his final decisions depart from the Committee's proposal." (Underlined material added)
The motion was then PASSED by voice vote.

Senator Adams then moved (82-386-4) a further amendment to the substitute motion by adding the following:

"The Faculty Senate Executive Committee should prepare a summary and report of the Faculty involvement in the budget cutting process. After approval by the Senate, this report should be transmitted to the President, the Chancellor, and appropriate committees and officers in the Oregon Legislature."

Senator Frolander (Oc) suggested an editorial change, elimination of the word "cutting" in the first sentence above. The change was agreed to by Senator Adams, and was deleted (see above).

Firey expressed concern about the Senate's communicating directly with Legislators, and moved (82-386-5) to strike out the words "and appropriate committees and officers in the Oregon Legislature." (see above)

In response to a question about the frequency of the proposed report, Adams stated that it should be done only upon completion of the task, not on a regular basis.

Senator Doler (CLA) moved (81-386-6) to vote on the amendment to the amendment and the amendment; seconded. Motion PASSED.

The Amendment to eliminate mandated submission to the Legislature (82-386-5) PASSED by voice vote (noted editorially above).

The Adams amendment (82-386-4) was put to a vote; motion PASSED.

The Firey substitute motion (82-386-1) was then PASSED.

Guidelines for Faculty Layoff, Richard Scanlan, President-Elect, reporting: The proposed Guidelines for Faculty Layoff were presented by Scanlan. He reviewed them with the Senate and moved (82-386-7) adoption of the Guidelines; seconded.

Senator Morris (Sci) moved (82-386-8) to amend the Guidelines by the addition of the words "or sale of state property" following the words "through the use of outside funds" in the second to last paragraph (see entire document in Reports to the Faculty Senate or in the Faculty Senate Office); seconded.

A question was raised as to the timing of this motion because of the political climate. Sen. Goetze then noted that the Senate has gone on record on two previous occasions as unanimously rejecting this manner of reductions; he noted that the Legislature is discussing this very question even while the Senate meets, and that action by the Senate on the matter might lead the media to report that the Faculty has weakened in its objection to furloughs or reduced FTE by adopting Guidelines on how to manage the cuts.

Sen. Goetze (Ag) then moved (82-386-9) to lay the motion on the table (82-386-7); seconded, PASSED by voice vote.

Reports from Faculty Organizations: President Becker introduced the officers of the three reporting Faculty organizations, and indicated the Senate tradition of asking for a yearly report from each Faculty organization on the campus. Reports were as follows:

Association of Oregon Faculties, Robert Zaworski, OSU Chapter President reporting: AOF is effec-

tively representing Faculty concerns for the State System of Higher Education to key members of Legislature--getting Faculty views to the people who, ultimately, determine the rules of the game.

Whatever comes from the special legislative session, the problem will still be there. Until long-range plan is worked out--from the grass roots up, and until a realistic blueprint for the future has been developed, matching expectations to resources for the State System, the System can be expected to continue to deteriorate. AOF has been working to make the need for long-range planning understood.

Whether the economy goes up or down, any improvement in the fortunes of the State System is going to require the efforts of concerned faculty working through faculty organizations.

Zaworski asked "Are we being put on by smart men? Or are they imbeciles who really mean it? Either way, the problem at the moment has degenerated into one of damage control... of limiting the harm being done."

A study (supplied to the Legislature) by AOF's state office lobbyists shows that out of 196 universities and colleges granting 15 or more doctorates, salary only and salary + fringe for OSU were the following for the years listed:

	1980-81	1981-82	1981-82	1982-83
		(no cut, ie +6%)	(1.5% cut, ie +4.5%)	(6.5%cut)
SO	149/196	166/196	173/196	187/196
S+F	94/196	118/196	130/196	158/196

Zaworski asked the Senate to advise their constituents to join AOF and participate, if possible, show concern for Higher Ed in Oregon and for OSU, and suggested they talk with school or dept. reps. or call him for the name of someone from AOF to talk with them.

AOF presently has 430 members at OSU; a major of the state membership. The Faculty Political Action Committee (OFPAC), which is a body separate from AOF, has about \$19,600 to work with. AOF membership does not make one a member of OFPAC. Contributions to OFPAC must be made independently.

Senator Thurston Doler (CLA) made a plea at the January 12 Faculty Forum for contributions to OFPAC to support those candidates for office who support higher education.

American Association of University Professors, OSU Chapter President Nancy Leman reporting: A summary sheet on AAUP was distributed to the Senate, and Leman added that the ERB had announced its intention not to grant AAUP's request to continue the election that OPEU petitioned for last summer and withdrew from in December. Although disappointed, the AAUP leaders were not surprised by this turn of events. When the official ruling from the Board is received, the matter will be considered open or closed, depending upon the decision. AAUP intends to do whatever necessary to continue to bring the matter of collective bargaining to OSU if they find sufficient interest on campus to sustain it. They believe OSU would gain from a thoughtful, judicious collective bargaining agreement, but realize it can only work if there is strong backing by faculty. They also know that, simply put, a petition for collective bargaining is a probe by a faculty group to determine how much responsibility the faculty is willing to take for the destiny of the University. Without collective bargaining, the administration has legal control; a bid for collective bargaining seeks to reserve some of the control for the faculty, Leman said.

Even though administrations usually fight C.B., administrators on some campuses with C.B. admit there are advantages in spreading responsibility to the faculty, Leman reported.

Leman quoted from an article in the Handbook of Collective Bargaining, one of the editors of which was Edward P. Kelley, Jr., now the Vice Chancellor for Personnel in the Oregon State System of Higher Education:

"But although the bargaining process is an adversary process and both sides take, on occasion, partisan glee in outmaneuvering the other, the more profound, but less dramatic, truth is that any agreement reached at the bargaining table must be satisfactory to both parties. That a satisfactory agreement must benefit both parties is frequently forgotten since, superficially at least, the union is perpetually in the position of "asking" while management "gives."

AAUP thinks the faculty should ask, and the administration should give; but if, when C.B. comes to the vote, OSU faculty are against it, the AAUP will still be here. AAUP is actively seeking to increase its membership. If it should become the bargaining agent, AAUP will need increased membership; without C.B., it will also need a strong AAUP chapter to monitor responsibilities, voice needs and wishes of faculty, and to back up the Faculty Senate.

Because of its national scope and stature, AAUP can be a help to OSU in many ways. AAUP dues are reasonable, more than AOF, less than OPEU and OEA.

AAUP has been at OSU continuously since 1927, and is proud of the association and calibre of leadership during that time. One strength of the Association is its continuity--this year three Board members are past AAUP presidents--and one is a past president of the AAUP State Federation. The Board also has on it Faculty Senators, and former senate committee chairmen, as well as a past Senate president, bringing a great deal of experience to the Board and its decisions.

Oregon Public Employees Union (OPEU), Les Strickler, OSU Faculty Chapter Chairman, reporting: Strickler explained the Editorial in the recent Gazette-Times regarding OPEU's reason for withdrawing from collective bargaining. The local did not pull out; the state pulled the local's petition, for several reasons: 1) They were not happy with the 37% sign-up; they think at least 65% is needed to allow for some flexibility and drop out. 2) They believed there was too much competition from AAUP. 3) They did not have the staff needed for doing Faculty collective bargaining. 4) They did not have the funds up front to do all of the organizing, getting staff to do the work, etc. The local did offer rebuttals to the problems cited above, but to no avail.

Strickler stressed that there may be a reincarnation of the organization. Something is desperately needed to turn our circumstances around, and it is hoped that it will be collective bargaining. Strickler doesn't particularly relish collective bargaining, or all the work that must be done to establish it, but feels strongly that something is needed.

Strickler stated that several other faculty are looking for some choices for the OSU Faculty. In asking why not work with AAUP, it is because most people feel faculty need and should have a choice.

The group here is looking at OEA and some other organizations, Strickler stated. OEA dues are relatively small, and if you don't get the results you desire, you can pull out. OEA is also experienced in working with teachers and others in academic areas, which is an advantage. There is currently talk about a coalition of AAUP and OEA. Decisions will be made early, and he indicated we may know within a week or two what will be done. Strickler concluded that, contrary to what the paper or some individuals may say, collective bargaining is very much alive and well at this time.

Everyone involved is going to need some help. He hopes that Faculty will volunteer to pitch in and help to get something going, as it will be a huge undertaking and everyone will be needed to make it a success.

Summer Term Update, Duane Andrews, Summer Term Director, reporting: Andrews distributed a draft report of Summer Term "Assumptions" relating to policies and procedures for 1982. He reported that the \$140,000 state subsidy for summer term had been withdrawn and, therefore, OSU's Summer Term would be self-supporting. Policies for 1982 are expected to be essentially the same as those of 1981. The "Assumptions" were prepared with the help of the previous Director, Frank Ligon, the Summer Term Advisory Committee, and the heads of administrative units. A further meeting will be held on January 21 with Vice Presidents and Deans. Questions raised included those related to faculty prerogatives in event of cancelled classes or reduced teaching load, the basis upon which salary and load are calculated, etc. Andrews noted, for example, that a full teaching load will be nine hours, and that the compensation will be .22% of the nine-month salary.

Among the questions to which Andrews promised more attention later were:

1. For instructors whose pay is adjusted downward, will they have the option of withdrawing completely "without prejudice?"
2. Is the assumption that Summer Term employment includes teaching only?

Andrews noted that the 1982 tuition rates will probably be lower than spring term rates. Further, the Summer Term Office will be moved to the Foundation Center, beginning in about two weeks (about the first of February). It has been on the 6th floor of the Administrative Services Building.

University Enrollment Reduction, Solon Stone, Assistant Dean of Engineering, reporting: Senator Stone presented a Memorandum advocating certain policies for admitting students to OSU in event enrollment reductions are mandated. After some discussion, Senator Miller (Ag), moved that the Memorandum with its suggested motion be referred to the Executive Committee, with instructions to refer it further to the proper Senate committees. The motion was seconded (82-386-10) and PASSED.

In his discussion of the matter, Stone reported the concern of a number of faculty about retaining non-performers at OSU in the face of raising standards to reduce enrollment. He stated that it is nonsense to tell suspended students that they will be automatically readmitted upon the basis of increasing their GPA's somewhere else.

In response to a question from Senator Dane (Bus), Stone stated that Engineering has about 170-180 students on various kinds of suspension, some who are only 11-15 points deficient. Stone thinks suspended students should not be returning when more capable students are being denied entry.

Reports from the Executive Committee

Chronology of Faculty Involvement in Budget Reduction Considerations, President Becker reporting:

President Becker reviewed with the Senate the document which was prepared by President MacVicar, which detailed the chronology of actions taken regarding the budget reduction process. This document has been forwarded to the Chancellor at his request.

New Senator Orientation, Executive Secretary Thurston Doler reporting: Doler indicated that 80-90% of the new senators had participated in the Orientation session. Doler asked for any suggestions or criticisms regarding the session, as we plan to do it again next January.

Faculty Forum on Budget Matters, President-Elect Scanlan reporting: Scanlan distributed some of the materials which were used at the January 12 Faculty Forum and reported on the information provided by the President to the Faculty. There was a better than average turn out for the Forum and a great deal of information was covered.

Chancellor's Search Committee, President Becker reporting: Becker noted that immediate Past President Wells had written to Louis Perry, OSBHE President, asking that Faculty be included in the interviews with the finalists for the position of Chancellor. That request has now been confirmed, but details are to be worked out a little later.

Faculty Senate meetings, President Becker reporting: President Becker reviewed the schedule for Senate meetings from January through June 1982. The meeting dates are: February 4, March 4, April 8, May 6, and June 3. Although all Senators are provided with the Agenda for each meeting (as are others), the time and place of each meeting is published in the Staff Newsletter prior to each meeting to remind those who wish to attend, and alert others who may wish to be present because of some specific item on the agenda.

New Business:

Senator Neshyba (Oc) introduced a Resolution which had the sense of commending President MacVicar for his dedication to the welfare of the University. A motion to lay the Resolution on the table failed, after which the meeting was adjourned.

Shirley Schroeder

Thurston Doler
Secretaries Pro-Tem

STAFF NEWSLETTER

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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February 11, 1982 - Vol. 21, #17

1982 Meeting 387a - February 4, 1982

The regular February meeting of the Faculty Senate was called to order by President Robert Becker at 3:30 pm, in the Snell Hall Forum.

Minutes of the January 14 meeting were published in the Staff Newsletter Appendix, and one editorial change (addition of the word "and" before the last word of the last sentence of motion 386-4) was noted. The Minutes were approved as amended.

ROLL CALL: Members Present: Adams, Bayne, Beaudreau, B. Becker, R. Becker, Bodyfelt, Bond, Borg, Brookes, Burlison, Cate, Cameron, Chambers, Chaplin, Chapman, Christensen, Cook, Corwin, Cross, Crisman, Dane, Dickinson, Doler, Eckenrode, Evans, Fendall, Firey, Flath, Gamble, Gardner, Giblin, Grady, Hellickson, Hisaw, Holmes, Isenberg, Jensen, Johnson, Kennick, Kling, Komar, Krueger, Leibowitz, Leman, Leong, Luba, McGill, McMahon, MacVicar, Miller, Miner, Morris, Mrazek, Neshyba, Nicodemus, O'Connor, Orzech, Peck, Peterson, Phillips, Piepmeier, Plant, Poling, Pratt, Reed, Sarasohn, Scanlan, Schary, Shepard, C. Stamps, Stone, Tiedeman, Vars, Volk, Walter, Walstad, and Zaworski.

Members absent were represented as follows: Bell, Tedder; Bennett, Bobo; Goetze, Hammaway; M. Stamps, Streit.

Members Absent were: Buffa, Chappell, Copek, Farber, Faulkenberry, Finlay, Frolander, Griffiths, King, Laver, MacDonald, Mosley, Nelson, Percy, Pye-Petersen, Phelps, Rosler, Stebbins, West, Wickman, William, Wilson, Witt.

Guests of the Senate were: Walter Bublitz (Chrm., Undergrad. Admissions Comm.); Judy Kuipers (Dean, Undergrad. Studies); Tom Parsons (Acting VP for Administration); and Marshall Jennings.

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President Becker introduced President MacVicar, noting that the Reports from the Executive Office had been changed to the beginning of the Senate's agenda to allow the Senate time to analyze the financial information to be presented. Becker also noted that President MacVicar is scheduled to be the speaker at a joint meeting of AAUP and the new Faculty organization (yet to be named) on the current and future financial situation.

FINANCIAL-BUDGET REPORT--by President MacVicar (The following is an almost verbatim report given by the President, and is reported in this manner to keep the various parts in the perspective in which they were discussed.)

President MacVicar:

In the absence of Legislative action, our status is unclear; obviously, the State is obligated to operate with a balanced budget and, in absence of revenue increases, the only option is further reductions.

MacVicar described the current status as it came out of the two legislative houses. It starts with the Governor's Revised Budget (which was submitted to the Legislature in December 1980; revisions and modifications were made in mid-session, early spring 1981). The Budget, for the year in which OSU is currently operating is \$1.2 million short. Some of the reductions were purposely deferred by the Legislature until the second year of the biennium, since time is required to effect reductions and economies.

In the second year, there was a reduction of \$1.6 million, or roughly \$400,000 additional reductions which had to be made (in the OSU budget). Then, in order to be responsive to legislative directive, the Chancellor announced at the conclusion of the Legislative session a requirement that there be, in addition to that (the 1.6 million a reduction of approximately \$2.4 million, which was intended to do two things: 1) to cover the \$400,000 additional cut, and 2) to provide to the Board a pool of funds which could be re-cycled and reassigned to strengthen programs, enhance quality, to basically improve the System in the absence of additional resources.

As the state-wide deficit became obvious - \$247,000,000 - that hope suddenly disappeared and those resources, along with others, were committed to covering the first 5% package which the Governor had required be submitted, along with three other 5% packages (totaling 20% proposed reductions).

WHERE WE ARE NOW...

We have had a reduction of \$1.2 million, plus \$400,000 additional (now talking in annual terms, not biennial). So, in the second year we are minus \$1.6 million, plus roughly (because all of that \$2.4 million was to be achieved by reductions in a single year; the second year of the biennium), approximately \$2,000,000 more. All together, you can add those up and see what the reductions have been (i.e., \$3.6 millions). In addition to that, as the Legislature has made its decisions, it has made a number of recommendations--or directives--depending upon how you want to read them, to the OSBHE. One of which is that only in unusual circumstances and for short periods of time for transitional purposes, and with the consultation and advice and consent of the Faculty is the device of a furlough, or layoff, to be employed. Imbedded in that first 5% package was a sum of money that was to be generated during the current academic year by that device. If that is not available to us then it, obviously, becomes a further reduction in the coming year, and the total for that--largely consisting of that layoff, termination

exclusion, amounted to \$3,567,734 (or the \$3.56 million dollars that has been used in the various reportings).

Now, the Chancellor, in arriving at the deductions by institution, has provided the institutions with his assessment of how they (the deductions) should be eliminated from the prospective budgets and, for OSU, that amounts to \$591,000. So, in addition to the amounts give before, you have another \$591,000. Offsetting that, through a rather complex budget and accounting mechanism, is a sum of \$310,375. President MacVicar then explained the pay plan underfunding program--the pay plan simply costs more than the Legislature funded for it, and the choices are either not to honor the pay plan, or find additional resources to cover the shortfall. This institution had recognized this shortfall from the beginning of the budgeting process and was and is prepared to pay this from resources in the current fiscal year. However, in the budget plan which had been worked out, it was expected that all would be paid--the sum for both years--in the second year. (Of course, if paid this year, it would not need to be paid next year.) So, early in February, the Executives and the Chancellor's Office agreed that if arrangements could be made to do so (and this would require modifications in other areas) we would, in fact, pay this year the expenses which will be incurred this year from the fringe benefits program for faculty and staff. Then, deduct \$310,000 from the \$591,000, you will see we are down to approx. \$280,000 additional reduction. This is a very modest amount, but we must not forget what preceded it--the figures you have just been given.

President MacVicar then wished to deal with another matter- the Budget Notes from the Legislature, which accompanied the Appropriations Bill.

A very long, detailed statement about legislative intent, which places upon this institution the additional burden of finding roughly \$2.2 million of additional reductions, in addition to all those just recited, in order to permit the Board and the Legislature (or the Emergency Board, whoever must carry out the charge) to examine the "trading off" between programs that would be eliminated or reduced, or students that would be excluded from attending the State System, and the \$49 Surcharge, which was levied by the Board in December, and became effective this (Winter) term. Because that size of additional reductions, in the face of all the others we have had previously, would mean the elimination of major programs which are very important (in the President's opinion) to the life of this institution.

If students could not continue to pay the \$49 Surcharge, although we would not want to do it, we would have to make further cuts. The President believes that the Legislature would not want to roll back the Surcharge in order to maintain existence.

OSU is now expected to have to the Chancellor, by February 21, a plan for program reductions, which must be used as evidence for the Surcharge. If last fall's reductions were done in haste; this will be even more hasty, with only three weeks until the deadline, MacVicar added.

We do have a responsibility to the Faculty to: 1) follow the Guidelines which you (the Senate) have announced as appropriate for such procedures which were adopted by this Body last February, and accepted by the Administration, and were the underlying basis for the actions taken during August, September, and October of last year (81). The President stated, further, that "he sees no reason to doubt the wisdom of those basic princi-

ples, and thinks they should be used again in any further reductions."

"You have an emergency system and I think with this kind of time frame to work in, it would justify calling it an emergency so, I am asking you, Mr. Becker, to take the appropriate action and say an emergency exists, and the Emergency Group be activated. At such time as we know where we are, we will meet with that Committee and tell them what the facts are, how much reductions are, and discuss procedures." "We will, I believe, follow the same patterns and practices of trying to put the decision as close to the action as possible," he noted.

