

Faculty Senate

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1984 Minutes

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staff newsletter

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Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 23, #16 - January 19, 1984

1983 Meeting 406 - January 12, 1984

The regular January meeting of the Faculty Senate was called to order at 3:05 p.m. by President Richard Scanlan in the Stewart Center. The Minutes of the November 17, 1983 meeting were approved by Motion 84-406-1. Minutes of the December 8, 1983 meeting were approved by Motion 84-406-2, as published in the Staff Newsletter Appendix.

Installation of President: President Richard Scanlan handed the gavel to President-Elect Dwight S. "Pete" Fullerton, who then became President Fullerton. Fullerton then said some complimentary things about Immediate Past President Scanlan, and Scanlan said some complimentary things about Fullerton.

Executive Secretary Thurston Doler was recognized to present a Plaque to Outgoing President Scanlan. The traditional octagonal plaque, on which a small gavel was mounted, had a bronze plate on which was inscribed: "Richard A. Scanlan, Faculty Senate President, 1983. 'If it's worth doing, it's worth doing well.'" Doler described Scanlan as a President who paid close attention to detail and whose attention was also focused on the entire scope of the job as President.

President Fullerton takes Charge: Fullerton recognized Ronald Cameron as the new President-Elect. Thanks were extended to outgoing members of the Executive Committee, whose terms expired as of December 31, 1983, David Faulkenberry, Robert McMahon, Robert Zaworski, and Chuck Dane, (who served vice Zaworski Fall term). He welcomed the new members of the Executive Committee who are beginning two-year terms, James Krueger, Ed McDowell, and Mariol Peck.

President Fullerton cited Administrative Assistant Shirley Schroeder and Executive Secretary Thurston Doler for their work and help during the past year.

ASOSU President Sharon Wolfard, who was present, was commended by President Fullerton for the "fine program last night" that dealt with the matter of a Sales Tax for the State of Oregon.

ROLL CALL: Members Present: Bailey, Baumann, Becker, Berry, Beschta, Brookes, Buffa, Carpenter, Chambers, M. Christensen, N. Christensen, Cook, Coolen, Crisman, DeLander, Doler, Dorn, Farber, Flath, Fullerton, Funck, Giblin, Haldeman, Hannaway, Hardison, Heath, Hellickson, Holmes, Holtan, Hovland, S. Johnson, C. Johnson, Kerr, Kiekol, Koski, Latham, Leklem, Leman, Levi, McDowell, McFarland, McMahon, S. Miller, Mills, Miner, Mrazek, Neshyba, Nicodemus, Olsen, M. Orzech, Z. Orzech, Peck, Peters, Petersen, Powell, Sarasohn, Schwartz, Shepard,

Stebbins, Stern, Stone, Streit, Tentchoff, Walstad, West, Wickman.

Members Not Present were Represented as Follows:

Anselone, Harris; Dane, Wells; Dunn, Poling; Martin, Strickler; Musser, Calderer; Tiedeman, Langford; Wrolstad, Nixon.

Members Absent were: Adams, Berry, Brunk, Collins, Craig, Davis, Faulkenberry, Fendall, Fuchigami, Garren, Harp, Isenberg, Leong, MacVicar, Mattson, C. Miller, Morris, Mosley, O'Connor, Shane, Thomas, Tonge, Vars, Van Dyke, Witt.

Guests of the Senate: Sharon Wolfard, ASOSU President; Lisa Ede, Chrm., Special Services Comm.; Judy Kuipers, Dean of Undergrad. Studies.; Diana Dean, Undergrad. Studies; Elizabeth Hallgren, Chrm., Bylaws Comm.; Robert Wess, Spec. Services Comm.

President Fullerton called attention to the Notice mailed out to all Faculty inviting them to write Faculty Forum Papers on the topic of OSU's Mission, particularly for the immediate future.

Appointment of Recording Secretary: President Fullerton presented to the Senate for confirmation the Executive Committee's nomination of Thurston Doler as Recording Secretary for 1984. The recommendation was approved by Motion 84-406-03, by voice vote.