He stated, further, that "the Deans know more about the respective schools than the President's Office; I believe the departments know more about their internal operations than the central facility can possibly know; we try to provide data and information about workload and costs, which are two important ingredients. What we cannot provide, and is terribly important, is quality. How do you judge that, who is in an informed position to judge quality? That is more difficult. There is more detail because the Chancellor has asked us to submit a rather elaborate supporting documentation on any program that we propose to eliminate or reduce, and has also asked that we submit documentation on approximately 10 programs which the Chancellor's Office has identified for our examination, if we decide that we do not wish to eliminate or reduce them. The workload to achieve this in a hurry is coming at a very busy time in the term, and not in an ideal manner at all."

The \$310,375 will have to be paid because we have had the benefits for the last six months, he noted. We will be obligated to the difference between the \$310,000 and the \$591,000. MacVicar also thinks the whole issue of the \$49 Surcharge could very well disappear if there were further budget reductions, and hopes that that would be the case.

In response to a question re confidentiality of the ten (10) programs marked for review by the Chancellor's Office, President MacVicar responded that "there is nothing in print other than student records and faculty records which is confidential." MacVicar also noted that these 10 programs tend to be in areas in which there is extensive duplication within the System.

Sen. Scanlan raised a question about the Feb. 21 deadline for these materials to be to the Chancellor. The President answered that this is to be the preliminary report; and that 10 days later we are supposed to have the final report. Presumably, the Chancellor wants an opportunity to react to our preliminary proposals and, if he doesn't like them, he will recommend changes. Scanlan then asked what the dollar amount was, as of now, that is tagged with those reductions. The President responded that it is \$2,874,963, which includes roughly 25% additional beyond the numbers stated that was to give the Board the option to make changes, to shift resources, essentially, from one institution to another. Scanlan then noted that he presumed that was from the Education and General Services budget, and did he (the President) have figures on the Experiment Station and Extension budgets. President MacVicar noted that he did not have the figures with him, and that reductions in those three budgets (Forest Research Laboratory, Extension, Ag. Exp. Station) are the approved budget of last August. He then recalled, for the FRL, no reduction. For the Extension Service, approximately \$300,000 and some odd

dollars; for the Ag. Experiment Station, \$200,000 plus some odd dollars.

In response to a question re whether ASOSU has taken a stand on the \$49 Surcharge vs. the \$2 million in programs cuts, MacVicar responded "not that was aware of." ASOSU State Affairs Director send a Memo to the Board having to do with the proposal that was imbedded in the \$2.4 million dollar reduction package, which was really an income offset, by charging students for PE courses, but MacVicar doesn't think that was an official action of the ASOSU Senate as a whole. That is the only action by any ASOSU representative regarding any of the tuition or fee charges that are contemplated for next year.

A question was asked as to whether Pres. MacVicar was aware of any efforts being made to develop a long-range plan to bring the System aims in line with what appears to be the probable system resources, other than what is going on now with the short term basis of just trying to survive? MacVicar stated that, in his opinion, long-range planning was going to be the first order of business for the new Chancellor. He also announced that the candidates for the Chancellor position would be in Oregon over the next two weeks, and that he thinks by the end of February, all candidates will have been interviewed and the Board will be in a position to choose the individual they think best qualified. He believes that the new Chancellor's first order of business will be to develop a long-range plan, which provides opportunities for expansion when it is called for, and an overall System plan for reductions when resources fall short of need. MacVicar also asserted that in another part of the Budget Note-- which is really a directive of the Legislature-- that this (long-range plan) be undertaken in preparation for the 1983-85 budget.

Deferring to a second and third request for the list of names of programs identified by the Chancellor for review, MacVicar acquiesced, with the statement that although not confidential, he did not feel it particularly wise to publicize this list, since it is a list for review, not action at this time. The ten programs he noted are:

- 1) BA/BS in Technical Journalism.
- 2) MS/EDM/EDD/PhD in College Student Services Administration.
- 3) MS/PhD in Counseling/Guidance & Counseling, including the joint program with WOSC.
- 4) BA/BS in Health.
- 5) BA/BS in P.E.
- 6) Basic & Standard Endorsement in Health, Language Arts, P.E., Social Studies, and Basic Endorsement in Music and Speech Correction.
- 7) EDD/PhD in General Education
- 8) MA of Business Administration
- 9) MS in Management Science
- 10) Enrollment reduction in undergraduate enrollment in Bus. Administration.

MacVicar was reluctant to read the list since, obviously, the programs would not be necessary for review if talking about a reduction of only \$280,000.

The above are programs which are duplicated elsewhere, in the opinion of the staff of the Board, or are viewed by the Chancellor's staff as appropriate for examination for elimination or reduction. The Chancellor's Office is not saying we have to do that, simply saying have a look at them.

In response to a question, MacVicar confirmed that each institution has such a list.

Following discussion re the composition of the Financial Emergency Group to be established, President Becker responded that it was the intent of the Executive Committee to follow the document entitled "Institutional Procedures Providing for Faculty Input During Financial Emergency and/or Program or Departmental Reduction or Elimination" (Sec. Note: Document presented to Faculty Senate and adopted 2/81), which provides for a Committee constituting the Faculty Senate President and President-Elect; the Chairman and one additional member of the three Senate Committees--Faculty Status, Faculty Economic Welfare, and Budgets & Fiscal Planning, with the FEG Chairman designated as the current Chrm. of the B&FPC.

Undergraduate Admissions Committee, Walter Bublitz, Chrm., reporting: Bublitz reported the Committee's response to Senator Stone (Engr), who requested a raise in the GPA of foreign students admitted to OSU. Bublitz moved (81-387-1) adoption of the Committee's recommendation, which was that all foreign students transferring from American post-secondary institutions have an earned 3.00 accumulative GPA in all courses normally recognized by OSU as part of a degree program. The motion was seconded.

A question was raised as to whether this move would be construed as a discriminatory policy because it depends upon the place of birth. It was pointed out that the current admission policy for foreign students is not the same as the one for both in- and out-of-state students.

Sen. Firey (Sci) asked "what is a foreign student?" Bublitz replied "a non-citizen of the United States; usually a graduate of a foreign school."

In response to a question about the current general requirements for any student transferring to OSU, Bublitz responded that it is a 2.50, with at least 15 hours of established credit. All foreign students are considered non-resident.

The proposal is to start Fall 1982 requiring 3.00 for regular foreign transfer students. Noting that the UAC recommendations derive from a problem within the School of Engineering, several Senators asked questions relating to whether the School had any other criteria it would be able to apply in selecting students for its school. The apparent response was negative.

Sen. Adams (For) asked about the relationship between this report and the report presented (by Sen. Stone) at the last Senate meeting regarding proposed University Enrollment Reductions. Stone answered that Engineering is not the only school affected, but that it does not like to see the cost of failure to the students. The number of failures is especially high, and the cost is tremendous. In addition, the cost in time and money to the Schools involved is very high at a time when we are trying to find sound ways to reduce them, Stone added. Bublitz clarified the Committee's position that some modification of the rule is in order.

After further discussion, the Committee was asked to address the matter of possible discrimination on the basis of national origin, inherent in the report.

After additional discussion, Senator Doler, CLA, moved (82-387-2) that the report be referred back to the Committee, taking into consideration the things they have heard here, and report back to the Senate no later than the April 1982 meeting; seconded, passed.

Ad Hoc Committee on Traffic Committee Operation and Traffic Safety, Pete Fullerton, Chairman, reporting: The Committee's Final Report was distributed to Senators as they entered the meeting; Chrm. Fullerton referred to the background involved in reaching the recommendations; then introduced the student representative, Natalie Gordon, who reviewed the Committee's recommendations.

Chrm. Fullerton noted that the Committee found: 1) We do have a traffic safety problem, with 3-4 accidents per week, and that 2) part of the problem is "wild bicycle drivers." Also, pedestrians who don't look where they are going, and cars that turn in front of bikes accerbate the problem. The Committee's recommendations revolve around three "E's:" Education, Engineering, and Enforcement. One of the recommendations is that a new Committee be formed to develop traffic flow patterns, work with Campus Security, etc. Some more immediate actions will include an ASOSU education program to educate students and others regarding traffic flow responsibilities and how to manuever safely on campus. Long-range plans should be taken up through the proposed committee. Because of the change of students from year to year, education on a short term basis will not work, they believe.

Sen. McGill (Ag) moved (82-387-3) adoption of Recommendation A (p. 5 of the report), that: "A New Committee under the jurisdiction of the Vice President of Administration be appointed; that this Committee be charged with producing an overall Campus Safety Plan; that it make immediate recommendations to the Vice President of actions that should be taken to reduce traffic injury accidents on campus; that following the Buttke report in June, a Long-Range Plan be recommended to develop details of an effective Campus Traffic Safety Plan." Motion 82-387-3 was seconded and passed.

Faculty Status Committee, Bob McMahon, Immediate Past Chairman, reporting: McMahon presented the Committee's report on "Waiver of Right of Access to Evaluative Letters for Promotion and Tenure." and moved adoption of the recommendation (82-387-4) on page 7 of the Reports to the Faculty Senate; seconded.

Sen. Dickinson, Home Ec., moved (82-387-5) to postpone consideration until the next meeting to give Faculty more time to study the matter; seconded. After discussion, the motion passed.

A motion to adjourn was moved and seconded. Sen. Doler (CLA) moved that we adjourn to 3:30 pm on February 11 to continue with the business of the Senate; seconded, carried, following a hand count of 29-24.

The motion to adjourn was adopted.

Meeting was adjourned at 5:05 p.m.

Shirley Schroeder
Thurston Doler

Recording Secretaries

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 21 , # 18 - 2/18/82

1982 Meeting 387b - February 11, 1982

The adjourned meeting of the Faculty Senate was called to order by President Robert Becker in the Snell Hall Forum at 3:30 p.m.

ROLL CALL: Members Present:

E. Becker, Bennett, Brookes, Burleson, Cate, Chaplin, Chappell, Christensen, Cook, Copek, Corwin, Cross, Crisman, Dane, Dickinson, Doler, Eckenrode, Faulkenberry, Fendall, Finlay, Flath, Frolander, Gamble, Gardner, Gibling, Grady, Hisaw, Holmes, Kennick, Kling, Krueger, Leibowitz, Leman, Martin, McGill, McMahon, MacDonald, MacVicar, Miner, Morris, Mrazek, Neshyba, Nicodemus, Peck, Pye-Petersen, Plant, Poling, Pratt, Scanlan, Schary, Shepard, Stebbins, Stone, Tiedeman, Vars, Volk, Walter, Wickman, Zaworski.

Members not Present were Represented as Follows:

Farber, Lyford; Sarasohn, Wax; C. Stamps, Haverson; Stamps, Malatesha; Johnson, Schaup.

Members Absent were:

Adams, Bayne, Beaudreau, B. Becker, Bell, Bodyfelt, Bond, Borg, Buffa, Cameron, Chambers, Chapman, Evans, Firey, Goetze, Griffiths, Hellickson, Isenberg, Jensen, King, Komar, Laver, Leong, Luba, Miller, Mosley, Nelson, O'Connor, Orzech, Percy, Peterson, Phelps, Phillips, Piepmeier, Reed, Rosler, Walstad, West, William, Wilson, Witt.

* * * * *

President Becker noted that a revised Chart of Senate membership is attached to the 2/4/82 Agenda.

Interinstitutional Faculty Senate, Thurston Doler, IFS Chairman, reporting: Chrm. Doler reported that the IFS had its quarterly meeting in January, and had passed several Resolutions. The first three Resolutions, quoted below, were sent to all members of the Oregon Legislature and to the Governor. The fourth was sent to Chancellor Lieualien. About a dozen legislators responded, as did the Governor. The Chancellor had not responded at the time of this meeting.

Resolution #1:

"The IFS continues its strong commitment to improved Faculty Salaries as a prime means of providing high quality Higher Education in Oregon, and expresses to the Legislature strong opposition to salary reductions as a means of alleviating the State's General Fund shortfall in the Higher Education Budget."

Resolution #2:

"The IFS urges the Legislature to preserve state services in Higher Education and Human Resources by raising new revenues and/or reducing state aid to local governments

in meeting the General Fund shortfall."

Resolution #3:

"Since newly-instituted tuition increases constitute a negative means of reducing access to Oregon Higher Education, put access to education on the ability to pay rather than on the ability to learn, and coincide with declining financial aids (i.e., loans, grants, work study, and other employment), thereby being particularly detrimental, the Interinstitutional Faculty Senate expresses strongly its concern to the Legislature regarding the use of tuition money to replace State General Fund dollars in the Higher Education budget, and protests the percentage increases in the resident student's share of the cost of Higher Education beyond the standard established by the Board of the Oregon State System of Higher Education."

Resolution #4:

"The IFS urges the Chancellor and the Oregon State System of Higher Education Board to take a leadership role in developing early retirement programs and incentives for faculty members and to propose the required changes in state legislation to include health and dental benefits."

Intercollegiate Athletics: President Becker gave a brief report of a recent meeting with the Board of Intercollegiate Athletics.

Alumni Association Meeting: President Becker reported on his participation in a recent meeting of the OSU Alumni Association. ASOSU President Jeff Strickler, and President MacVicar were also in attendance. Chief among the topics discussed was the budget crisis. Becker reported that he was greatly impressed with the quality of the meeting and expressed the view that the Alumni Association was strongly behind OSU.

Promotion and Tenure Committee: President-Elect Scanlan reporting: Scanlan noted that an Ad Hoc Committee of the Executive Committee and the Committee on Committees were working on drafts for Standing Rules for the Promotion and Tenure Committee. He expects that the final recommendation will be presented at the regular Senate meeting in March.

Committee Appointments: President Becker noted recent appointments to Senate Committees:
Special Services Committee: Robert Wess, English (vice Kraft) '83.
Faculty Status Committee: Lois Pye-Petersen (vice McMahon) '82.

Document on Terminations: President Becker noted that a document proposing procedures for Terminations Not for Cause was in the Faculty Status Committee, and expressed the view that it would be reported to the Senate at its March meeting.

Financial Emergency Group: President Becker

announced that, in response to President MacVicar's request, a Financial Emergency Group, as authorized by the Senate in its February 1981 meeting, was being formed. As provided in the Senate document, the members of that Group are: President (Bob Becker) and President-Elect of the Senate (Dick Scanlan), Chairman and one member of each of the following Senate Committees: Budgets & Fiscal Planning (John Block and Fred Fox); Faculty Status Committee (Solon Stone and Lois Pye-Petersen); Faculty Economic Welfare Committee (Charles Vars and Leo Parks). The Chrm. of the Budgets & Fiscal Planning Committee is designated Chrm. of this Financial Emergency Group (John Block). This Group will meet with representatives of the Administration to study the recommendations made by the Chancellor to reduce programs to save money, and to provide information requested by the Chancellor.

or elimination. (This list was later read). He noted that reductions as proposed would have wide-ranging reverberations in Science and Liberal Arts. He expressed the further view that there is a growing awareness of the importance of Higher Education in the economic picture of the State.

The meeting was adjourned at 4:30 p.m.

Thurston Doler,
Shirley Schroeder
Recording Secretaries

Waiver of Right of Access to Evaluative Letters for Promotion and Tenure: This topic was brought to the floor for a period of information discussion during which time views were expressed for and against the proposal as it appears in the Agenda. (The matter was referred by the Senate in its meeting of Feb 4 to the meeting of Mar. 4.) Some questions raised during this discussion were:

- 1) Should any person be allowed to waive any right?
- 2) Does a person now have the right of Waiver, although it is not a part of the present policy?
- 3) If the Senate rejects the right of waiver, does that mean that a person could not waive this right even if he/she wished?
- 4) If a letter of waiver is placed in a dossier, do the letters of recommendation carry more weight?
- 5) Question "4" was put to President MacVicar. He answered that he did not know when these letters were obtained under waivers.

The President then expressed the view that confidentiality will elicit the best letters, but since Faculty have opted for open files, the administration works with that policy.

New Business:

Senator Mark Christensen, Pharmacy, introduced the following motion (82-387b-6); seconded and passed.

"Moved: That the Memorandum of February 2, 1982, 'proposed modification of Administrative Rules pertaining to returns from Patents and Copyrights,' which recommends an amendment to the Administrative Rules to alter the present formula for distributing income from Patents and Copyrights to inventors and authors and to the OSSHE, be referred to the Faculty Status Committee for its study and recommendation, and that other State institutions (of Higher Education) be informed of the contents of the Memorandum." (Note: The proposed revision would reduce the percentage going to the author or inventor.)

Reports from the Executive Office: President MacVicar reported that the financial crisis was coming to a head faster than previously expected. The deficits exceed previous estimations, thus, there will be some additional reductions in Higher Education. He believes that the burden will be shared more evenly across state agencies than originally feared, but Higher Education will not escape further reductions. He noted that the Chancellor had directed attention to ten programs which should be reviewed for possible reduction

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 21, #21 - March 11, 1982

1982 Meeting 388 - March 4, 1982

The regular March meeting of the Faculty Senate was called to order by President Robert Becker at 3:00 p.m. in the Snell Forum. Approval of the February 4 and 11 Minutes was deferred until the April meeting.

ROLL CALL: Members Present: Adams, Bayne, Beaudreau, B. Becker, R. Becker, Bennett, Bond, Borg, Brookes, Buffa, Burleson, Cate, Cameron, Chambers, Chaplin, Chappell, Christensen, Cook, Copek, Corwin, Cross, Crisman, Dane, Dickinson, Doler, Eckenrode, Faulkenberry, Fendall, Firey, Flath, Frolander, Gamble, Gardner, Giblin, Goetze, Grady, Griffiths, Hellickson, Hisaw, Holmes, Jensen, Johnson, Kennick, King, Kling, Komar, Krueger, Laver, Leibowitz, Leman, Leong, Luba, Martin, McGill, McMahon, MacVicar, Miller, Morris, Mosley, Mrazek, Nelson, Neshyba, Nicodemus, Orzech, Pearcy, Peck, Pye-Petersen, Phillips, Plant, Poling, Reed, Sarasohn, Scanlan, Schary, Shepard, C. Stamps, Stebbins, Stone, Tiedeman, Vars, Volk, Walter, West, Wickman, William, Zaworski. 86

Members not Present were Represented as Follows:

Bodyfelt, Wyatt; Evans, Lumpkin; Finlay, Starnes, O'Connor, Miles, Piepmeier, Evans; M. Stamps, Streit; and Witt, Dost. 7

Members Absent were: Bell, Chapman, Farber, Isenberg, MacDonald, Miner, Peterson, Phelps, Pratt, Rosler, Walstad, Wilson.

Guests of the Senate were: John Block (Chrm. Financial Emergency Group); John Campbell (Indus. & Gen. Engr); Betty Hawthorne (Dean, Home Economics); Cathy Carter (ASOSU); Johnson (ASOSU).

* * * * *

President Becker noted that the order of the Agenda was being changed to have the report of the Financial Emergency Group first.

Financial Emergency Group, John Block, Chrm., reporting: The Group's composition was based on members identified by the Senate's adoption of the document entitled "Institutional Procedures for Faculty Input during Financial Exigency and/or Program or Departmental Reduction or Elimination" (see Minutes of 2/5/81, page XXV, motion 81-377-1; and Minutes of 6/4/81, page XLIII, for Exec. Office approval).

Committee members are: From the Budgets & Fiscal Planning Committee, Leo Parks and John Block; from the Faculty Status Committee, Polon Stone and Lois Pye-Petersen; from the Faculty Economic Welfare Committee, Charles Vars and Fred Fox, plus the Faculty Senate President, Robert Becker, and the Senate

President-Elect, Dick Scanlan. In addition to the Committee members, Vice President Tom Parsons and Stef Bloomfield have served as resource people, and President MacVicar also participated frequently in the deliberations.

Block noted that the Group had used as criteria in its examination of programs, "budget item by budget item," those adopted by the Senate last Spring in the Budgets & Fiscal Planning Committee recommendations (i.e., the "T. D. Thomas Report"), and criteria suggested by the Chancellor. He acknowledged the interrelatedness of programs and the difficult matter of determining ultimate effects of reducing a single program. Calculation of net savings from program reductions and ultimate effects of displaced students has been a most challenging undertaking, Block reported. He had words of praise for cooperation from administrative sources in supplying information needed for the Group's deliberations. He described the discussions as frank, open, and far-reaching.

At the conclusion of the FEG report, Pres. Becker asked President MacVicar to address his thoughts to the Senate.

MacVicar stated that this has been a very diligent, conscientious group; attendance has been very high, considering the schedules of all concerned, and the group has gone through very large amounts of materials, has been provided with a great deal of information about how one might approach the whole process, and has been very assiduous in trying to understand it. He agreed with Chrm. Block's comment regarding the thoroughness of the Group. Every line of the budget - several hundred all together - has been examined, he confirmed. Questions of identify, sources of funding, and probable impact were all discussed.

President MacVicar stated that the FEG report will provide a wide range of options for dealing with the present situation, but also constitute a base for future deliberations in event an examination of programs is needed in the future.

MacVicar thinks most of the Faculty are aware of the package passed by the Legislature as it completed its work. It made patchwork of budget reductions on one hand, and revenue enhancements on the other. There is a very real possibility that one or more of the revenue enhancements may go to a vote through the petition route (always a possibility in Oregon when you pass anything related to taxes, because if no emergency clause is attached, there is a 90-day time period during which it may be referred).

President MacVicar noted that he hopes the public will realize this (referral for vote) might be a dangerous step to take, and might actually be counter-productive to the very goals people might be seeking.

Briefly, MacVicar outlined that the Legislature recognized the budget reductions made previously--

last fall--in anticipation of further reduction of the budget for 1982-83. Plus, an additional amount which the Chancellor was proposing be used for reallocation to achieve certain institutional and system objectives. It recognized those reductions which, to this institution, were about \$2.4 million. Added to that in the first round of negotiations was enough additional to approximate 5%. This left \$3.56 million residue for the System (\$600,000 for this institution), which is related to the leftovers after taking out everything possible--either reducing expenses or enhancing income. The Ways & Means Committee was rather precise in its directive that this be used essentially for what the Chancellor is calling "program reduction." In his definition, a "program" might better be described as a "cost center." It could be identified as an academic unit, like a department, a sub-unit within a department, or a service unit. The Legislature was very clear in the directive that the \$3.56 million be made up by program reduction or elimination. Just as the Legislature was ready to adjourn, there was a \$100 million additional shortfall to contend with. This brought everything into a new state of crisis. As a result of that came more compromises and budget cutting. For the State as a whole, the reductions went from \$62 million after the first adjustment, to about \$87 million--or, roughly, an addition of approximately \$25 million. Of that, \$5.5 million was allocated to the State System of Higher Education. (In other words, we get about 20%, or a little more than 1/5 of the total, in higher education.)

MacVicar does not know precisely how much of the \$5.5 million will be allocated to OSU, but does know if done in a proportional manner, would be about \$1.3 million. That additional amount will have to be added to have a balanced budget for this institution for 1982-83. The issue before the Board at the special meeting on the 11th will be how to allocate the reductions.

President MacVicar concluded his remarks by again commending the Financial Emergency Group for its dedicated hard work and its conscientious service in assisting OSU to get through this difficult time with a minimum of damage to the long term welfare of the University.

Faculty Status Committee, Solon Stone, Chairman, reporting: The Faculty Status Committee has three separate reports. Each one is detailed separately below:

a. Waiver of Right of Access to Evaluative Letters for Promotion and Tenure: The Senate resumed its consideration of this topic and the recommendation that was presented at the February 4, 1982 meeting. If adopted, this recommendation would allow Faculty the option of waiving in advance the right to see evaluative letters solicited for promotion and tenure purposes. Several Senators spoke against the recommendation, after which the original motion (82-387a-4) was voted upon and rejected.

Following this action, Sen. Shepard (CLA) moved (82-388-1) that the Faculty Status Committee provide to the Senate at its next regular meeting a recommendation that the University, its schools and departments not accept confidential materials for Faculty personnel files, even when Faculty members involved waive their right to access. The Motion was seconded and passed.

b. Guidelines for Selective Termination of Faculty Under Financial Emergency: Prior to turning the floor over to Chrm. Stone, President Becker indicated that he wished to have a time limit of thirty minutes for discussion of this rather

complicated document, since no formal vote would be taken until the April 8 meeting. A motion to this effect (82-388-2) was offered, seconded, and passed.

Chrm. Stone noted that the document was a conglomeration of several writings and re-writes that the Executive Committee had reviewed it at least two occasions, and that the Faculty Status Comm. began working on it early in December and has continued to re-write as necessary.

A lengthy discussion, under the 30 minute limit, ensued, with several questions regarding intent and interpretation, as well as commending the Committee for the fine job of preparation of the document. (Sec. Note: A copy of the final document, when approved, will be placed in the Reserve Book Room of the Library.)

Sen. Lumpkin moved (82-388-3) that an item "d." be added under Section 1, page 2 of the document, to the effect that "a salary freeze for one year be an additional option." The motion was seconded, and when put to a vote, it failed.

c. Guidelines for Layoffs of Faculty under Financial Emergency: Senator Stone stated that although this item had been placed on the table, the Executive Committee had felt it would be prudent to bring it back for the Senate's consideration, in view of the actions of the Legislature.

Sen. King (CLA) moved (82-388-4) that the document entitled "Guidelines for Layoffs of Faculty under Financial Emergency" be taken from the table; seconded; motion carried.

Through a series of amendments, the document was revised as follows: Deletion of title (Guidelines for 1981-82); the first sentence (According to the December 11 proposed budget reduction package #1 of the Oregon State Board of Higher Education, a three- or four-day lay would be required.); that sentences which are numbered be revised, with #3 to become #2, #2 to become #3, and a parenthetical phrase "once items 1 and 2 are taken into account," be added to the new #3 at end of sentence; "at the beginning or end of a term" to be removed from sentence #1 and added to the new #2, at the end of the sentence. The title "Guidelines for 1982-83," and the first sentence following the title, as well as the word "such" were also removed from the document, with the following result: (A revised copy of the final, adopted version of the report is attached at the end of these Minutes)

Items 1, 2, and 3, on page one of the report, were rearranged and amended to read as follows:

1. Successive full days, not partial days.
2. Layoff days for instructional Faculty during regularly scheduled class days at the end of a term.
3. Flexibility in administration to the school, college, program, or experiment station level, but with Faculty consultation and Presidential approval (once items 1. and 2. are taken into account).

(Note: The revisions altered the content of the document to the extent that it is now a one page report, instead of two pages.)

Motion 82-388-5, to adopt the Guidelines for Faculty FTE Reductions under Financial Emergency, as amended, was passed.

President Becker reviewed the way budget cuts seem to be stacking up. He then asked for the Senate to discuss the various options which are being suggested for implementation.

Sen. Stebbins moved (82-388-6) that the Faculty vote go on record as preferring the unpaid furlough as opposed to the delay in a pay raise; seconded. Stebbins further noted that if the proposed pay raise is delayed until Spring 1983, the Legislature will then be considering the next budget and Faculty will have just received the last raise, which could result in their thinking it would not be necessary to agree to a further raise. He also noted that if the furlough is adopted, Faculty might be able to spend the time consulting, writing, etc.

In response to a question about the intent of delaying the pay raise, President Becker responded it is to save money.

Sen. Zaworski noted that OSU is in the bottom 20% of the 1986 universities (of comparable size) across the U.S. in regard to Faculty salaries. He also noted that recent newspaper articles have stated there is approximately \$800,000 to \$1,000,000 that has not yet been funded--or even addressed--by our Legislature (includes the court costs issue and others) that must be dealt with in the next legislative session.

In answer to a question about whether these budget cuts have a recurring or non-recurring nature, Pres. Becker noted that, at this time, they must be construed as recurring.

President MacVicar then indicated that in acceptance of the Governor's budget, one must be convinced that the cuts are not recurring, since nothing else would make sense if not considered on that premise.

Charles Vars, Chrm. of the FEWC, indicated that the Committee considered the budget cut issue went on record, unanimously, as being in favor of selective program reductions.

Further discussion indicated that many Senators were not sure how the proposed furloughs would affect the University. President MacVicar then attempted to clarify the issue by noting the following: Layoffs benefit some more than others; deferrals of pay raises do the same. The economic condition of the Country 12 months from now has got to have an effect on how this matter will affect all of us. He stressed that for anyone not planning to leave OSU immediately following the end of the 1982-83 year, must take the 11% (approx. estimation of percent increase) increase, assuming that it is feasible or possible. Pay raises have been consistently equivalent to classified service raises for the past ten years, and he feels this will continue; that percentages will probably occur again with the next classified agreement.

In regard to the projection of 11% for Faculty, and how that amount was arrived at, MacVicar believes that before the Chancellor will recommend this plan, he will have discussed it thoroughly with the appropriate individuals in Salem. He doesn't know what the discussions of the Board and Chancellor were. President MacVicar noted that if he really wanted to save money, he would be arguing strongly that we go for the furlough, since this amounts to \$1,500 for every single 0.50 (FTE) Faculty member, taking it right out of their income, directly or indirectly, and that is a sizeable reduction in pay. That amounts to the level of service required, less one week of nine months. This is not from the provisions of the Administrative Rules, but is part of the law, imbedded in the Statutes.

President MacVicar asked the Senate to provide him with an assessment of their attitude toward the various options which have been discussed so much.

Sen. Vars (FEWC Chrm) moved (82-388-7) to table the earlier motion (82-388-6); seconded, passed. Vars then moved (82-388-8) that the Senate adopt voting procedures to rank the three alternatives:

- a. Program reductions
- b. Furloughs
- c. Deferred Salary increases;

the motion was seconded. After a great deal more discussion, President-Elect Scanlan moved (82-388-9) an amendment which would specify how the vote would be conducted: That the Senate first vote on program reductions versus salary decrease and, secondly, vote on the two choices of salary decrease.

Additional questions were addressed, including what happens to tenure in program reductions? Becker asserted that, under program reductions, tenured Faculty can be dismissed; only under financial emergency can Faculty tenure be removed.

The amendment to the Vars motion was passed; the Vars motion, as amended, was voted upon and passed.

President Becker then indicated that the motion to be put to the Senate for a vote was one of: program reductions rather than salary savings (or modifications). When the vote was called, those in favor of program reductions rather than salary modifications were 60 for, 11 against.

Those in favor of a furlough instead of salary modifications (savings to the state) were 61 for, 10 opposed.

Following a brief discussion of what happens to Faculty who are on .50 FTE and placed on furlough; and the fact that the affected FTE is the annualized FTE (reduction below .50 could mean the loss of fringe benefits), no answer could be arrived at. A motion for adjournment was offered and passed.

Meeting was adjourned at 5:25 p.m.

Shirley Schroeder
Thurston Doler
Recording Secretaries

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 21, No. 24 - April 15, 1982

1982 Meeting 389 - April 8, 1982

President Robert Becker called the regular April Faculty Senate meeting to order at 3:02 p.m. in Weniger 151. The Minutes of the February 4 and 11 meetings were approved as published in the Staff Newsletter, with a correction noted on p. XXX of the February 11 Minutes (deletion of of the statement "only under financial emergency can Faculty tenure be removed.")

ROLL CALL: Members present: B. Becker, R. Becker, Bell, Bennett, Bond, Borg, Brookes, Cate, Cameron, Chaplin, Chappell, Christensen, Cook, Copek, Crisman, Dane, Dickinson, Doler, Evans, Fendall, Flath, Frolander, Gamble, Goetze, Grady, Hisaw, Holmes, Isenberg, Jensen, Johnson, King, Komar, Krueger, Laver, Leman, McGill, McMahon, MacDonald, MacVicar, Miller, Miner, Brownell, Mrazek, Nelson, Neshyba, Nicodemus, Orzech, Peck, Peterson, Piepmeier, Plant, Poling, Pratt, Reed, Scanlan, Schary, Shepard, M. Stamps, Stone, Tiedeman, Vars, Walter, Walstad, West, Wickman, Wilson, Witt, Zaworski, & Sawyer.

Members not Present were Represented as Follows: Bayne, Ruben; Beaudreau, Selivonchik; Burleson, Myers; Eckenrode, Stennett; Pye-Peterson, Michael; Phelps, Galbraith; Sarasohn, McClintock; C. Stamps, Klein.

Members Absent were: Adams, Bodyfelt, Buffa, Bottomley, Chambers, Chapman, Corwin, Cross, Farber, Faulkenberry, Firey, Gardner, Giblin, Griffiths, Hisaw, Holmes, Isenberg, Kling, Leibowitz, Leong, Luba, Mosley, O'Connor, Percy, Phillips, Stebbins, Starnes, Volk, William.

Guests of the Senate were: Doug Stennett (Chrm, Curriculum Council); Howard Wilson (Chrm, Graduate Council); John Block (Chrm, Budgets & Fiscal Plan. Comm.); Robert Stalley; Lyle Calvin (Dean, Graduate School); Clay Eals (G-T)

* * * * *

Financial Emergency Group, John Block, Chrm. reporting: Block stated that the Financial Emergency Group completed its work and submitted their report to President MacVicar on March 5; the President responded on March 8. Block noted that, contrary to newspaper reports, budget cuts were 60% from academic units, and 40% from support cost centers, with a major portion of the latter coming from the Physical Plant budget. The \$300,000 budget reductions were made in addition to cuts previously stated, which were made prior to this report. Block noted that the newspaper story about the Business School being reduced by \$190,000 was mis-

leading. When the reduction in Business students is traced through to the areas in which courses would have been taken, the actual reductions were: Business, \$30,000; CLA, \$50,000; Science, \$25,000; Other Academic Units, \$10,000; Support Cost Centers, \$75,000 (for a total of \$190,000). The FEG took into consideration all funds which could possibly be used to offset increases which are scheduled, but not funded. The additional funds included equipment reserves, supplies budgets, etc.

At this point, Chrm. Block deferred to President MacVicar. The President spoke regarding the salary recommendations which have been made. He stated that the regular legislative session appropriated monies for only the current academic year and, therefore, the Higher Education budget for 1982-83 will be presented to the Emergency Board at its April meeting. He expressed hope that the matter would not be deferred to June, which could present real problems by the timing. The budget for the next fiscal year should be decided this month, unless further budget shortfalls occur which would give the Governor the option of calling another special session of the legislature, or further reducing budgets on a prorated basis. President MacVicar noted that calling another special session is not the Governor's preference (and was stated by the Governor recently).

Charles Vars, on behalf of the FEWC, spoke as its Chrm., and as a member of the FEG. He presented recommendations of the FEWC, and moved their adoption. Motion 82-389-1 was seconded and passed, consisting of two FEWC recommendations:

"1) The Faculty Economic Welfare Committee recommends that funds to provide salary adjustments averaging 4.0 percent on July 1, 1982 for 12-month academic staff, and on September 16, 1982 for 9-month academic staff, be divided as follows: (a) with fully satisfactory service, an across-the-board increase of 2.0 percent, and (b) merit salary increase of 2.0 percent.

2) The Faculty Economic Welfare Committee recommends that funds to provide salary adjustments averaging 7.2 percent on May 1, 1983 be divided as follows: (a) with full satisfactory service, an across-the-board increase of 2.5 percent, and (b) merit salary increase of 4.7 percent."

Vars explained the assumptions on which the above recommendations were made. First, a 4% salary adjustment will be available at the beginning of the 1982-83 academic year for all faculty; second, a 7.2% increase for all faculty will be available on May 1, 1983. In response to a question regarding the rationale of selecting the May 1 date for both 9- and 12-month faculty raises, Vars stated that this represents 1/6 of the year for both, which provides and equitable distribution to both groups. He

further noted that the 2% across-the-board was the same for both 9- and 12-month people. Further observations were: 1) A total average adjustment of 11.5% for the year would result. 2) the adjustment would be divided 40% across-the-board, 60% merit. This is the reverse of previous FEWC recommendations, in which 60% across-the-board was recommended. The FEWC view is that this policy will assist in halting the unprecedented exodus of OSU Faculty, and to assist Faculty morale.

Faculty Status Committee, Solon Stone, Chrm., reporting: Chrm. Stone reintroduced the document "Guidelines for Selective Termination of Faculty under Financial Emergency," which was discussed at the March meeting. The document generated considerable discussion, following which Senator Vars presented the following motion (82-389-2): "That the document be returned to the Faculty Status Committee with instructions to revise it to reduce the appearance of operationalism and to present a revised document to the May, 1982 meeting;" seconded, passed.

In discussing his motion, Vars stated that he had some specific suggestions and would present them directly to the FSC. Vars did note that the CLA Caucus thought highly of the document, but that his recommendations were directed toward making the document less rigid. Chrm. Stone reminded the Senate that the document was the FSC's view of what is desirable; that it does not necessarily agree with the Administrative Rules, and that some of the provisions are not even remotely connected with the current Administrative Rules.

Faculty Status Committee, Solon Stone, Chrm., reporting on "Educational Leave Policy." Chairman Stone presented the following Guidelines and moved their adoption (82-389-3): "The Faculty Status Committee proposes the following "Guidelines for Educational Leaves." These educational leaves may be of any length up to one year, ending June 30, 1983, and will be consistent with those parts of the Guidelines for Selective Termination which relate to sabbatical leaves mentioned in Item 1.c. of that document.

1) Educational leaves are available to all Faculty who would normally be expected to request sabbatical leaves (Oregon Administrative Rules 580-21-205).

2) The time restrictions for the granting of normal sabbatical leaves are relaxed for educational leaves. A faculty member requesting educational leave would have to have completed at least one year of service; however, this short a period would not be applicable in most cases. (Oregon Administrative Rules 580-21-205)

3) Educational leaves will not be granted to faculty if a serious disruption in a program would result.

4) The salary rate for faculty on educational leave will not exceed 1/2 the academic salary rate of the individual, with the savings so generated used to relieve the budget shortfall.

5) ~~Educational leaves will not affect the years of service for sabbatical leave purposes provided no adverse effect accrues to the University in doing so.~~ Educational leave time shall count as service time in calculating eligibility for sabbatical leave. (Note: Sen. Doler moved (82-389-4&5) to amend item 5. (above) by striking the words (see ---), and substituting ... (see ___); seconded, passed). (More complete description of the Motions at end of Guidelines.)

6. Educational leaves will not adversely affect the promotion or tenure situation of Faculty members.

7. The same restrictions on supplemental income as apply to sabbatical leaves will apply to educational leaves. (Oregon Administrative Rules 580-21-240) No differentiation shall exist between sabbatical leave recipients and educational leave recipients relative to total income.

8. Faculty who secure permanent employment while on educational leaves will not be obligated for university service following the leave. (Oregon Administrative Rules 580-21-220) These Faculty may terminate their leaves at any time with the savings so generated used to relieve the budget shortfall. For those cases where termination of permanent employment would result in a lower total income for the leave period, leave provisions will be changed to provide the same total income with the savings so generated used to relieve the budget shortfall.

9. Educational leaves do not require reports and differs in this respect from sabbatical leaves. (Oregon Administrative Rules 580-21-215) However, the same requirements for granting of the leave will be used for both sabbatical and educational leaves, i.e., for educationally related purposes. (Oregon Administrative Rules 580-21-200 (1))"

10. Approval of educational leaves rests with the institution. Faculty may apply for such leaves using processes developed by the institution.

Senator Doler (CLA) moved (82-389-4) to amend item 5. (above) by striking the words "provided no adverse effect accrues to the University in doing so;" seconded, passed.

After additional discussion, Doler moved (82-389-5) to delete the remaining wording & substitute "Educational leave time shall count as service time in calculating eligibility for sabbatical leaves." (see underlined material in 5. above) Seconded, passed.