Appointment of Parliamentarian: President Fullerton presented to the Senate the Executive Committee's nomination of Thurston Doler as Senate Parliamentarian for 1984. The recommendation was approved by Motion 84-406-04, by voice vote. Fullerton invited Senators to seek information from the Parliamentarian in any situation in which they might need parliamentary guidance.

Rohde Commended: Sen. Shepard, CLA, moved (84-406-5) that the Faculty Senate commend Kermit Rohde for his "excellent service" for the two years he served as Parliamentarian. The motion was seconded and passed by voice vote.

Search Committee Updates:
College of Business Dean's Search Committee, Cliff Gray reporting: Because of the absence of Chrm. Gray, President Fullerton read the following report:

"The Committee has reviewed the 55 candidates who applied for the dean position. We have selected nine candidates for intensive review and hope to be able to send the names of four of these candidates to the President near February 1."

Presidential Search Committee, M. Popovich, Chrm., reporting: Chrm. Popovich reported the following information:

a. Ninety-five candidates are being screened with the goal of dividing them into the categories of preferred, acceptable, and unacceptable, by the end of this month.

b. Certain candidates will be invited to the campus for two day visits.

c. By mid-March, finalists are to be recommended to the OSBHE.

Popovich was asked about the accessibility to the Faculty of the visiting candidates, but was unable to give assurances that access would occur. He was asked about screening criteria for making selections. He responded that these were published in a recent article in the Gazette Times. The question of proposed time for the new President to assume the job was raised and he deferred to the Board as the source of an answer. In further questioning, however, he voiced the view that the date is probably negotiable.

Sen. Stebbins, Hort., urged the Search Committee to seek evaluations from sources other than those offered by nominators and candidate supplied sources. Popovich agreed and stated that this is being done as much as possible.

Reports from Faculty Organizations:

Association of Oregon Faculties (AOF), OSU AOF
President Robert Becker reporting: Becker made the following points:

a. AOF is now five years old.

b. It needs approximately \$50,000 per year to fund its operation, which includes the contract with the Public Affairs Counsel with Bob Davis in Salem.

c. Membership dues were raised recently from \$36 to \$45.

d. AOF's statewide membership is about 1100; OSU's AOF membership is 445.

e. Salaries. The absence of salary increases for this biennium has not been helpful to the organization. The 7.2% increase on June 30, an increase for 1982-83, afforded no money for the year, but ratcheted up the base budget by that amount.

In response to an oft asked question, "what has AOF done?" Becker reviewed its policy. The AOF Salary and Budget Committee has always compared Oregon salaries with our competition, he noted. In 1979, AOF determined that we were behind our competitors by 24%. Chancellor Lieuellen agreed, after much discussion, to a 13% lag, and before he left office, initiated a 2% increase to begin a catch-up. That amount, Becker asserted, was included in the 7.2% granted June 30. He acknowledged, however, that AOF was among several organizations working for that budget. Becker noted that AOF was directly responsible for the 2% raise agreed to recently.

f. Higher Education, for the present biennium, had a budget increase of about 16%, compared to other agency allocations of 6-8% (Welfare and Secondary Education). Becker credited other organizations, as well as AOF, with supporting and working for this budget.

g. AOF will support restoration of the tax subsidy for Summer Term.

Oregon State University Faculty Association,
President Les Strickler reporting:

a. Strickler reported that "We are still here." Quarterly meetings are being held and a normal program is being pursued.

b. Another attempt at Collective Bargaining is not presently being entertained as an option.

c. The class action suit pertaining to equity for Faculty Women will be the topic of a brown-bag lunch to be held January 24.

d. He noted that OSUFA affords the Faculty with a link to the OEA, which is the most powerful lobby in the Legislature. He cited as one example OSUFA's success in inducing OEA to drop its opposition to bonuses for early retirement in Higher Education.

e. He viewed with regret the receipt of several letters which were personal attacks on himself and other OSUFA personnel during the recent collective bargaining election.

f. Some departments, he noted, are refusing to distribute OSUFA's Newsletters into Faculty mailboxes. He will pursue with President MacVicar the removal of this "restriction." He also noted that OSUFA has written authority of President MacVicar to disseminate information, just as any other Faculty group.