Other points made in discussing educational leave recommendations were: 1) Why should there be a limitation on money earned? 2) Leaves will be approved by the normal administrative process used for sabbatical leaves. 3) Do we differentiate between faculty who are on soft money vs. those on hard money?

Sen. King (CLA) moved (82-389-6) to strike item 7. (of the Educational Leave Guidelines); seconded, defeated.

The Stone motion (82-389-3) to adopt the Guidelines for Educational Leaves was approved.

President MacVicar indicated the intent of the Executive Office to proceed to act immediately on this document with the consent of the Senate, which was given.

Academic Regulations Committee, Ze'ev Orzech, Chairman, reporting on "University Enrollment Reductions:" Orzech noted that the Committee, in discussing this matter, considered only the problem raised by Professor Stone in his January Memo (retention of good students who might be turned away). At the January 1982 Senate meeting, Sen. Stone had suggested to the Senate that University regulations be modified to give new student applications preference for admission over students who have been suspended and who are seeking readmission. The matter was directed to the Executive Committee for referral to the appropriate committee. The matter was then sent to both the Academic Regulations and Deficiencies Committees. ARC Chrm. Orzech presented the

following recommendations and moved (82-389-7) their adoption: 1) Current policies and regulations regarding academic deficiency be continued, and 2) An extensive program for the development of faculty advising skills be engaged.

Sen. Nelson (Ag.) moved (82-389-8) that the motion (82-389-7) be laid on the table; seconded, adopted.

Faculty Recognition and Awards Committee, Chrm. Arnold Flath reporting: President Becker gave the statutory authority for declaring the Senate in Executive Session to hear the Committee's report. Flath presented the nominations for Distinguished Service Award recipients. The confidential materials previously distributed to Senators were reviewed. President Becker declared the Executive Session ended and recalled guests of the Senate. Senator Nelson (Ag) moved (82-389-9) that nominations be closed, and ballots be cast for the nominees suggested by the Committee. President Becker appointed Senators Gene Nelson and Roger Fendall to serve as Tellers. The Senate approved the names of nominees, and President Becker indicated the names would be forwarded to the Executive Office for appropriate action.

Promotion and Tenure Standing Rules, President-Elect Richard Scanlan reporting: Scanlan reported that an Ad Hoc Committee of the Exec. Comm. had consulted with the Comm. on Committees to work through several drafts of proposed Standing Rules. The final version, prepared by Nancy Leman, Dean Nicodemus, and Scanlan, is as follows:

"The Committee on Promotion and Tenure shall study Promotion and Tenure procedures and make recommendations for improving the entire Annual Review process, including preparation and review of the promotion and tenure recommendations. The Committee monitors promotion and tenure procedures at the Executive Office level. All promotion and tenure materials in the Executive Office and deliberations between the President and the Deans will be open to the Committee.

The Executive Committee shall alert the Committee to particular problem areas identified by previous Committees on Promotion and Tenure, and ask for the Committee's recommendations. The Committee will report, with recommendations, to the Executive Committee once a year, after the Annual Review is completed. The Committee consists of three Faculty members, appointed by the Executive Committee, with the rank of professor, including, if possible, a recent retiree. Terms are for one year, with one member to be reappointed for a second year."

Scanlan moved (82-389-10) the adoption of the Standing Rules for the Committee on Promotion and Tenure; seconded.

The 1982 P&T Committee members are: Harry Freund, Chairman (Professor Emeritus); Darold Wax (History); and Owen Osborne (Engineering).

A question re asking a retired faculty member to serve on the P&T Committees was answered by Dean Nicodemus: 'as much because of the extremely large time commitment as to having the perspective of a recently retired faculty member in this important job.' The motion was passed, and the Standing Rules adopted.

Bylaws Committee, David Willis, Chairman report- Chrm. Willis presented the following revised Bylaws of Proposed Bylaws changes:

Article IX, Sec. 2, add new 2nd paragraph: "A session shall consist of all meetings held between September 16 and the following September 15 and questions which are lying on

the table or which have been subjected to a motion to reconsider shall die with the end of the session, but questions may be postponed to the next session."

Article IX, Sec. 3, add new 2nd paragraph: "Public notice of any such sessions, and at least 24 hours notice of special sessions shall be given as specified in the Oregon State Public Meetings Law (ORS 192.640)."

Article X, Sec. 1, modify 2nd paragraph: "Other main motions shall be in order, but the request of 25% of the members present shall be sufficient to postpone a vote upon the request of a member and passed by a 25% vote of the members present, any other votes pertaining to the motion shall be postponed. Such a request for postponement shall not be in order when another has the floor, must be made at the meeting in which the motion is introduced, shall have a rank of precedence immediately above the motion to lay on the table, shall not be debatable, acted upon at the meeting during which it is made and it may be amended only with regard to items (a) or (b) below. Discussion of the main motion upon which voting has been so postponed may continue, and when not brought to a close by the adjournment of the meeting, may be closed by a call for the orders of the day. Such a postponed motion shall automatically become an agenda item for the next regular meeting unless it (a) is made the order of the day for an adjourned meeting to be held at least twenty-four (24) hours later, or (b) is made the question for a mail vote, with an interval of three (3) days allowed for the return of ballots."

The proposed revisions will be voted on at the May Senate meeting.

Graduate Council, Howard Wilson, Chrm., reporting: Chrm. Wilson moved (82-389-11) adoption of the following recommendations:

- A) Elimination of (g) Designation
To abolish the (g) designation for graduate courses at Oregon State University as of June 15, 1983, by altering the regulations for graduate coursework to be as follows:
All courses numbered in the 500's carry graduate credit, as do those in the 400's which have been approved by the Graduate Council. Approved courses in the 400's are designated in the catalog by (G) following the course title. Certain 400 (G) courses may not be applied, or may have limited application to a major field of study within the offering department. These courses are identified by the academic unit offering the courses.
- B) Implementation of Removal of (g) Course Status
The following time schedule shall be used to implement the above motion.
 - a. As of June 1, 1982, no (g) designations shall be forwarded to the OSBHE for new or revised courses. All 400 level graduate courses are to receive a (G).
 - b. As of July 1, 1982, All 400 level courses currently designated (g) will be automatically assigned a (G) designator unless otherwise requested by the department. The requests may be for: (1) removal of graduate credit, or (2) departmental limitations. The deadline for such requests will be October 15, 1982.
 - c. A graduate student initiating graduate studies after June 15, 1983, will be covered by the all (G) regulations. A continuing or re-enrolling student who files a program prior to June 15, 1983, will continue under the existing regulations unless the student initiates a petition to have his

or her plan of study governed by the student's committee and department and by the Graduate School."

Motion 82-389-11 was seconded, discussed, and passed.

Graduate Council Report, "Guidelines for Off-Campus Programs, Lyle Calvin, Dean of the Graduate School, reporting: Dean Calvin presented the Guidelines for Off-Campus Programs, with the statement that there were some editorial revisions to be made, and that a revised set of Guidelines would be forthcoming. (Copies of the revised Guidelines may be obtained from the Graduate School.)

Senator Peck (Library) spoke at length questioning the availability of adequate library facilities and personnel at the various sites at which instruction may be offered.

Dean Calvin stated that the Senate will have the opportunity to approve any new programs proposed at any site.

Sen. King (CLA) moved (82-389-12) adoption of the Guidelines for Off-Campus Programs; seconded. With the understanding that editorial changes offered by Dean Calvin and Senator Doler would be incorporated into the document, the Guidelines were put to a vote and adopted.

Retirement Committee, Les Strickler, Chrm., reporting: In addition to his position as Chrm. of the OSU Retirement Committee, Strickler is currently serving on an OSSHE Tax Deferred Annuity Program Committee, the work of which he reported to the Senate.

OSU, reported Strickler, constitutes about one-third of the total members of the Tax Deferred Annuity program. Further, those in charge of PERS monies strive to: 1) Get more out of our dollars; 2) get better investment programs; 3) get better features in the plans; 4) get the best possible products; and 5) develop a way to get better information to employees.

The OSSHE Committee is recommending, in effect, a "buyer's guide" to help members choose what is right for them.

Strickler announced that OSU will host the second annual Seminar on retirement--announcements will be made in sufficient time for people to participate.

Strickler noted, further, that the Michigan State University plan has no relevance to OSU. He also noted that a new policy regarding retirement has been adopted which provides that anyone who chooses to retire before age 65 may receive a one time only 6% raise in one of the last three years of earnings. Specific information can be obtained through the Office of the Dean of Faculty. Six-hundred hour arrangements may be included in the retirement program.

In discussing the PERS problems this year, Strickler stated that the loss of money in the variable fund, and the small gain in the fixed accounts can be attributed to by the fact that one-third of the fixed funds are, by PERS policy, invested in the variable (stock market) type markets, and was, in fact, invested in stocks. Returns in the actual fixed account were 14%, which was reduced to 4.3% by the poor showing on the variable account. The 7.5% earnings in the fixed accounts were made possible by transferring funds from a reserve account created from extensive earnings the previous year.

Strickler noted that the "life insurance" aspect of the PERS retirement statement equals twice the total account balance. That is the amount available to a beneficiary if an employee dies prior to retirement.

Reports from the Executive Committee

AR 20, Revised Wording: The following revision in the wording of AR 20 was offered to clarify the intent of the Regulation, so that interpretation would be uniform.

"Students receiving a grade of "A," "B," "C," "S," or "P," in a course may not repeat that course. Students receiving a grade of "D," "F," "U," or "N" in a course may repeat that course once.

Exceptions may be requested by presenting an Official Student Petition to the Office of the Registrar. Such a petition shall bear the recommendation of the dean of the student's college/school and the dean of the college/school and head of the department in which the course is offered. (Recognized repeatable courses--such as activity courses, research seminars, and selected topics--do not come under this restriction.)"

The revised wording is to clear up a perceived ambiguity about the actual meaning of the regulation.

Ad Hoc Committee on Traffic Committee Operation and Traffic Safety. Acting Vice President for Administration T. D. Parsons has reported that a Traffic Safety Committee has been appointed (Allan Deutsch, International Education, Chrm.). This action was taken in response to recommendations made by the Faculty Senate's Ad Hoc Committee on Traffic Committee Operation and Traffic Safety, which was chaired by Pete Fullerton, Pharmacy. Fullerton's report was presented to the Senate at its February 4, 1982 meeting.

Instructional Development Advisory Committee: In response to a request from the Director of the Instructional Development Office, Dean Osterman, for appointment of an advisory committee, the Committee on Committees recommended that the proposed Instructional Development Advisory Committee be formed through and operated out of the office of the Dean of Undergraduate Studies, rather than as a Senate standing committee. The Executive Committee concurred with that recommendation and sent that decision to Mr. Osterman and Dean Kuipers.

Faculty Day for 1982-83: The annual Faculty Day program will be held on Thursday, September 16, beginning at 8:30 a.m. in the OSU Foundation Center.

Faculty Panels for Hearing Committees: Upon recommendation of the Executive Committee, the Senate extended for one year the appointments of the members of Panel A and its Alternates, whose terms were scheduled to expire in June 1982 (extended to June 1983). Sen. Grady (Library) moved (82-389-13) adoption of the recommendation to extend for one year the term of current Panel A and its Alternates, to June 1983; seconded, passed.

Interinstitutional Faculty Senate: The IFS met at the Oregon Health Sciences University on Friday and Saturday, April 2 and 3. Among the items discussed were: 1) Establishing a working relationship with the new Chancellor, who will be invited to be on the IFS program at the May or October meeting; 2) Faculty representation through the Association of Oregon Faculties (AOF)--how the financial crunch we are in can best be dealt with; and 3) some programmatic adjustments in the IFS meetings.

Joint Advisory Council: The Joint Advisory Council (consisting of groups comparable to the Faculty Senate Executive Committee at OSU from

PSU, UO, OSHU, and OSU) will meet on the OSU campus on Tuesday, May 4. The agenda will include matters of mutual interest to the several uses. The Joint Advisory Council is a consultative, not policy-making, group.

New Business

University Goals and Guidelines: Senator S. Neshyba (Ocean) introduced a Resolution calling for establishing a University Goals and Guidelines Commission by President MacVicar, to be acted upon at the May meeting.

Patents and Copyrights: Proposed modification of Administrative Rules. The Senate was notified in its March meeting that proposed revisions in the AR's pertaining to income from Patents and Copyrights would reallocate this income to increase the portion to the OSSHE and to reduce the amount to the inventor or copy-righter. Protests to this proposal were lodged by several different Faculty groups. The OSBHE, at a subsequent meeting, declined to adopt the modifications.

The meeting was adjourned at 5:45 p.m.

Shirley Schroeder
Thurston Doler
Recording Secretaries

OREGON STATE UNIVERSITY
GUIDELINES FOR FACULTY FTE REDUCTIONS¹
UNDER FINANCIAL EMERGENCY

January 4, 1982

As stated in the Budgets & Fiscal Planning Committee's "Guidelines for Possible Budget Cuts," which was adopted by the Senate in May 1981 and reaffirmed unanimously on December 3, 1981, the Faculty are opposed to layoffs or furloughs as a means of reducing the budget. Nevertheless, it appears that if the actions of the State Board of Higher Education on December 11 are accepted, a three- or four-day layoff will be required in the 1981-82 academic year. It is less clear whether or not an estimated 12-1/2 day layoff for 9-month Faculty and a 16-1/2 day layoff for 12-month Faculty suggested by the Board will be required in 1982-83. The Committee is aware of the complexities in the implementation of any partial reduction of FTE plan and, for that reason, will not propose detailed mechanisms for the layoffs. However, should the administration resort to layoffs, we recommend that the following Guidelines be adhered to as closely as feasible:

As general Guidelines, the layoffs should provide for:

1. Successive full days, not partial days.
2. Layoff days for instructional Faculty during regularly scheduled class days at the beginning or end of a term.
3. Flexibility in administration to the school, college, program, or experiment station level, but with Faculty consultation and Presidential approval (once items 1. and 2. are taken into account).

If such layoffs should be mandated, it is recommended that they occur during the Spring Term of 1983, thus postponing the layoff period as long as possible. Such a scheme would enable students, faculty, and administrators maximum time in which to plan alternative uses of their time. This would have the further advantage of maintaining two normal terms.

For 12-month Faculty, including those whose duties may not involve instruction, a more flexible timing of the layoff may be required due to the broad range and sometimes specialized nature of their work. In general, however, it is urged that the layoffs follow the suggestions outlined above, that is, blocks of time should be used wherever possible.

It should be possible through the use of outside funds (e.g., gifts, grants, or contracts) to replace lost compensation due to the layoffs. Sources for such compensation should be actively sought, and used for this purpose when possible.

The Committee reiterates its **STRONG OPPOSITION** to layoffs as a method of budget reduction. The Ad Hoc Committee on Guidelines for Faculty Layoffs is composed of R. Becker, R. McMahon, D. Faulkenberry, & R. Scanlan.

¹The commonly used terms "layoff," "furlough," "reduced FTE," and "pay reductions" are considered to have the same meaning.

Corrected & Approved
6/3/82

STAFF NEWSLETTER

Appendix

Minutes of The Faculty Senate of Oregon State University

For All Academic Staff

* * * * *

Vol. 21, # 28 - May 13, 1982

1982 Meeting 390 - May 6, 1982

The regular May meeting of the Faculty Senate was called to order by President Robert R. Becker at 3:02 p.m. in the OSU Foundation Ctr. The Minutes of the April meeting were approved with one correction (Allan Deutsch is in "International Agriculture; not International Education).

ROLL CALL: Members Present: Bayne, Beaudreau, B. Becker, R. Becker, Bennett, Bond, Brookes, Burleson, Cate, Cameron, Chaplin, Chappell, Christensen, Cook, Copek, Corwin, Cross, Dane, Dickinson, Doler, Eckenrode, Farber, Faulkenberry, Fendall, Firey, Flath, Frolander, Gamble, Gibling, Grady, Griffiths, Hellickson, Hisaw, Holmes, Jensen, Kling, Komar, Krueger, Laver, Leibowitz, Leman, Luba, McGill, McMahon, Miller, Miner, Morris, Mrazek, Nelson, Neshyba, Nicodemus, Orzech, Peck, Petersen, Peterson, Piepmeier, Plant, Poling, Pratt, Sarasohn, Scanlan, Schary, Shepard, M. Stamps, Stone, Tiedeman, Vars, Volk, Walter, Walstad, Wickman, William, Wilson, & Zaworski.

Members not Present were represented as follows: Adams, Beuter; Johnson; Phelps, Graff; Sawyer, Calvert; C. Stamps, Wilson.

Members Absent were: Bell, Bodyfelt, Borg, Buffa, Bottomley, Chambers, Chapman, Crisman, Gardner, Goetze, Isenberg, Leong, MacDonald, MacVicar, Mosley, O'Connor, Percy, Phillips, Reed, Rosler, Stebbins, Starnes, West, & Witt.

Guests of the Senate were: John Block (Chrm., Budgets & Fiscal Planning Comm.); Robert Collins (Asst. Dean, School of Business); James J. O'Connor (CLA Advisor).

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Intercollegiate Athletics, Jack Davis, Institutional Representative to the NCAA and PAC 10 reporting: Davis' comments excluded campus athletics and focused on the PAC 10 and NCAA.

The PAC 10, last year: Women's Athletics: The Council recommended a Championship Program in Women's sports, but the proposal was rejected by the Institutional Presidents and Chancellors, apparently because the NORPAC and the south, representing the two areas, now have programs. The Council was directed to seek to work out a PAC 10 recommendation.

Extra Events: Rose Bowl: New NBC contracts have been signed extending into 1986. Each of the 20 institutions in the PAC 10 and the BIG 10 currently receive \$220,000 from the Rose Bowl game; by 1986 that amount will be \$600,000. Revenues will increase from the present \$4.3 million to \$13 million in 1986. Beaver believers are urged to watch the Bowl, smell the roses, and keep the ratings up.

Compliance: There has been a "rash of recruiting problems and problems of professionalism" involving student athletes. Endorsements, for example, have tended to professionalize student athletes.

Proposed Legislation discussed: Changing admission minimums from the present 2.0 to 2.5; 12 games over the present 11; options of reducing costs, problems in recruiting; possible TV series for basketball; financial aid--need rather than other; loss of class time when away from campus--were all discussed, but no agreements were arrived at. One specific proposal was to concentrate basketball games around the weekend rather than beginning earlier in the week. Seventy (70) petitions were received this year for waiver of rules.

Property Rights: University Texas, Univ. Oklahoma, and Univ. Georgia brought suit enjoining the NCAA from developing a TV package. Basis of the suit is alleged violation of their property rights to their own TV contracts. Davis expressed the view that they could sell a TV package in their area that would make them more money than the NCAA contract; but their action would be to the detriment of the "rest of us." This suit resulted in an Austin, Texas court order, later lifted, that prohibited the 700 or so institutions assembled in the national meeting from discussing any TV prospects. This action generated considerable hostility toward U. Texas.

Basketball games were increased from 27 to 28 per year, and transfer rules for athletes were liberalized to make their eligibility more like other students, i.e., freshmen will be eligible for varsity sports again; if they don't play, they will retain that year of eligibility.

Women's Programs: Championships in all three divisions of the NCAA are now well established; this has resulted in conflict with AIAW, which has brought an anti-trust suit against the NCAA.

Governance: Women are now "equally" involved in the governance of the NCAA and in the sports committees, Davis reported. Other issues of governance continue to be an issue, however, because of the controversy with the College Football Association (CFA). The CFA originally involved 60 schools, excluding the PAC 10 and the BIG 10. This movement resulted in the restructuring of the NCAA, A-1 division, from 137 schools to 97 schools for the division of TV revenues. This new TV package requires each school to appear on TV at least once every two years.

Much concern continues about catastrophic injuries, particularly in football.

Directions of the NCAA and the PAC 10:

1. Continued restructuring to allow more diverse interests such as women's sports and the College Football Association.
2. Reduction of costs: Efforts to modify recruiting, for example, to make it cost less.

3. Infractions: Efforts to be tougher on infractions and to reduce them.
4. Hope to raise academic standards.
5. Try to reduce loss in class time for athletes.

This concluded Dr. Davis' report to the Senate.

Intercollegiate Athletics, Dr. Becker reporting: President Becker observed that the Senate President is automatically a member of the Board of Intercollegiate Athletics, and that this year he is chairman of the Budget Committee. He reported that the budget for the present year was in balance, but that looking into the future, he saw nothing but "red ink." Balancing that budget may require fewer dollars in scholarships for non-revenue producing sports.

Faculty Status Committee, Chairman Solon Stone reporting: Chrm. Stone reported the following motion from the Faculty Status Committee: (82-390-1) "The Faculty Sente reaffirms its position regarding open Faculty records, i.e., confidential materials shall not be solicited or accepted for, nor placed in, faculty personnel files," 2nd.

Chrm. Stone noted that the above recommendation was made in compliance with the directive of the Senate at its March 4, 1982 meeting. In response to an inquiry from Senator Firey, Stone stated that, in his view, if this motion passed, confidential materials already in the files should be removed. The Faculty Status Committee recommendation (82-390-1) was adopted.

Budgets & Fiscal Planning Committee, John Block, Chairman, reporting: Chrm. Block presented the following recommendation from the B&FPC: (82-390-2) "A member of the Budgets & Fiscal Planning Committee, appointed by its Chairman, shall be an Ex-Officio member, without vote, on the Curriculum Council." President-Elect Scanlan moved its adoption; seconded.

Senator Leman (CLA), moved that the B&FPC recommendation be referred to the Committee on Committees for its recommendation (82-39-3); seconded, passed. In discussing her motion, Senator Leman expressed the view that during the time this motion is being considered by the Committee on Committees, the recommended arrangement be carried out informally.

President Becker asked for a "sense of the Senate" expression of opinion regarding initiating the arrangement informally; there was overwhelming approval.

Graduate Council, Chairman Howard Wilson reporting: Chrm. Wilson presented a proposal which originated in the School of Business, to alter the standards for admission to the Graduate Program in the Business School. Senator Grady (Lib), moved (82-390-4) adoption of the proposal. Seconded. The proposal includes:

- 1) A minimum index score of 1050 points, which mathematically combines the two factors of undergraduate GPA (last 90 hours) and the score on the GMAT aptitude test.
- 2) A minimum score of 450 on the GMAT test.
- 3) A minimum undergraduate GPA of 2.75 (last 90 hours).

A lengthy discussion ensued, during which the following questions were raised, and points noted:

- 1) What happens if all schools want to do this?
- 2) What would be the role of the Graduate Admissions Committee vis-a-vis Business if this motion passes?
- 3) What is the rationale for the change? If GPA alone is inadequate, what are the assumptions about the way this program would function?

4) The proposed Index has proven to be a better predictor of success than GPA along.

5) About the same number of graduate students would be admitted under this formula, but the specific population would be different.

6) The 450 GMAT score is approximately the 45th percentile; the minimum index is about 5 percentile.

7) If the index is a better predictor of success than grades, it's an improvement of standards.

The motion was adopted by 36 yes to 31 no.

University Goals Commission, Senator Neshyba, Oceanography reporting: Senator Neshyba presented his proposal. He moved (82-390-5) the adoption of the following motion:

"The Faculty Senate requests of President MacVicar that a new University Goals Commission be formed and charged as follows:

I. Conduct an evaluation of the incorporation within Oregon State University of the goal policies and programs recommended by the 1970 University Goals Commission, including the progress made toward their adoption or the rationale for non-adoption.

II. Carry out a new goals study to assist this institution through developing recommendations for long range planning to the year 2000.

~~The Senate further requests that the final report of the new Goals Commission Study be completed by 1-September-1982."~~

Senator Zaworski (Engr), moved (82-390-6) to amend the motion by striking the sentence that sets a date for completion (see above); seconded, passed. (The deleted sentence is shown with --- through its entirety.)

Actual vote not rolled - adopted.
Bylaws Committee, Virginia Dickinson (H.Ec.) reporting for the Chairman, David Willis: Senator Dickinson presented the following recommendations for Bylaws amendments, and moved their adoption (82-390-7). The proposed changes were presented to the Senate at the April meeting with notification that the amendments would be offered for ratification at the May meeting. (See the text of all three proposed Bylaws amendments at the end of these Minutes.)

Senator Doler (CLA) moved (82-390-8) to delete the amendemnt to Article IX, Section 3, from consideration at this meeting; seconded, passed. The Senate noted that the use of the word "session" in this proposal would have to be made compatible with the Bylaws Committee proposal to amend Article IX, Section 3, sentence 1 (see page 28 of the Reports to the Faculty Senate for April 8, 1982), which also used the term "session" when "meeting" was intended. The amendments were voted on by ballot. The proposed revision of Article IX, Section 2, new 2nd paragraph, was approved, 59-2.

The proposed revision of Article X, Section 1, to modify 2nd paragraph, was approved by vote of 60 yes, 1 no.

Annual Reports of Faculty Senate Committees and Councils: Written annual reports were presented from the following committees/councils:

- a. Administrative Appointments Comm.
- b. Curriculum Council
- c. Faculty Reviews & Appeals Comm.
- d. Library Committee
- e. Nominations Comm.
- f. Special Services Comm.
- g. Student Recognition & Awards Comm.
- h. Research Council
- i. Undergraduate Admissions Comm.
- j. Bylaws Committee

Joint Advisory Council, President Becker reporting: President Becker reported that the Joint Advisory Council had met on the OSU campus the previous Tuesday. He explained that the Council is a group of Faculty representing each of the four universities in the State System, and that they approximate our Executive Committee of the Faculty Senate.

The main topic of discussion at this meeting was a recent report of the Educational Coordinating Commission on the recent (1982-83) budget for Higher Education. Becker reported that a great deal of time was spent on that report--which contained some "very good aspects" and some "very bad" ones. Among the bad were:

1. The School of Education at OSU should be eliminated and merged with UO or WOSC.
2. Using the John Millett study (from Idaho), which recommends minimum Faculty for doctoral programs, it concluded that the following OSU doctoral programs should not exist because they are understaffed: Mathematics, Zoology, Biochemistry, Physics.

Larry Pierce, UO Professor in Political Science, will study and critique the ECC report for the Joint Advisory Council and the Interinstitutional Faculty Senate (IFS). The expectation is that this critique will eventually reach the new Chancellor, William Davis.

Further points noted were: The Legislature, not the Chancellor, should receive complaints about the ECC; a copy of the report is on the OSU campus--Leo Parks, IFS representative to the ECC has a copy; T.K. Olson is chairman of the ECC; it has about a \$1,000,000 budget.

Faculty Day, President-Elect Scanlan: Faculty Day is scheduled for Thursday, September 16, 1982. The program will be held in the OSU Foundation Center beginning at 8:30 a.m., with some alterations in the schedule from last year, according

President-Elect Richard Scanlan. Those changes include presentation of the "Dar Reese Excellence in Advising" award; an address by the new Chancellor, "Bud" Davis, and the new Vice President for Administration.

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Revised Text of Proposed Bylaws Changes

Article IX, Sec. 2, add new 2nd paragraph:

"A session shall consist of all meetings held between September 16 and the following September 15 and questions which are lying on the table or which have been subjected to a motion to reconsider shall die with the end of the session, but questions may be postponed to the next session."

Article IX, Sec. 3, add new 2nd paragraph:

"Public notice of any such sessions, and at least 24 hours notice of special sessions shall be given as specified in the Oregon State Public Meetings Law (O.R.S. 192.640)."

Article X, Sec. 1, modify 2nd paragraph:

"Other main motions shall be in order, but the request of 25% of the members present shall be sufficient to postpone a vote upon the request of a member and passed by a 25% vote of the members present any other votes pertaining to the motion shall be postponed. Such a request for postponement shall not be in order when another has the floor, must be made at the meeting in which the motion is introduced, shall have a rank of precedence immediately above the motion to lay on the table, shall not be debatable, shall not be renewable, nor be subject to reconsideration, shall die if not acted upon at the meeting during which it is made and it may be amended only with regard to items (a) or (b) below. Discussion of the main motion upon which voting has been so postponed may continue, and when not brought to a close by the adjournment of the meeting, may be closed by a call for the orders of the day. Such a postponed motion shall automatically become an agenda item for the next regular meeting unless it (a) is made the order of the day for an adjourned meeting to be held at least twenty-four (24) hours later, or (b) is made the question for a mail vote, with an interval of three (3) days allowed for the return of ballots.

President Becker reported responses from President MacVicar to previous Senate actions reported to him:

1. Proposed Elimination of "g" Designator; APPROVED.
2. Guidelines for Conduct of Off-Campus Courses; APPROVED.
3. Report of Faculty Salary Adjustments Formula; APPROVED
4. Standing Rules on Promotion & Tenure Comm.; APPROVED
5. Faculty Educational Leave Guidelines; APPROVED except for item 5, which stipulated that Faculty leave time would be credited toward eligibility for sabbatical leave, and item 10, which should include approval by the Chancellor as well.

Registration and Scheduling Committee Report: Although this is not a Faculty Senate Committee, it reports at least annually to the Senate. This report includes recommendations for permanent policy change, as follows:

1. Deviations from regular scheduling policy
2. Alpha sectioning for Sp 112 and Wr 121
3. Section preference for Wr 121.

Proposed for a one-year trial were:

1. Changes in program fees.
2. Increase in late registration fee payment.
3. Special schedule in certain Business Administration courses.

Proposed changes in former permanent policy:

1. Return to alpha sectioning for Sp 111.
 2. Removal of alpha sectioning for Psy 111.
- These recommendations to the Administration were merely reported to the Senate, no action was taken.

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

Thurston Doler
Recording Secretary

STAFF NEWSLETTER

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF * * * * *

Vol. 21, #31 - June 10, 1982

1982 Meeting 391 - June 3, 1982

The regular June meeting of the Faculty Senate was called to order by President Robert R. Becker at 3:00 p.m. in the OSU Foundation Ctr.

Minutes of the May meeting were corrected to include a notation that Motion 82-391-5 (University Goals Commission) passed. The Minutes were approved as corrected and distributed in the Staff Newsletter Appendix.

ROLL CALL: Members Present: Bayne, B. Becker, R. Becker, Bennett, Bodyfelt, Bond, Burleson, Bottomley, Cate, Cameron, Chaplin, Chappell, Christensen, Cook, Copek, Corwin, Cross, Dane, Dickinson, Doler, Eckenrode, Evans, Farber, Faulkenberry, Fendall, Firey, Flath, Frolander, Gamble, Giblin, Goetze, Grady, Hellickson, Holmes, Johnson, King, Kling, Krueger, Laver, Leong, McGill, McMahon, Miller, Mosley, Mrazek, Neshyba, Nicodemus, Orzech, Peck, Pye-Petersen, Peterson, Piepmeier, Plant, Pratt, Sawyer, Sarasohn, Scanlan, Schary, Shepard, C. Stamps, M. Stone, Tiedeman, Vars, Walter, West, Zaworski, and MacVicar.

Members not Present were Represented as Follows: Bell, Krahmer; Miner, Booster; Poling, Michael.

Members Absent were: Adams, Beaudreau, Borg, Brookes, Buffa, Chambers, Chapman, Crisman, Gardner, Griffiths, Hisaw, Isenberg, Jensen, Komar, Leibowitz, Leman, Luba, MacDonald, Morris, Nelson, O'Connor, Percy, Phelps, Phillips, Reed, Rosler, Starnes, Volk, Walstad, Wickman, William, and Wilson.

Guests of the Senate were: Sandra Suttie (Curriculum Coordinator); Glenn Klein (IFS).

* * * * *

Report on Candidates for Degrees, W. E. Gibbs, Registrar, reporting: Mr. Gibbs reported there are 2956 Baccalaureate degree candidates; 663 Master's candidates; and 128 Doctoral candidates, for a total of 3747 degrees being recommended. Seven Hundred and sixty-seven candidates earned Senior Honors. Gibbs then detailed the responsibilities of his office and the various departments and schools in certifying requirements for Commencement.

Sen. Grady (Lib) moved (82-391-1) adoption of the report and that appropriate degrees be conferred on the candidates; 2nd, PASSED.

School of Education, Dean Robert Barr reporting: The following is from a report by Dean Barr of his analysis of and adjustment to the situation in the School of Education:

External pressures on the School for budget and program reduction/elimination: The Educational Coordinating Commission recommendation to the Legislature was to explore the

options of:

1. Closing all Education offerings at OSU except Vocational Education.
2. WOSC becoming a branch of OSU or UO.
3. WOSC becoming the exclusive elementary education program in the Willamette Valley (thus eliminating it from OSU and UO).

A second "external pressure" derives from a report entitled "Toward Excellence in Oregon Education," produced by a committee consisting of representatives from the OSBHE, Teacher Standards and Practices Commission, the Oregon Educational Coordinating Commission, and representatives of CROSS (the governing body of teacher education). One section of this report, "Teacher Education," calls for schools of education and teachers in educational programs to consider, and even develop, pilot offerings, "extended year programs," which would effectively extend teacher education to five years (not a fifth year, as it were). This was viewed as surprising at a time when re-trenchment seems to be more the vogue.

Internally, developments within the School of Education have been:

1. Base budget 7%.
2. Elimination of five full-time positions and four part-time positions; nine people involved.
3. Three early retirements; total equals reduction of eight full-time people.
4. Other early retirements are being negotiated; hope for 5-6 by 1985.

Program eliminations: Dean Barr was "stunned" when Chancellor's Office identified several programs recently as "targets for consideration for elimination." Of the eight "target" programs, one of them is the College Student Services Administration program, which is an excellent program recognized nationally as an outstanding program in the field.

The College Student Services Administration prgm. -besides being recognized nationally as among the top five in the nation among doctoral programs, is the only one of its kind in Oregon-- this move has had a dramatically negative effect on the program; Barr thinks this move is partly "politically motivated."

Following the receipt of the Chancellor's Office directive regarding the programs, the SOE Faculty met and agreed upon a "final" list of programs which should be eliminated:

1. Foreign Language Education
 2. Journalism Education
 3. Art Education
 4. Speech Communication Education
 5. Drama Education
 6. A Middle School program, consisting of Language Arts and Social Studies.
 7. Physical Education education, grades 5-12.
- In addition, the following programs were identified for reduction over the next three years:
1. Health Education, 50%
 2. Physical Education, 40%
 3. Social Studies, 30%

These reductions will be effected through entrance admission criteria, and raised GPA's.

School of Education reorganization: Previously the SOE consisted of four divisions and several departments. The mid-management level has been eliminated, with seven departments now reporting directly to the Dean.

Eliminated are an Assistant Dean position, Head Advisor position, and part of an additional Assistant Dean position. They now have a Dean, a .70 FTE Associate Dean, and seven department heads.

Undergraduate Level: In attempting to adjust to reductions in staff, and concurrently initiating some quality control procedures, the following measures have been taken:

1. Implementation of "large group instruction" courses next year.
2. Elimination of all courses without sufficient enrollment over the past five years. Additionally, some courses will be offered less frequently.
3. Raising standards of Teacher Education. Implementation of a new basic skills examination as a prerequisite for entering the program.
4. Taking a critical look at grade inflation in the School.

Cooperation with WOSC: There is "great pressure" to "cooperate with WOSC" in seeking ways of doing things better, with less resources. This is difficult to define, difficult to talk about, and difficult to implement. Could mean "choosing up programs," as in choosing sides to play ball. A joint OSU-WOSC committee, appointed by the presidents of the two institutions, is in operation. Members are: Dean Barr, Dean Kuipers, Howard Wilson, & Wayne Courtney representing OSU on the committee. Progress will be slow. The problem in dividing up programs, for example, is illustrated in the following hypothetical trade-off of Elementary Education to WOSC and Science Education to OSU. OSU now has about 400 students in Elementary Education who take only a small number of their courses in Education. An analysis of where Student Credit Hours are generated indicated a significant impact on other areas, particularly CLA, whose upper division courses, in particular, would be affected. Dean Barr thinks WOSC and OSU should "cooperate" in certain programs. "Counseling" is an example of a joint program which is now fully an integrated joint effort. The goal is to have quality programs that do not impair the faculty on either campus.

Academic Regulations Committee, Chairman Ze'ev Orzech reporting: Orzech noted that the Committee had two reports for the Senate's action. He then presented the following recommendation and moved (82-391-1) its adoption: "Any complete first-year or second-year language sequence also will satisfy this six-hour requirement - Chinese, French, German, Italian, Japanese, Latin, Russian, and Spanish." This matter is to modify the General Education Requirements Written and Oral English Communications requirements. The underlined portion is being added.

Questions were raised whether or not the proposal would open the door to courses being used to satisfy more than one requirement. Sen. Stone (Engr) moved (82-391-1) that the provision be amended to stipulate that no course be used to satisfy more than one requirement; seconded.

Sen. Dane (Bus) moved (82-391-3) to return the recommendation to the Committee with instructions to address the matter of duplication of use; seconded, passed.

Chairman Orzech presented the Committee's second

recommendation and moved (82-391-4) its adoption; seconded, passed. "For the Summer Term of 1982 only, AR 26 e. be amended as follows (underlined is new material, ----- is deleted)

(1) Minimum, the last 45 hours, or 45 of the last 60 term hours if authorized by approval of a petition to the Academic Requirements Committee. Classroom work courses taken through the Division of Continuing Education is are not considered residence work with the exception of ~~extended-campus-courses~~,² when a) they are extended-campus courses, or b) they are taught on campus.

Sen. Stamps (Educ) inquired whether the amendment of AR 26 e. pertained to undergraduate students only, and was assured that it did. Stamps then stated that since several graduate courses were being offered this summer through DCE, this would deprive "several hundred students" of certification, since DCE courses cannot be counted as "residence," even though they are taught on campus. Sen. Holmes (Home Ec) moved (82-391-5) that "for the Summer Term of 1982 only, DCE courses be counted as residence courses for graduate students," seconded. *on campus?*

Since this aspect of the residence matter was not on the Senate agenda and, thus, was considered new business, Sen. Shepard, CLA, objected to its being considered at this meeting. The Senate was asked to vote on whether or not it wished to consider the matter, and the objection was overruled. During the discussion of the matter, a number of relevant observations and questions relating to this issue were made:

1. DCE courses, under present regulations, have to be transferred to OSU and, thus, are not "residence" courses, although they are taught on campus by the same people who might teach them in a University department.

2. Why are the Education courses being taught through DCE when all summer courses are now on a "fee" basis and are not subsidized by tax monies? (The answer to this apparently was that advanced planning necessitated going through DCE when state support was withdrawn, putting all summer courses on a fee, pay as you go, basis; the plans having already been made to have courses offered through DCE.)

3. Some Senators claimed to be "confused" by the entire matter of Summer Term vs. DCE operation.

4. Many Senators made no claims at all one way or the other. An overwhelming majority of Senators voted to pass the Holmes motion, 82-391-5.

Ad Hoc Committee on Calendar Conversion, Chrm. Berk Chappell reporting: The Committee's written report was submitted to the Senate for its information. It showed that a vast majority of all segments of the campus were in favor of continuing the present term system of operation. No action was recommended and none taken.

Faculty Status Committee, Solon Stone, Chairman, reporting: Chrm. Stone reported several minor revisions of the Committee's earlier recommendations in its report, "Guidelines for Selective Termination of Faculty Under Financial Exigency." This report had been returned to the FSC at the March meeting for further revision. Stone moved (82-391-6) that the Committee's report, along with amendments suggested by his Committee, be adopted. Seconded, passed. (NOTE: This lengthy report is contained in the March Reports to the Faculty Senate; the revisions are published in the June Reports to the Faculty Senate.)