Oregon State Employees Union, Retired Faculty Chapter, President Harry Freund reporting:
President Freund made the following points:

a. The organization will, in the near future, become the "Association of Oregon State University Retired Persons, Local 303, Oregon Public Employees Union."

b. The classes of membership and associate membership will be handled somewhat differently in the near future. Retired people who were not Union members prior to retirement will be limited to associate membership during their retired years. Freund viewed this as "an absolutely intolerable position" for the organization.

c. Unanimity among all people connected with PERS is necessary to deal with a bureaucracy that is slow to change, but which must change from time to time to adjust to the needs of its constituencies, Freund claimed. This unanimity is quite difficult because of the range in age from young faculty to retirees of many years.

d. The management of the PERS in working for "the future" can tend to ignore the needs of the people who retired many years ago.

e. Freund expressed concern over the 2% raises allocated to retirees in the last decade; that it was not a realistic amount with today's rising costs. Those employees on fixed income are as in need of adjustments as much as those working, Freund noted.

f. In addressing the PERS, one might be on the side of the angels, but that will not carry much weight unless the angels are on the side of 20-30,000 other people.

American Association of University Professors:
Senator Nancy Leman and AAUP President Curtis Johnson spoke for AAUP and made the following points:

a. Since the Collective Bargaining election, the relationship between OSUFA and AAUP has been terminated.

b. AAUP (Everett Hansen and Curtis Johnson) met with President MacVicar to discuss the matter of Fixed Term tenure. This meeting resulted in President MacVicar writing a draft letter to AAUP National stating OSU's position on this matter. That draft was published in the last AAUP Newsletter.

c. A statewide AAUP meeting will be held here on Saturday, January 14, and among the topics are the matter of fixed-term tenure & the role of the

Oregon Educational Coordinating Commission in the future of Oregon's education.

d. No cases of Academic Freedom are now pending in Oregon.

e. Chancellor Bud Davis will speak at the February 16 luncheon meeting.

Special Services Committee, Chrm. Lisa Ede reporting: The report contained the following recommendation (84-406-6): "The Special Services Committee recommends that the Faculty Senate reaffirm its endorsement of this important Program."

Chrm. Ede noted that the Senate's special interest in EOP dates back to July 23, 1969, when it passed a motion recommending the establishment of the Minority Affairs & Special Services Program (see Minutes of Meeting 249, p. 214, 7/23/69).

Sen. Shepard, CLA, moved (84-406-7) that debate on this report be limited to ten (10) minutes; 2nd and passed.

Chm. Ede noted that the EOP goal is to provide special assistance to those who have traditionally been denied equal access to educational opportunity. EOP is a blend of an educational program and a support service program, she stated. Highlights of the Committee's findings are:

a. Its graduation rate of 34%, which compares favorably with the University as a whole, is evidence that the program is accomplishing its purpose. The fact that many EOP students are "special admits" makes this fact even more impressive.

b. A recent study by the Chancellor's Office determined that OSU is "very successful" in dealing with the "special admits."

c. The wide range of support services, "academic and otherwise," was credited with much of the success of the Educational Opportunities Program.

Sen. Stone, Engr., raised the question of the per student cost of this program. Chrm. Ede noted the complexity of the budget and the difficulty of determining this fact, however, the amount of \$665 per student was cited for last year. It was noted that the variable cost per student for instruction, \$3896, applies after the first year of the program in addition to the \$665.

The Previous Question was moved, seconded, and passed. Motion 84-406-6 passed by voice vote.

REPORTS FROM THE EXECUTIVE OFFICE; Past Senate President Bob Becker reporting: In the absence of President MacVicar and Vice President Parsons, Becker was briefed to report, as chairman of the Budgets & Fiscal Planning Committee, on a projected budget shortfall in 1984-85. At this time, the President has elected not to treat this as an emergency, so the matter will be handled by the Budgets & Fiscal Planning Committee, rather than the Financial Emergency Group (FEG).

Becker admonished the Faculty to do "all you can" to keep enrollment up, since diminished enrollment is the basis of the problem.

OSU, OIT, and EOSC are doing comparatively better than the other five institutions in the System; PSU has already declared a financial emergency.

The shortfall will probably be managed in the following ways, Becker alleged: On hand resources can be diverted to take care of about one-half the amount, that includes savings from the contracting out of janitorial services, overesti-

mated energy costs, OPE savings from not hiring new faculty; and the Deans' 2% contingency funds may be tapped also to reduce the deficit. In further comments, Becker observed that the Summer Term may also contribute to the deficit.

On another topic, Becker reported that the OSSHE is contemplating a new budget allocations system which, if adopted, would better finance OSU. No budget system is an antidote to improved enrollment, he observed.

REPORTS FROM THE EXECUTIVE COMMITTEE:

1. President Fullerton reported that New Senator Orientation was held January 5 at Nendel's Inn. One of the more interesting features was a Panel composed of four previous Senate Presidents (Hovland, Wells, Becker, and Scanlan) and ASOSU President Wolfard, he observed.

2. Promotion & Tenure Committee Report: President Fullerton reported that the Executive Committee had referred the report to a special Committee composed of present and past members of the P&T Committee and the Faculty Status Committee to study its basic recommendation:

"It is recommended...that the Faculty Senate provide for a formal statement of reform outlining the promotion and tenure system that should prevail at OSU as we move through the decade of the eighties."

3. Academic Regulations Committee, Chrm. Robert Mrazek reporting: Last Spring the Executive Committee referred to the Academic Regulations Committee a request from Prof. Charles Langford asking to extend the withdrawal from courses date from the fifth week to the seventh week. The Committee responded in a Memorandum dated June 1, 1983, that it found no need to change the present date from the fifth week and, thus, recommended no change. A history of withdrawals from 1971-72 to the present was offered in support of the decision.

This series of events was reported to the Senate by the Academic Regulations Committee with a brief sketch, added by the Senate Office, of the history of action on this topic dating back to May 1979.

Prof. Langford introduced a motion (84-406-8) "to amend Academic Regulation 12b by striking fifth week and inserting sixth week, to become effective beginning fall term of 1984-85;" 2nd. Shepard, CLA, moved (84-406-9) to amend Langford's motion by striking "sixth" and inserting "seventh;" 2nd.

Shepard, CLA, moved to postpone (84-406-10) the Langford motion to the regular February Senate meeting; 2nd. Passed by voice vote.

Thus, early, late, or no withdrawal continues to be an issue at OSU.

4. Referral to Budgets & Fiscal Planning Committee: In response to a request from President MacVicar to study the matter of a projected \$850,000 shortfall for 1984-85, the Executive Committee has referred the matter to the Budgets & Fiscal Planning Committee. The first question that the Committee is to address is whether or not this matter is an emergency and thus, should go to the Financial Emergency Group which was created to deal with emergencies.

5. Proposed changes to Administrative Rules (OAR 580-21-318 & 580-01-005), Oregon AAUP President Pat Wells reporting: Wells attended the OSBHE meeting at which these Rules changes were considered and gave the following report:

The amendment to OAR 005, which proposed to

shorten some public notices of Public Hearings from fourteen to seven days, was withdrawn from the agenda. She was unable to judge whether or not it would be restored to the agenda later. OAR 318, "Other Personnel Actions Not For Cause," would allow "personnel to be transferred or reassigned within an institution in accordance with the staff needs of the institution or other units," was adopted. The phrase, "within an institution," was not included in the original proposal, Wells reported. It was apparently added after the change was originally proposed.