** Not in voice motion - was probably intended from conversation, but didn't get into the motion when made.*

The revised document is on file in the Faculty Senate Office and with the Faculty Status Committee.

Faculty Economic Welfare Committee, Chairman Charles Vars, reporting: Chrm. Vars' Committee recommended in its report to the Senate that the following Resolution be adopted (since the Resolution was adopted by the President as policy, the recommendation was considered superfluous, but is still reported here):

"That recurring salary savings which result from resignations, retirements, and other turn-over, may with the prior approval of the President, be used by the dean/director of each unit to (1) upgrade vacant positions and, (2) provide discretionary adjustments to continuing Faculty."

The second FEWC recommendation was presented, and Chrm. Vars moved (82-391-7) its adoption; seconded, passed.

"Faculty on 9-month appointments who (1) work during the period July 1 to September 15 and (2) are paid from non-state contract, grant, gift, or fee-generated funds should receive the salary starting July 1 that would otherwise be effective September 16."

Bylaws Committee, Chairman David Willis reporting: Chrm. Willis presented recommendations to amend Article IX, Sec. 3, in several spots to define "session" and to differentiate between "executive session" as defined in ORS 192.640. It was moved (82-391-8) to adopt the Committee recommendations; seconded. By written ballot vote, the amendments were adopted by 63 yes, 0 no. See text of Bylaws amendments at end of these Minutes.

Annual Reports: Annual written reports were received from the Committee on Committees, Academic Regulations Committee, and Faculty Status Committee. These reports did not require action; but were primarily for the information of the Senate.

Interinstitutional Faculty Senate, IFS Chrm. Thurston Doler reporting: Doler reported that at its recent meeting at SOSOC the IFS voted to begin to compile information which could be used in the June special Legislative Session, and later in the regular session of 1983. Four areas were delineated, according to Doler.

1. A comparison of state support for K-12 and Higher Education.
2. Extent of deterioration of Higher Education since 1980.
3. Rise in cost of education to the student since 1980.
4. The percent of staff and program reductions in recent years.

Fringe Benefits: IFS is concerned about medical benefits for staff with less than .50 FTE, an overall concern was voiced about "who is looking out for Faculty" at the Employee Benefits Board? These two items are being investigated for possible future action, reported Doler.

Further, IFS has communicated with "Bud" Davis, the new Chancellor, that it wishes to be involved with both the philosophy and formulation of future budgets.

By direction of the IFS, Doler has communicated with Board Chairman Ed Harms in an effort to get Chancellor Davis on the scene during the Special Session of the Legislature in June. That would precede his scheduled arrival in early July.

Retirement: Doler indicated that IFS is collecting from each institution its plans for retirement options in addition to the normal terminal retirement. Plans have been received from all institutions except OSU. After this work is completed, further recommendations may be forthcoming regarding available options.

IFS stated its intent to work closely with AOF, AAUP, et al, in promoting the general welfare of Higher Education, noted Doler.

Faculty Senate Committee/Council Appointments: President Becker reported that appointment of new members and chairmen to Senate Committees and Councils is in progress, with the new Roster to be available in September.

PAC-10 Faculty Leadership Conference, Bob Becker reporting: President Becker noted that this conference is scheduled to be held at OSU October 28-30, 1982. A sub-committee of the Executive Committee is planning the program.

Reports from the Executive Office: President MacVicar, in brief remarks, thanked the Faculty for its dedication and work during the past year in spite of the various adversities facing the system.

The meeting was adjourned at 5:00 p.m. This was the final meeting of the 1981-82 academic year.

Shirley Schroeder
Thurston Doler
Recording Secretaries

PROPOSED BYLAWS CHANGES ADOPTED BY FACULTY SENATE ON JUNE 3, 1982:

Article IX, Section 2, paragraph 3 (changes one word, "session" to "meeting.")

The meetings of the Faculty Senate, excluding executive and faculty ^{meetings} sessions, shall be open to anyone who desires to attend. The President of the Associated Students of Oregon State University, or a properly designated representative, shall have the right of a member of the Senate to participate in debate. Members of Faculty Senate committees and councils, administrative personnel of the University, and other resource persons invited to a meeting by the Executive Committee shall be given permission to address the Senate unless an objection is raised and sustained by a majority vote. Other visitors shall be entitled to engage in Senate debate upon having their requests to speak granted by a majority vote. The Senate President may ban the use of equipment which disturbs the conduct of the meeting.

Article IX, Section 3 (newly revised wording)

"Any meeting of the Faculty Senate may be converted into either an executive ~~session~~ meeting, excluding all but elected and ex-officio members of the Senate, the parliamentarian, Faculty Senate office staff, and others who may be designated at the time, or a faculty meeting ~~session~~ ~~excluding all but elected and ex-officio members and those entitled to vote in election of members to the Senate~~ which shall be the same as an executive meeting except that anyone entitled to vote in the election of members of the Senate shall also be entitled to attend. In addition, the Senate President shall have the authority to call either ~~type an executive or a faculty session~~ ~~Executive or faculty sessions~~ Such meetings may be called for purposes of discussion, but not for the purposes of taking any final action or making a final decision. The Senate President must announce the statutory authority* before going into ~~executive or faculty session~~ either type of meeting.

Public notice of any such meetings, and, in the case of special meetings, at least 24 hours notice shall be given as specified in the Oregon State Public Meetings Law (ORS. 192.640).

**NOTE: WHEREVER THE WORDS "EXECUTIVE MEETING" ARE USED HEREIN, "EXECUTIVE SESSION," AS USED IN ORS 192.640, SHALL BE MEANT.

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 22 , # 4 - October 14, 1982

1982 Meeting 392 - October 7, 1982

The regular October meeting of the Faculty Senate was called to order by President Robert Becker at 3:30 p.m. in the OSU Foundation Center. Minutes of the June 3, 1982 meeting were presented, and President Becker noted that motion 82-391-5 should be corrected to add the underlined words as follows: "Moved and seconded that for the Summer Term of 1982 only, on campus DCE courses be counted as residence courses for graduate students." The Minutes were then approved as corrected and published in the Staff Newsletter Appendix.

ROLL CALL: Members Present: Bayne, B. Becker, R. Becker, Bodyfelt, Bond, Borg, Brookes, Burleson, Bottomley, Cameron, Chambers, Chapman, Chappell, Christensen, Cook, Cross, Crisman, Dane, Dickinson, Doler, Eckenrode, Farber, Firey, Frolander, Gamble, Giblin, Grady, Hellickson, Hisaw, Holmes, Johnson, Kennick, King, Komar, Krueger, Laver, Luba, Gardner, Stebbins, McGill, MacDonald, MacVicar, Miller, Morris, Mrazek, Neshyba, Nicodemus, O'Connor, Orzech, Pearcy, Peck, Peterson, Phillips, Piepmeier, Plant, Scanlan, Schary, Shepard, M. Stamps, Stone, Tiedeman, Vars, Walter, Walstad, West, Wickman, Wilson, Witt, and Zaworski. 69

Members not Present were Represented as Follows: Bell, McKimmy; Bennett, Schwartz; Cate, Morrow; Chaplin, Lombard; Corwin, Coolen; Evans, Harp; Goetze, Youngberg; Jensen, Krahmer; Kling, Huddleston; Finlay, Langford; Leman, Damini; Leong, Grieg; Miner, Moore; Nelson, Mackey; Poling, Campbell; Pratt, Leklem; Sarasohn, Rice-Sayre; C. Stamps, Klein; Volk, Philipp. 19
58

Members Absent were: Adams, Beaudreau, Buffa, Chapman, Copek, Faulkenberry, Fendall, Flath, Griffiths, Isenberg, Leibowitz, McMahon, Mosley, Pye-Petersen, Phelps, Reed, Rosler, Starnes, and William. 19

Guests of the Senate were: S. Suttie (Curriculum Coordinator); John Block (Chrm., B&FPC); Doug Stennett (Chrm., Curric. Council)

Apportionment, Dean Nicodemus reporting: Dean Nicodemus indicated that his office does not yet have a dependable set of Staff Statistics on which to base a new apportionment table. Some adjustments may be possible, but a complete, reliable analysis of Faculty FTE is not available at this time. He will report to the Executive Committee whatever data is obtained, and asked that the Senate allow the EC to use that information to make whatever adjustments that are feasible. This approach was acquiesced to by the Senate.

Thus, apportionment will be the same as last year with whatever FTE adjustments that can be made from available data.

Faculty Economic Welfare Committee, Kurt Philipp, Member, reporting for Chrm. Volk: The FEWC had several reports, and Prof. Philipp addressed each one individually: a) Sabbatical Leaves: Salary Compensation and Proposed Amendments to Administrative Rules regarding Leaves: The OSBHE is considering an alteration in Sabbatical Leave Policy that would make the following changes:

1) One academic year (three terms) on ~~one-half~~ 60% salary during the period of sabbatical leave; 2) two-thirds of an academic year (two terms) on ~~five-eighths~~ 75% salary during the period of sabbatical leave; 3) one-third of an academic year (one term) on ~~full~~ 85% salary during the period of sabbatical leave. (Struck out data represents existing policy; underlined represents proposed policy.)

John King, CLA, moved (82-392-1) that the Senate endorse the existing system of sabbatical leaves; seconded. Motion defeated by vote of 28 "yes" and 46 "no" votes.

President Becker observed that the origin of the proposed change in sabbatical leave compensation was from PSU to make the policy compatible with their collective bargaining contract.

Sen. Boris Becker (Bus), moved (82-392-2) that the Faculty Senate go on record as supporting the proposed changes in sabbatical leave policy; seconded. Motion was defeated by a vote of 34 "yes" and 36 "no" votes.

Sen. Dane (Bus), moved (82-392-3) that the Faculty Senate go on record as supporting initiatives that increase the incentives for longer term sabbaticals; seconded, passed (by decided majority).

b) Proposed Amendments to Academic Sick Leave Policy: The FEWC recommends that the changes in Sick Leave Policy (which appeared in Notices of Appointment this fall) be approved.

Dean Nicodemus commented that the present sick leave policies, set up by the OSBHE, have caused many questions. An Interinstitutional Committee set up several years ago, with Bob Zaworski appointed as the official OSU representative, has never met, the Dean noted. The intent of the Committee had been to advise the Chancellor on sick leave policies. A central problem, the Dean observed, is that the Board's rules do not deal with the kind of appointment a person is on. This calls for interpretations which attempt to do what is "fair" for the Faculty member and the department in any given case. A specific example is the case of the fixed-term person who is not allowed more sick leave than would be generated during his/her term appointment.

It was moved (82-392-4) to adopt the Board's

recommended change of rules as follows: (bracketed is new wording, other is existing) "If needs arise, those with less than 520 hours of unused earned sick leave may be advanced sick leave to provide a maximum of 90 calendar days paid leave. The latter provision may not apply to academic staff on fixed-term appointments. In accordance with AR 580-21-045 and with institutional policy, fixed-term staff may not be advanced more hours of sick leave than they can be expected to earn and repay by the end of their fixed-term appointment. Except for this limitation in the hours of leave that may be advanced, other provisions of AR 580-21-040 shall apply." Seconded, passed.

c. Fringe Benefits for Faculty Members:

Prof. Philipp explained that, upon request of the IFS, the matter of the extent to which faculty views are solicited in decisions affecting fringe benefits is being investigated by the FEWC.

Academic Regulations Committee, Peter Freeman, Chrm., reporting: The Committee report is a continuation of action initiated at the June 3 1982 meeting, in which a recommendation was returned to the ARC for further study. The following is the present committee recommendation: Subject: Changes in the Written and Oral Communication Segment of the General Education Requirement. "Any complete first-year sequence, or any complete second-year language sequence not used to satisfy the Humanities and/or Arts requirement, will satisfy this six-hour requirement - Chinese, French, German, Italian, Japanese, Latin, Russian, and Spanish." (underlined is new, other is existing material)

The adoption of the report was moved (82-392-5) and seconded. Sen. Mrazek (Engr), with apologies to the new Comm. chrm (Freeman), rose to speak against the committee recommendation. Mrazek argued that: 1) The existing AR 26 lays out the basic requirements for the General Education Requirements. 2) The colleges of Science and CLA determine what disciplines/courses satisfy the physical, biological, mathematical sciences and the humanities, social sciences, arts requirements, respectively, and the Curriculum Council decides what disciplines/courses satisfy the communication requirements. 3) Specific courses to satisfy these requirements are not mentioned in the Academic Regulations. 4) Thus, this matter should not properly come through the Academic Requirements Committee. The Curriculum Council, Mrazek argued, already has the authority to do what the Academic Regulations Committee is recommending be put into the academic regulations.

Curriculum Coordinator Sandra Suttie reviewed the Curriculum Council's position on this particular section of the Written and Oral Communication Requirements. About two-and-a-half years ago, she reported, the Curriculum Council passed a motion accepting the second year foreign language as fulfilling this particular requirement. It instructed the Curriculum Coordinator to sign off on all petitions. Coordinator Suttie initiated action with the Academic Requirements Committee seeking a change in the wording of the AR to allow an OSU Catalogue statement to include the second year language sequence. That was begun two years ago.

Mrazek replied that the initiative of the Curriculum Council regarding the acceptance of the second year foreign language requirement can and should be implemented and should not be written into the Academic Regulations.

President Becker inquired about the present wording of AR 26 a. Those General Education requirements were then reviewed by Mrazek.

Sen. Stone, Engr., proposed the following substitute motion (82-392-6) "That the motion being recommended by the Academic Requirements Committee be sent to the Curriculum Council for its implementation." Seconded.

Sen. Doler, CLA, raised an objection to considering Stone's motion on the grounds that it is redundant in proposing to the Curriculum Council that it do what it is already doing.

Following a discussion of parliamentary implications of the motions and the objection, the substitute motion was withdrawn and the motion to adopt the committee's recommendation was withdrawn, with permission of the seconds and the Senate.

President Becker concluded that the Curriculum Council now has the duty to do what the Academic Requirements Committee recommendation proposed. (**Secretary's note: The question of the Curriculum Council's authority to establish and implement policies regulating communication requirements remains. The Mrazek view that it has this authority is not confirmed by the Standing Rules of the Curriculum Council.**)

Off-Campus Program Proposals, President-Elect Scanlan reporting: The Guidelines for Off-Campus Programs were considered at the April 1982 Senate meeting (see Minutes of April meeting, p. XXV). The matter of administering these programs has been the more recent concern of Deans Calvin and Barr, as well as the Curriculum Council, Budgets & Fiscal Planning Com., and Faculty Senate Executive Committee. A whole spate of documents was reported to the Senate which explained what has occurred since last Spring, but the following Memorandum from President Becker to President MacVicar sums up the resolution of the matter: "Subject: Off-campus Programs in Bend and Douglas/Coos Counties.

The Executive Committee of the Faculty Senate has discussed the reports of the Curriculum Council and the Budgets & Fiscal Planning Committee regarding the off-campus programs in Guidance/Counseling and agree that the programs already in place should go on. The recommendation was not to grant approval now for future programs, but rather to request that future programs be handled in the usual way through Senate committees. Further, in discussions with Deans Calvin and Barr and Professor G. Becker, Professor Scanlan and I agreed that the Guidelines for Off-Campus Programs need clarification and modification and we will see that the matter is addressed promptly. After that meeting, Prof. Scanlan and I met with you (Aug. 11, 1982) and verbally stated the Executive Committee's stand as indicated above. The programs in place should go on, but future proposals should follow procedures which include approval by Senate committees."

Scanlan noted that the Curriculum Council and the Graduate Council had decided to take a closer look at the Off-Campus Guidelines and make recommendations that would address more specifically the problems of off-campus programs.

Revision of Academic Regulation 8, Late Registration and Fee Payment: President Becker reported that the Executive Committee, on behalf of the Senate, this summer approved the following revised wording, subject to Senate approval: "AR 8. Late Registration and Fee Payment. Registration is permitted through the tenth day

Measure 3 and Oregon's Tax System

What is Measure 3?

Measure 3 is a proposed constitutional amendment that would place limits on property taxes, prohibit any special ad valorem tax on real property, and any sales or transactions taxes on the sale of real property, and restrict the authority of state and local governments to increase nonproperty taxes. Measure 3 will appear on the ballot in the statewide general election on November 2, 1982.

What are the main provisions of Measure 3?

1. Measure 3 would limit the property tax that can be levied against any property by limiting both the assessed value and the tax rate. (Property taxes = assessed value of one's property x tax rate.)

The assessed value (AV) of property for 1983 would be the 1979 assessed value. Assessed value thereafter could grow at the rate of 2 percent per year, or at the growth rate of the Consumer Price Index (CPI) if this were less. New construction would be assessed at its 1979 value increased by 2 percent per year (or the CPI) for 1984 and thereafter.

The consolidated tax rate would be limited to 1½ percent of assessed value (or \$15/\$1,000 AV), regardless of how many districts tax a given property. Taxes to repay new bonds would have to be included within this \$15 tax rate limit.

2. Measure 3 would allow the \$15 tax rate limit to be exceeded through an "override provision" if this is necessary to provide local governments at least 85 percent of their 1979-80 total revenues. Districts providing only essential services (defined in Measure 3 as "emergency services including police, sheriff, fire, ambulance and paramedic") would be allowed to levy enough property taxes to fund 100 percent of 1979-80 total revenues. All other districts would be allowed 85 percent of their 1979-80 total revenues. If districts provide both essential and nonessential services, 1983-84 budgets for essential services could not be reduced below their 1979-80 levels until the budget for nonessential services is reduced to two-thirds of its 1979-80 level.

If the property tax levies allowed by this measure were in excess of the 6-percent limitation, voter approval would be required.

3. Measure 3 specifies that renters would receive individual relief equivalent to the property tax relief received by homeowners because of the \$15 tax-rate limit and reduced assessed value. It also provides that the benefits to homeowners and renters under the Homeowners and Renters Relief Program (HARRP) would not be reduced.

4. Under Measure 3, changes in state laws pertaining to property taxes, special assessments, tax abatements, and certain other aspects of tax administration that affect the rates paid by real property owners would have to be submitted to voters in not more than two elections per year.

For passage of any other state legislation that increases state tax revenue, Measure 3 requires a 2/3-majority vote of the members of both the house and senate, or a majority of voters voting on such a referendum or initiative.

5. Under Measure 3, voter approval would be required for passage of any local nonproperty taxes or assessments. A majority of voters voting would be required on any local tax measure (new tax bases and levies outside the 6-percent limitation within the 1½-percent limit, and new nonproperty taxes or assessments).

6. Measure 3 would prohibit the state from levying special property taxes except for payment of existing bonds. It would restrict local governments from property taxes outside the \$15 tax-rate limit. Measure 3 would prohibit state and local governments from imposing special ad valorem taxes on real property and taxes on the sale of real property or on real estate transactions.

Measure 3, if approved by voters, would take effect July 1, 1983, except for provisions relating to voting requirements on tax measures and to the imposition of new taxes. These latter provisions would take effect December 2, 1982.

The chart on pages 2-4 of this circular compares selected aspects of Oregon's present tax system and the system that would exist under Measure 3. Tax payments, tax relief and assessments are compared on page 2; local government revenues and bonding capacity, page 3; and state government revenues and bonding capacity, page 4.

Extension Circular 1034/September 1982



OREGON STATE UNIVERSITY EXTENSION SERVICE

Measure 3 and Oregon's Present Tax System

Aspect of tax system affected	Present system	Measure 3
I. Tax payments 1983 property tax payments	Tax payments = (locally determined tax rate) x (value of property assessed at 1983 levels.)	Tax payments = (a maximum tax rate of \$15/\$1,000 assessed value, plus amounts for existing bonds and any "override") x (value of property assessed at 1979 levels).
Property tax relief	The statewide average tax rate for 1981-82 was \$20.90/\$1,000 assessed value. Homeowners' property tax payments are reduced up to 30 percent (with a \$192 maximum) through partial payment by the State on A levies and levies within the tax base. Renters (who do not pay property taxes directly) receive a refund of 4.7 percent of rent paid (with a \$96 maximum refund).	The statewide average tax rate for 1981-82 would have been \$15.23/\$1,000 assessed value. The state 30-percent partial payment to homeowners and 4.7-percent refund to renters could be legislatively altered or eliminated. Renters (who do not pay property taxes directly) would be ensured individual relief equivalent to that provided homeowners by the \$15 tax rate limit and reduced assessed value. Measure 3 does not specify how this would be accomplished.
HARRP	Through the Homeowner and Renter Relief Program (HARRP), homeowners with incomes of less than \$17,500 receive an additional refund of up to \$750. Renters with incomes of less than \$17,500 qualify for an additional refund of up to \$375. Higher HARRP payments are made to those with lower incomes.	Participants in the HARRP program would be ensured no reduction in benefits as long as program remains. The legislature could, for reasons other than reducing benefits, repeal HARRP, according to an attorney general's opinion.
Other tax relief	Oregon has two other relief programs. The first permits senior citizens to defer property tax payments. The second exempts from taxation a share of the property of certain veterans and their widows.	Because property tax payments would be lower, Federal and state income tax payments would be higher under Measure 3 than under the present system for those taxpayers itemizing deductions.
Federal and state income tax payments	Property taxes are deductible from Federal and state income taxes.	Because property tax payments would be lower, Federal and state income tax payments would be higher under Measure 3 than under the present system for those taxpayers itemizing deductions.
II. Assessments Basis for assessment	Real property is classified as either <i>homestead</i> (owner-occupied principal residence) or <i>all other property</i> . Statewide assessed value of existing property in each class is limited to an increase of 5 percent per year. The assessed value of each individual property is multiplied by a ratio set to keep assessments within this 5-percent limit. The 1982 ratio for homesteads is 83.8 percent of true cash value. The 1982 ratio for all other property is 85.1 percent.	Assessments for 1983 would be set to reflect 1979 true cash values. In 1984 and subsequently, assessed values could increase above these levels at the lesser of 2 percent per year or the rate of growth of the Consumer Price Index (CPI). New construction would be assessed as though it were newly constructed in 1979.
Property subject to special assessment	Assessments for certain farm lands and timber lands are not based on market value but on their use value.	Property assessed for special purposes in 1979 would continue to be assessed at values shown on the 1979 tax statement plus 2 percent or CPI indexing, even if the special use changes. Property that qualifies for special assessment after 1979 would be valued at the lesser of: (a) its 1979 assessed value plus indexing; or (b) its special-use value in the particular tax year.

Measure 3 and Oregon's Present Tax System (continued)

Aspect of tax system affected	Present system	Measure 3
III. Local government		
Revenues	<p>For local governments with voter-approved tax bases, the tax levy within the tax base may increase 6 percent each year without voter approval. Tax levies outside the 6-percent limitation must be approved by the voters.</p> <p>For local governments without tax bases, all property tax levies must be approved by voters.</p> <p>Proposals for levies outside the 6-percent limitation are submitted to voters as A levies (if a levy is within a base year operating levy plus inflation and population growth) and as B levies (if a levy is outside this limit). The state will pay up to 30 percent of homeowner tax bills based on tax bases and A levies, but will pay no part of B levies.</p> <p>Voters must be given opportunity to petition for a vote on any new tax proposed by local governments. In practice, governments often refer such measures to voters.</p>	<p>In addition to limits in the present system, new restrictions would be placed on local taxing power:</p>
Bonds	<p>Voters approve most local bond measures.</p> <p>Local governments can guarantee repayment of certain bonds through their power to levy taxes on property.</p>	<p>Imposition of special ad valorem taxes on real property and new taxes based on the transfer or sale of real property would be prohibited.</p> <p>Property tax revenues would be limited to that collectible under the \$15 tax rate limit. Voters could not approve levies above that limit.* The \$15 tax rate limit could be overridden if higher taxes were necessary to provide any district 85 percent (100 percent for a district providing "essential services") of its 1979-80 total revenues.</p> <p>Approval of a majority of qualified voters would be necessary for passage of tax measures (new tax bases and general levies outside the 6-percent limitation but within the 1½-percent limit, and new nonproperty taxes).</p> <p>Under the \$15 tax rate limit, local governments could not make the same guarantee for repayment of bonded indebtedness incurred after the passage of the measure. Repayment of new bonds would need to be financed either through general property tax revenues (within the \$15 tax rate limit) or through other revenues. The capacity of local governments to sell new bonds would be impaired. The ability to pay off urban renewal and redevelopment bonds incurred after the passage of the measure would also be restricted.</p> <p>Taxes to repay existing bonds would not be affected.</p>

* Measure 3 does not specify how taxes would be apportioned among local taxing units. The Oregon legislature would determine the allocation, either by setting maximum tax rates for each class of taxing unit or by some other mechanism.

It has been estimated by the Legislative Revenue Office that total property tax revenues would have been reduced by 33 percent in 1981-82 if Measure 3 had been in effect. The estimated tax revenue reduction was 40 percent for counties, 23 percent for schools, and 55 percent for cities.

Measure 3 and Oregon's Present Tax System (continued)

Aspect of tax system affected	Present system	Measure 3
IV. State government Revenues	Generally, a simple majority vote of the Oregon legislature is needed to enact any law increasing existing state taxes or creating any new state tax.	A 2/3 majority vote of the Oregon legislature or a majority vote of voters would be needed to enact any law increasing state taxes. In addition, changes in state laws pertaining to real property taxes, special assessments, tax abatement, legislative administrative acts, tax increment financing, or certain transfer of property taxes from one class of property to another that affect the rates paid by real property owners, would have to be submitted to voters. Elections to consider these changes would be limited to two per year. New special ad valorem taxes on real property and new taxes on transfer or sale of real property would be prohibited.
Bonds	The state's bonding capacity (and, therefore, its ability to issue such loans as the Veterans Home and Farm loans) is generally limited to a percentage of the total assessed value in Oregon.	Because 1983 assessed value would be reduced to the 1979 level, less money would be available for state loans. This would slow the issuance of new loans (including Veterans Farm and Home Loans).

The Oregon State University Extension Service provides education and information based on timely research to help Oregonians solve problems and develop skills related to youth, family, community, farm, forest, energy, and marine resources.

Extension's community development program helps Oregonians resolve locally determined problems with objective information and assistance with its application on issues concerning economic development, local government, and management of land and other natural resources.

This publication was prepared by Bruce A. Weber, Extension economist, Oregon State University. Ira Jones, assistant attorney general, and James Scherzinger, Legislative Revenue Office, provided constructive review of an early draft of this circular.

Extension Service, Oregon State University, Corvallis, Henry A. Wadsworth, director. This publication was produced and distributed in furtherance of the Acts of Congress of May 8 and June 30, 1914. Extension work is a cooperative program of Oregon State University, the U. S. Department of Agriculture, and Oregon counties.

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of classes and fee payment through the third Friday each term as noted in the official university calendar. Students with extraordinary problems outside their control may request exceptions to these deadlines, but under no circumstances will petitions for late registration be accepted after the third week of classes or for late fee payments after the Friday before dead week. In all cases, a late fee of \$10 for the first day and \$2 for each additional day will be in effect on the first day of classes for registration and on the third day of classes for fee payment."

President Becker entertained a motion to approve this revised regulation. Sen. Stone moved (82-392-7) adoption of the proposed revision; seconded, passed.

Search Committees: President Becker reported the status the following search committees:

1. CLA Dean: A search committee for the position of Dean of the College of Liberal Arts has been appointed. Its membership includes: David Eiseman, Music (Chrm.); Gene Craven, Science Education; Gary Ferngren, History; Earl Goddard, Business; Mary Jane Grieve, Home Ec. Education; Judith Kuipers, Undergraduate Studies; Laura Rice-Sayre, English; Hollis Wickman, Chemistry; Darin Dooley, Engr., Scott Brookhart, CLA, and Madge Bares, MAIS.

2. Vice President for Student Services: The following individuals have been appointed to the Search Committee: Richard Pahre, Fin. Aid (Chrm.); George Beaudreau, Ag. Chem.; Donald Boots, Student Health Center; M. Ed Bryan, Housing; Betty Hawthorne, Home Ec.; Will Holsberry, Dixon Recreation Center; Roger King, English; Mary Ann Phillips, Counseling Center; Richard Towey, Economics; Cynthia Flynn, Student, Dann Grindeman, student.

3. Dean of Research: Procedures are underway to select individuals for nomination to this search committee. Membership will include three Faculty from the Administrative Appointments Committee and others representing various areas of the University.

Ad Hoc Committee on DCE, Summer Term, and Residency: President-Elect Scanlan reported that several topics considered by the Senate in recent months have dealt with the relationship of the Division of Continuing Education to the University. The Executive Committee, therefore, offered the following motion for Senate consideration: (Motion 82-382-8)

"Be it moved that the President of the Faculty Senate appoint an Ad Hoc Committee to study the residency issues which were adjusted 'temporarily' at the June 3, 1982, Senate meeting. In addition, the Committee shall study the goals, policies, and procedures used in DCE administration of academic programs, and make appropriate recommendations, particularly in relation to policies used in the administration of regular OSU departments.

The Committee shall consist of: One current or former member of the Faculty Economic Welfare Committee, Faculty Status Committee, Academic Regulations Committee, Curriculum Council, Graduate Council, and the Executive Committee of the Faculty Senate; and the Director of OSU-DCE, ex-officio." The motion was adopted.

Curriculum Council; Category I & II Proposals: President Becker announced that the annual

Senate meeting on Category I & II Curricular Proposals will be held on November 18, at 3:00p.m. in the Foundation Center Engineering Auditorium. Curriculum Coordinator Suttie announced that preliminary drafts of these proposals have been mailed to Deans, Directors, and Department Heads, Faculty Senate Office, Reserve Book Room, and to members of the Curriculum and Graduate Councils. The second edition will be mailed to all Senators with notice of the November 18 meeting. In response to a question, Coordinator Suttie noted that the new deadline date for submitting curricular proposals for 1984-85 is January 1 (or 2), 1983.

Proposed Payroll Conversion to first day of month from last day of month: President Becker noted documents that propose changing paychecks from the last to the first day of the month beginning January, 1983. In response to questions, Vice President Parsons acknowledged that several technical problems are inherent in this change and that these will be dealt with as equitably as possible.

Faculty Reviews & Appeals Committee Appointees: President Becker reported the names of nominees for the FRAC subject to Senate confirmation. Sen. Grady moved (82-392-9) that Sally Malueg (Foreign Languages & Literatures) and Doug Brodie (Forestry) be appointed to the Faculty Reviews & Appeals Committee for three year terms ending June 30, 1985; seconded, passed.

Administrative Appointments Committee Appointees: President Becker reported the names of nominees to the Administrative Appointments Committee subject to Senate confirmation. Sen. Grady moved (82-392-10) that Roger King (English), Hollis Wickman (Chemistry), and Bernard Spinrad (Nuclear Engr.) be appointed to the Administrative Appointments Committee for three year terms ending June 30, 1985; seconded, passed.

Interinstitutional Faculty Senate, Senator Doler reporting: Doler reported that the IFS Fall meeting will be at OSU on October 29 and 30 in the Memorial Union. OSU's IFS Senators are Wil Gamble, Glenn Klein, and Thurston Doler. Faculty wishing to have something brought before the IFS could present it to one of the Senators, Doler noted.

PAC-10 Faculty Leadership Conference, Senator Doler reporting: OSU will host the annual PAC-10 Faculty Leadership Conference, October 28-30, with meetings being held in the OSU Foundation Center, Ag Leader Room, Doler reported. Topics on the agenda include University/Industry Relations, Lobbying the Legislature, Long Range Planning in Higher Education, Recruitment and Retention of Minority Students, International Education, and Faculty Grievance Procedures. Faculty are invited to any or all of these sessions.

Faculty Travel Funds, Dean Nicodemus reporting: Foundation Grants and Staff Development Fellowships funds which will be available were published in the September 30 Staff Newsletter, the Dean noted. Faculty Development Awards, primarily under the Office of the Dean of Undergraduate Studies, should not be confused with travel monies, the Dean cautioned.

Collective Bargaining, Dean Nicodemus. The Dean reported that the issue of the inclusion of RA's

(formerly Research Assistants Unclassified) in the proposed collective bargaining unit is still to be decided by the Employment Relations Board. That decision will not be made before November, he believes.

Report from the President: Dr. MacVicar briefly addressed the Senate, and made the following points in his remarks.

1. 98.6% of course requests were honored in the recent registration.
2. The demand in Computer Science was "explosive" with over 600 requests in the computer science course; about 50% greater than last year.

President Becker announced that "in regard to the pattern of course requirements for admission to OSSHE institutions, an Ad Hoc Committee is working on the proposed language requirement," and that he and President-Elect Scanlan plan to meet on Monday with a representative of the Governor's Commission on this matter. He invited Faculty input on the proposal that all entering freshmen have two years of foreign language.

President Becker announced that the Extension Service had written a Bulletin on Ballot Measure Three (3), with Bruce Weber, Extension Economist, Ira Jones, Assistant Attorney General, and James Scherzinger, Legislative Revenue Office, as its authors.

Sen. Doler, CLA, moved (82-392-11) that a copy of this Bulletin, "Measure 3 and Oregon's Tax System," be attached to the Minutes of this Senate meeting; seconded, passed.

The meeting adjourned at 4:45 p.m.

Shirley Schroeder
Thurston Doler
Recording Secretaries

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

* * * * *

Vol. 22, # 8

- November 10, 1982

1982 Meeting 393 - November 4, 1982

The regular November meeting of the Faculty Senate was called to order by President Robert Becker at 3:30 p.m. in the OSU Foundation Ctr. Minutes of the October meeting were approved as published in the Staff Newsletter Appendix.

Members Present: Bayne, Beaudreau, B. Becker, R. Becker, Bell, Bond, Borg, Brookes, Burlison, Cate, Chambers, Chappell, Christensen, Coolen, Cross, Crisman, Dane, Dickinson, Doler, Faulkenberry, Campbell, Gamble, Gardner, Giblin, Grady, Hisaw, Holmes, Isenberg, Kennick, Krueger, Leklem, Leman, Leong, Luba, McGill, McMahon, MacDonald, Miller, Miner, Morris, Mosley, Mrazek, Neshyba, Orzech, Pearcy, Peck, Pye-Petersen, Peterson, Phelps, Phillips, Piepmeier, Plant, Poling, Reed, Rice-Sayre; Scanlan, Schary, Schwartz, Shepard, Stebbins, Stone, Tiedeman, Vars, Volk, Walter, West, Witt, and Zaworski. 68

Members Absent were Represented as Follows:
C. Stamps, Streit; M. Stamps, Egberg; Nelson, Mackey; Adams, McNeas; Eckenrode, Block, Matze, Hagelstein; Hellickson, English. 7

Members Absent were: Bodyfelt, Buffa, Bottomley, Cameron, Chapman, Cook, Copek, Farber, Fendall, Firey, Frolander, Griffiths, Harp, Jensen, Johnson, King, Kling, Komar, Leibowitz, Lombard, MacVicar, Nicodemus, O'Connor, Walstad, Wickman, William, Wilson. 27

Guests of the Senate were: Jean Peters (Home Ec., Nominee for Senate President-Elect), Dwight (Pete) Fullerton (Pharm., Nominee for President-Elect); Harry Freund (P&T Comm.); Everett Hansen; Glenn Klein (IFS); Phyllis Lee; E. Dundi; Gavin Thayer (ASOSU).

* * * * *

Apportionment, President Becker reporting: Becker noted that the apportionment used for the 1983 election of Faculty Senators would be based on last year's (as approved at the October Senate meeting), and that there would not be any additions or deletions to colleges and schools. The chart, as printed, shows several alterations, which were applicable then, but not at this time.

Nominations Committee, Solon Stone (for Parks) reporting: Stone presented the slate of nominees for each position:
President-Elect: Dwight (Pete) Fullerton (Pharmacy), and Jean Peters (Home Ec.).
Interinstitutional Faculty Senate: Wil (Bio/Bio), and Nancy Leman (English).
Executive Committee: Agnes Grady (Library), Ann Holmes (Foods & Nutrition), James Krueger (Chemistry), John Morris (Zoology), Bruce Shepard (Political Sci.), and Gary Tiedeman (Sociology).

President Becker then declared nominations open from the floor; there were none. The nominees presented by the Nominations Committee were declared to comprise the slate of nominees for election to the various positions and the nominations were closed.

Promotion and Tenure Committee, Chrm. Harry Freund reporting: Freund explained the Comm. approach to this matter. It was divided into several areas - read prior reports, briefed thoroughly by Dean Nicodemus re schedule and nature of final proceedings, and studied the dossiers of the individuals; finally, monitored the final review process, with each member taking extensive notes. Because of the confidentiality of the materials, the report becomes a review of perceptions and reactions to the process.

Freund reviewed some of the suggestions of the Committee. He also acknowledged the assistance of both President MacVicar and Dean Nicodemus.

Upon completion of the P&T Report, Senator Vars presented the following motion to the Senate: (82-393-1)

"Moved, that the Oregon State University Faculty Senate accept the Annual Report on Promotion and Tenure, 1982, and direct the Executive Committee to send it, with the Senate's endorsement of its recommendations (described in Sec. IV., B) to the President, all Deans and Directors, and all department chairs and heads of this University."

The motion was seconded and carried.

Bylaws Committee, Virginia Dickinson, Chrm., reporting: Dickinson presented a report which described the Committee's survey of "Unassociated FTE" and their desire to form a unit of their own for the purposes of voting and representation in the Senate. After extensive discussion, the Senate passed the following motion (82-393-2) made by Sen. Shepard:

"Moved, that the Bylaws Committee prepare proposed amendments in the appropriate Bylaws sections which would accommodate an unassociated faculty unit."
Seconded; carried.

Tax Deferred Annuities, Les Strickler, Member, Retirement Comm., reporting: Strickler noted that there was no written report for the Senate to read, but he felt there was need to share the information before mis-information began.

He has been serving on an OSSHE committee which reviews and decides on the kinds of TDA's available to state employes. The group has chosen Milleman and Roberts (currently the PERS actuary) to provide the additional options in the tax deferred annuity program, which will be made available beginning in January 1983.

He pleaded for understanding on the part of participants for a one time \$5.00 charge which will be made to individual accounts for handling the new options. This one time fee is intended to cover the additional administrative costs in making the program available. Participants will be asked to authorize removal of the \$5 from their fund. The account that is managed is a courtesy, and does cost in man hours, etc. The Consultant fee is \$10,000. The State System cannot be asked to absorb this amount of money.

Strickler indicated that the Retirement Comm. will schedule some group meetings to explain fully the new options. In answer to a question, Strickler responded that it will be possible for individuals to shift from the current plan to one of the new ones.

✓ Budgets & Fiscal Planning Committee, John Block, Chrm., reporting: Block reported that the B&FPC had reviewed the curricular proposals for 1983-84 (which will be presented to the Senate at the Special Meeting on Nov. 18), and found that only one of the proposals would require additional funding. A perceived matter of duplication within the School of Business should be addressed by the Curriculum Council, Block's committee reported.

✓ Faculty Economic Welfare Committee, Chrm. Van Volk reporting: Volk reported that the FEWC recommended approval of the proposal to convert payroll from the last day of the month to the first day of the month, for two reasons; 1) to help comply with an IRS ruling and 2) will bring OSU in line with all other State agencies. Several other criteria were enumerated: No negative impact on retirees; will be in lower tax bracket for the tax year in which employes receive 11 checks. After discussion, Chrm. Volk moved adoption of the FEWC recommendation (82-393-3) to convert the payroll from the last day of the month to the first day of the month; seconded, carried.

✓ OSU-WOSC School of Education, Dean Robert Barr reporting: Dean Barr, newly-appointed Dean of the combined OSU-WOSC School of Education addressed the Senate briefly and presented the organizational state of the new school and some background information. Several questions arose; one was related to the choice of name for the new School. Barr responded that a number of options were discussed by the State System committees who planned the merger (including OCE and Oregon Center for Teaching Research). When asked about the size of the OSU School of Education, Barr indicated there is about 58 FTE here, and approximately 100 FTE at WOSC. The Education program at WOSC comprises approximately one-half to two-thirds of the WOSC operation. The remainder are Liberal Arts, police, and corrections programs.

✓ Proposed Admission Standards for OSSHE Colleges and Universities, President-Elect Scanlan reporting: Scanlan reviewed the recently announced "Campaign for Excellence" and its approval by the State Board. Wil Gamble reported on action by the IFS at their meeting on October 30. Austin Walter reported on the findings of the Faculty Senate Ad Hoc Committee asked to review the proposal and possible ramifications from the Faculty view.

Sen. Zaworski, Engr., moved that the Faculty

Senate approve the motion passed by the IFS with the substitution of the words Faculty Senate; seconded. As follows: (82-393-4)

"The Faculty Senate supports and finds desirable the efforts to improve the requirements for admissions to Oregon's Colleges and Universities. The Faculty Senate recommends that such improved requirements permit variances for admission of students who have attended school in an Oregon School district which, for reasons beyond the student's and/or school districts control did not provide the opportunity for the student to meet all of the prerequisites for admission."

The motion carried. Efforts to amend the motion by deleting the second sentence were unsuccessful.

Reports from the Executive Committee

✓ PAC-10 Faculty Leadership Conference, President Becker reporting: Becker reported that the Conference here on October 28-30 was a "Half-PAC" since only five institutions attended. He enumerated topics of consideration which were published in the Staff Newsletter and in a letter to all Faculty prior to the Conference. He announced that the 1983 Conference will be in Southern California.

✓ Interinstitutional Faculty Senate, Thurston Doler, IFS Chairman, reporting: Doler reported on the Fall session held at OSU October 29 & 30, which was addressed, jointly with the PAC-10, by Chancellor Bud Davis. The Chancellor talked a lot about excellence in Higher Education, Doler noted. Several significant recommendations came out of the IFS session, Doler reported. Other actions included: 1. Adoption of a motion supporting improved admissions standards (see motion 82-393-4 above). 2. That in the proposed protocol, entitled "Standards for Program Approval, for regulation of teacher education standards, the Consortium serve as an advisory agent and that the Teachers Standards and Practices Commission retain its function as the regulatory agent; b) that the origin of educational programs should rest primarily with the Faculty and Administrators of the Colleges of Education, c) that the TSP Commission eliminate variances in its policies with that of NCATE, when such variances create hardship and unnecessary duplication of effort for the Colleges of Education in the fulfillment of the required standards. Further, Doler reported, IFS voted to include in its Minutes a copy of Internal Management Directive 1.120, "Authority and Responsibility of the Presidents," with specific reference to 1.126, "Internal Governance," which deals specifically with the right to internal governance.

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

Shirley Schroeder
Thurston Doler

Recording Secretaries

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 22, # 9

- November 18, 1982

1982 Meeting 394 - November 18, 1982

The Special Faculty Senate Meeting to consider Category I & II Curricular Documents was called to order at 3:05 p.m. by President Robert R. Becker at the OSU Foundation Center. President read the list of resource people present to assist with the discussion of Category I documents and introduced Doug Stennett, Chrm. of the Curriculum Council.

ROLL CALL: Members Present: Beaudreau, B. Becker, R. Becker, Bell, Brookes, Burleson, Cook, Copek, Dane, Dickinson, Doler, Eckenrode, Faulkenberry, Campbell, Frolander, Gamble, Gardner, Giblin, Goetze, Grady, Hellickson, Hisaw, Holmes, Kennick, King, Kling, Krueger, Laver, Leklem, Leman, Lombard, Luba, McGill, McMahon, Miller, Morris, Nelson, Nicodemus, Orzech, Peck, Peterson, Phelps, Phillips, Piepmeier, Plant, Rice-Sayre, Scanlan, Poling, Schwartz, Shepard, M. Stamps, C. Stamps, Stone, Tiedeman, Vars, Walter, Walstad. 57

Members not Present were Represented as Follows: Adams, McNeese; Bodyfelt, Wrolstad; Bond, Hall; Huppell, Munro; Fendall, Rettig; O'Connor, Mackey; Schary, Mukatis. 7

Members Absent were: Bayne, Borg, Buffa, Bottomley, Cate, Cameron, Chambers, Chapman, Christensen, Coolen, Cross, Crisman, Farber, Firey, Griffiths, Harp, Isenberg, Jensen, Johnson, Komar, Langford, Leibowitz, Leong, Lombard, MacDonald, MacVicar, Miner, Mosley, Mrazek, Neshyba, Pearcy, Pye-Petersen, Reed, Stebbins, Volk, West, Wickman, William, Wilson, Witt, Zaworski. 41

Guests of the Senate were: Doug Stennett (Chrm., Curriculum Council); Lyle Calvin (Dean of Graduate Sch.); Dale Bibee (Ocean.); A. Messersmith (Chrm, Graduate Council); Les Streit (Education); O.E. Smith (Agric.); Betty Hawthorne (Home Ec.).

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Category I Document; Doug Stennett, Chrm., Curriculum Council reporting: Stennett outlined the steps the Cat. I document had gone through before reaching the Senate. Both Budgets & Fiscal Planning Comm. & the Graduate Council have acted on each of the proposed recommendations proposed for 1983-84. Stennett also noted that the last year's Category I & II actions have not yet been cleared by the Chancellor's Office, but were scheduled for hearing soon. The Cat I & II documents for 83-84 are due in Eugene 12/1. Stennett reminded Senators that the newly established deadline for Category I requests for 1984 is January 3, 1983 (moved up from the past June deadline).

School of Agriculture:

Sen. Stamps moved (82-394-1) approval of the proposal for the initiation of a new Instructional Program Leading to the Baccalaureate Degree (BS) in Agricultural Business Management; seconded, carried.

A question was raised by Sen. Morris, Sci., regarding this program's overlap with existing programs. Sen. Nelson, Ag., responded that the proposed program is more specialized than those in place. Sen. Frolander, Oceanog., asked if there had been consultation with EOSC. Response indicated that there had not necessarily been consultation specifically on curriculum, but there had been in the area of projected long-range cooperation.

The proposal for initiation of Minor Programs for use with Baccalaureate degree programs in the School of Agriculture or for use with Baccalaureate Degree Programs throughout the University was presented; Sen. Giblin moved adoption (82-394-2); 2nd, carried.

School of Business:

Sen. Stone moved (82-394-3) approval of the suspension of the Program and Degree, Master of Science in Management Science; seconded, carried.

Sen. Dane moved approval of the proposal for elimination of the Option in Entrepreneurship within the Management Area of Concentration (82-394-4), seconded, carried.

School of Education:

Sen. Holmes (H.Ec) moved (82-394-5) approval of the proposal for Initiation of a New Instructional Program option in Industrial Training within the Existing Baccalaureate Degree in Industrial Arts Education; seconded, carried.

School of Engineering:

Sen. King, CLA, moved (82-394-6) to approve the proposal to change the name of the Program and Degree from Electrical and Computer Engineering to Electrical and Electronics Engineering; seconded, carried.

Sen. Grady moved (82-394-7) to approve the Proposal to Change the Name of the Program and Degree from Engineering (Computer Science) to Computer Engineering; seconded, carried.

School of Health & Physical Education:

Sen. Grady moved (82-394-8) to approve the Proposal for Initiation of a New Instructional Program leading to the Master of Science Degree in Environmental Health Management.

All Category I proposals were approved by the Faculty Senate.

Chrm. Stennett then presented the Category II document for the Senate's review. President Becker noted that the Category II document is primarily for the Senate's information, but that questions, comments, or motions would be entertained.

✓ President-Elect Scanlan, on behalf of Prof. Kermit Rohde, Psych., moved (82-394-9) that Psych 435 and 446 be deleted from the list of graduate courses listed on page 88 of the Category II document; seconded.

✓ Prof. Rohde was then allowed to speak on the proposal and supported the motion by stating that these courses, which had previously been taught as restricted enrollment undergraduate courses, had had their enrollment limitation removed. This resulted in a greatly increased enrollment which, in the absence of prerequisites, is impossible to control, he alleged. He also stated that the quality level could not be maintained under these circumstances and, thus, that they should remain undergraduate courses.

✓ Several attempts were made to frame motions which would express sympathy with the principal, or point, that Prof. Rohde was making, but none was perfected. Sen. Stamps, Ed., and Sen. Dickinson, H.Ec., both expressed reservations about not having these courses available as graduate options.

A motion to table the motion was defeated.

✓ Sen. Doler, CLA, moved (82-394-10) that motion 82-394-9, to delete Psy 435 and 446 from the list of Graduate Courses in the Category II document, be postponed to the December 2 Senate meeting and made an order of business under 'Reports from the Faculty.' Seconded and passed.

Sen. Leman moved to accept the entire list in Category II, with the exception of the two Psych courses just discussed; seconded, carried. (82-394-11)

The meeting was adjourned at 3:51 p.m.

Shirley Schroeder
Thurston Doler
Recording Secretaries

STAFF NEWSLETTER

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 22, No. 11 - December 9, 1982

Meeting 395 - December 2, 1982

The regular December meeting of the Faculty Senate was called to order by President Robert Becker at 3:32 p.m. in the OSU Foundation Ctr. Minutes of the November 4 and 18 meetings were approved as published in the Staff Newsletter Appendix.

ROLL CALL:

Members Present:

Bayne, Beaudreau, B. Becker, R. Becker, Bodyfelt, Borg, Brookes, Chappell, Christensen, Cook, Copek, Cross, Crisman, Dane, Dickinson, Doler, Eckenrode, Campbell, Frolander, Gamble, Gardner, Goetze, Grady, Hellickson, Hisaw, Holmes, Isenberg, King, Komar, Krueger, Langford, Laver, Leibowitz, Leman, Lombard, McGill, McMahon, Morris, Mrazek, Neshyba, Nicodemus, Orzech, Peck, Pye-Petersen, Peterson, Phelps, Piepmeier, Plant, Poling, Rice-Sayre, Scanlan, Schary, Schwartz, Shepard, Stebbins, Stone, Tiedeman, Vars, Walter, Walstad, West, Zaworski, and MacVicar. 63

Members Not Present were Represented as follows: Adams, McNeese; Cate, Wuellner; Jensen, Kraemer; C. Stamps, Severeide; M. Stamps, Streit; Wickman, Schuyler. 6

Members not Present were: Bell, Buffa, Burleson, Bottomley, Chambers, Chapman, Coolen, Farber, Faulkenberry, Fendall, Firey, Giblin, Griffiths, Harp, Johnson, Kennick, Leklem, Leong, Luba, MacDonald, Miller, Miner, Mosley, Nelson, O'Connor, Percy, Phillips, Reed, Volk, William, Wilson, Witt. 32

Guests of the Senate were: Bill Wilkins, Act. Dean, CLA; Jim Wilson, FEWC; Glenn Klein, IFS; Theran Parsons, VP for Adminis.

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President Becker introduced agenda item #1, Motion to Delete Psych. 435 and 446 from the List of Graduate Courses in the Category II Document, which had been postponed from the 11/18 Senate meeting on Curriculum, and introduced Kermit Rohde to discuss the issue. Immediately upon introducing the subject, President Becker recognized Sen. Doler, who presented the following motion: "Moved, that the motion to delete Psy 435 and 446 from the list of Graduate courses (in Category II for 1983-84) be referred to the Curriculum Council and the Graduate Council to study the issues involved in this motion, and report to the Senate no later than April 1983 their recommendation for the disposition of these courses." (82-395-1) Seconded, carried.

Faculty Economic Welfare Committee, Jim Wilson, Comm. member, reporting for Chrm. Volk: Wilson moved (82-395-2) adoption of the following motion: "The State System of Higher Education of Oregon should be officially represented on the State Employee Benefits Board (SEBB)." Seconded, carried. Upon questioning from Sen. Doler, Chrm. of the IFS, from which the request for this study had come, Mr. Wilson stated that the recommendation should be forwarded to IFS, which should recommend a person to the Governor for appointment to the Board.

Sexual Harassment Workshop, Robert McMahon reporting: McMahon indicated that the workshop was specifically about the subject of Sexual Harassment of Students in Higher Education, and was attended by four OSU representatives: Nancy Leman (English), Pearl Gray (Affirm. Action), Shawn Dooley (ASOSU Pres.), and McMahon. The Workshop is presented by Miranda Associates, and is currently being given all over the United States. The participants were instructed on how to assist in developing policies, procedures, etc., in Higher Education to deal with this problem. The four individuals who attended have become an Ad Hoc Committee to work to increase awareness on the OSU campus of this kind of problem and the extent to which it has been identified elsewhere. McMahon promised details and information as they study the OSU situation. In response to a question from a Senator regarding the actual number of cases on the OSU campus, McMahon responded that it is unknown at this point.

Minority Recruitment and Retention, Nancy Leman reporting: Leman indicated that as a member of the Executive Committee of the Faculty Senate she was asked to go to this Workshop, which is presented by the Office of Civil Rights (we are in Region X) on Black Student Retention. This is related to Title VI of the Civil Rights Act of 1964. It was a two-day conference with five people from OSU attending. Enrollment of Black students is down in the U.S. because of a variety of factors, i.e., scarcity of funds, higher admissions standards, etc.

Millie Russell (University of Washington) was one of the "high-powered" people brought in to talk with participants. Those attending were Don Unger (then member of our Special Services Comm.), Morris LeMay (Director, Counseling Ctr.), Betty Griffin (Education), Nancy Leman (CLA), and Larry Griggs (Educational Opportunities Program at OSU). Some of the other institutions which sent representatives were: Lewis & Clark, OHSU, Pacific Univ., UofO, SOSC, Wash. State, Univ. of Wash., Seattle Central Community Coll., and the Washington Commission for the Blind, as well as many others.

Larry Griggs (OSU EOP) has been working on the statistics relating to this issue since returning from the Workshop. When the group was asked what the enrollment and retention

numbers were at OSU, no one knew, so it was decided this was a subject which needed immediate attention, which Griggs volunteered to do.

Griggs then spoke to the Senate and gave the following statistics (there are no official records of enrollment/retention of ethnic groups for the early years), which are from the records of the Educational Opportunities Program. In 1969, 55 black students enrolled; in 1970, 79 enrolled at OSU, 47 in the EOP; no statistics for 1971; in 1972, 63 black students enrolled at OSU, 53 in EOP; 73-78, no figures were recorded. In 1977, 108 students enrolled, 62 in EOP; in 1980, 109 enrolled, 66 in EOP; in 1981, 148 enrolled, 89 in EOP; in 1982, 174 enrolled, 103 in EOP. Official records show the following Black students graduating from OSU:

1969	0	1976	5
1970	0	1977	10
1971	2	1978	13
1972	1	1979	9
1973	10	1980	11
1974	4	1981	7
1975	8	1982	7

Aside from the student athletes or those enrolled in the EOP program, there are not many other Black students attending OSU.

Several Senators expressed the desire for an in-depth study of the issue vs. population, and other criteria. One Senator asked if it is known why these students don't complete their work, to which the response was "no."

Sen. Leman moved (82-395-3) "that the matter of investigation into Minority Student Enrollment and Retention be referred to the appropriate Faculty Senate Committee(s), as determined by the Executive Committee, with the goal of getting appropriate information on this matter;" seconded, carried.

Review of Faculty Senate Committees, President Becker reporting: President Becker indicated that the Committee on Committees has requested the Executive Committee to recommend names of Faculty Senate Committees for periodic review (every five years, or as needed). The Committees this year which are to be reviewed include: Advancement of Teaching, International Education, University Honors, and Graduate Admissions.

Communication Media Merger, President Becker reporting: Because of a recent merger between IRAM and CTV, the Faculty Senate Executive Committee is asking its Instructional Media Committee to review implications of the plan. The Media Center is a University-wide facility, and a number of questions have been posed about possible changes in service, etc.

Faculty Senate Elections, November 1982, President Becker reporting: Becker reported that the President-Elect was chosen in the closest election in many years. Dwight (Pete) Fullerton won the race by eleven votes (total of 373 ballots cast) over Jean Peters (total of 362 ballots cast). In the election for an Interinstitutional Faculty Senate representative, Wil Gamble received a majority of the votes cast, and will serve a three-year term. Gamble was opposed by Nancy Leman in the IFS contest.

Executive Committee members elected at the December 2 meeting were Gary Tiedeman (Soc.), Bruce Shepard (Political Sci.), and Zoe Ann Holmes (Foods & Nutr.). The Executive Commit-

extends its thanks to all Faculty who were willing to be nominated for possible election to vacant positions.

New Senator Orientation, President Becker reporting: President Becker announced that the New Senator Orientation will be held on Tuesday, January 11, 1983, from 2:30 p.m. to approximately 8:30 p.m. This Orientation is held each January to familiarize first or second term Senators with Senate procedures.

Reports from the Executive Office

President MacVicar spoke to the Senate regarding the outlook for the coming biennium, the status of the Governor's proposed budget, tuition charges, and budgetary priorities. Dr. MacVicar noted that, so far, Higher Education is receiving the best treatment ever, and this is his seventh legislative session since coming to OSU.

New Business:

President-Elect Richard Scanlan introduced a Resolution and moved (82-395-4) its adoption; seconded:

"BE IT RESOLVED THAT THE FACULTY SENATE EXTEND APPRECIATION TO VICE PRESIDENT ROBERT CHICK FOR HIS DEDICATED SERVICE TO THE STUDENTS OF OREGON STATE UNIVERSITY OVER THE PAST TWENTY YEARS."

The Resolution was adopted UNANIMOUSLY.

Senator Flo Leibowitz introduced a Resolution and moved (82-395-5) its adoption: "The members of the Faculty Senate wish to express their opposition to any administrative innovations that would jeopardize the jobs and pay of the present custodial staff. While conscious of the need to limit expenditures, we do not think the academic community should be indifferent to the fate of so many who have served us so well for so long."

Several Senators spoke to the issue of "Contracting Out" and President Becker, noting that the Executive Committee had just discussed the matter prior to the Senate meeting today, and intended to contact both parties involved to determine whether a "Faculty Forum" or Faculty Forum Paper should be initiated in early January, then asked Vice President Theran Parsons if he would care to comment.

Vice President Parsons thanked the Senate for the opportunity to speak, since some items of misinformation were currently circulating and he was happy to have the opportunity to discuss the matter.

Parsons noted that OSU prepared specifications for six OSU buildings as to current costs for cleaning. These same buildings were then used as a basis for comparison with a contractor, who was taken through each building and estimated costs. As a result, the University found about a 22% savings in cost from what is currently spent would be realized.

PSU has gone to a "contracting out" system and has found it satisfactory, Parsons asserted. The issues of security, dependability, etc., were discussed briefly, and the Vice President indicated that when services were placed on contract, the contractor would be required to perform according to the specifications and, in order to have the contract renewed, would want those services to be satisfactory to the University.

Senator Doler (CLA) moved (82-395-6) that motion 82-395-5 be referred to the Executive

Committee for its immediate and appropriate disposal, according to the perception of the Executive Committee; seconded, carried.

Faculty Senate Election of Executive Committee:

President Becker announced the results of the earlier balloting, based on the count made by the Counting Committee, composed of Herb Frolander, Flo Leibowitz, and Bob McMahon, who were willing to tabulate the votes during the meeting.

The voting indicated that Gary Tiedeman, Sociology; Bruce Shepard, Political Science, and Zoe Ann Holmes, Home Economics, had been elected to two year terms ending January 1985.

The meeting was adjourned at 4:31 p.m.

Shirley Schroeder
Thurston Doler
Recording Secretaries