NEW BUSINESS:

With permission of the Senate, President Fullerton introduced Bonnie Jarstad, Memorial Union Program Council Chairman, who presented to the Senate information on programs her Committee is sponsoring. She reminded the Senate of the Thursday Night Musical Coffee House events and the Thursday noon performing arts events, which are held in the MU Lounge. Movies are periodically available to everyone for a "small price," and now "News & Views," a series of Public Forums on current issues of local, national, and international nature, is being initiated. In addition, an "OSU in the 80's" Forum is in the making and faculty are invited to participate. Faculty who have a subject about which they are concerned are invited to address a letter to Chairman Jarstad at the Student Activities Center. The matter of concern may become the topic of a Forum sponsored by her Council.

New Campus Patrol Motorcycle: President Fullerton reported that he and ASOSU President Wolfard had consulted about the new 1000cc motorcycle added to Campus Security. They extended an invitation to campus administrators Allan Deutsch, Chrm., Campus Traffic Committee; Rod Wells, Director, Physical Plant; John Campbell, Director of Safety; Orville Powell, Director of Campus Security; and Officer James Knudsen of Campus Security, to attend meetings of the ASOSU and Faculty Senates to talk about the new vehicle and its use. All declined to attend, he reported, but some did respond in writing. Wells, who responded in writing, stated that the new motorcycle will be used for general campus patrol, not just the policing of bicycles, and that it will not travel on sidewalks as had earlier been reported. The topic will be taken to the Executive Committee, Fullerton reported.

Sen. Hellickson, COAS, moved (84-406-11) that the Faculty Senate Office poll the faculty to determine the extent of its support for Tuition Waivers for the children of faculty members; 2nd. Sen. Orzech, CLA, moved (84-406-12) to strike "children" and insert "immediate family;" 2nd.

Shepard, CLA, raised an Objection to Consideration, provided for in the Bylaws when new topics are introduced without notice (84-406-13). The objection to consideration was sustained by more than the 25% vote needed to postpone the matter to the next regular Senate meeting.

The meeting adjourned at 4:58 p.m.

Thurston E. Doler
Recording Secretary

Shirley Schroeder
Secretarial Assistant

*NO!
Traffic Safety
Committee*

9 Feb 84


*This is incorrect as
I read it. Allan
Deutsch is not a
campus administrator
by any stretch of the
imagination! He is
a fixed term faculty
member and volunteer
committee appointee.
Kindly correct the
minutes to reflect the
~~two~~ two errors (above)
AE Deutsch*



INTERNATIONAL PLANT PROTECTION CENTER
Oregon State University / Corvallis, Oregon 97331 / USA

MEMORANDUM

Telephone
(503) 754-3541

to: T. E. Doler
from: A. E. Deutsch  date: 9 Feb. 84
subject: FS Minutes

I just received minutes for meeting @ #406
and noted two errors (marked in red on
the attached copy).

Please arrange to have these corrected
and the corrections printed.

Thank you.

pc.: DSFullerton
TDParsons

staff newsletter

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 23, #20 - February 16, 1984

1984 Meeting 407 - February 9, 1984

The regular February meeting of the Faculty Senate was called to order at 3:05 p.m. by President Dwight Fullerton in the Stewart Center. The Minutes of the January 12, 1984 meeting were approved by Motion 84-407-1.

ROLL CALL: Members Present: Anselone Bailey, Baumann, Becker, Beschta, Brookes, Brunk, Cameron, Carpenter, M. Christensen, N. Christensen, Coolen, Crisman, Davis, Delander, Doler, Dunn, Farber, Faulkenberry, Fendall, Flath, Fuchigami, Fullerton, Funck, Gibling, Haldeman, Hannaway, Harp, Heath, Hellickson, Hosoi, Holmes, Hovland, S. Johnson, C. Johnson, Kiekel, Koski, Latham, Leklem, Levi, Mattson, McDowell, McFarland, McMahon, C. Miller, S. Miller, Mills, Mosley, Mrazek, Musser, Neshyba, Nicodemus, M. Orzech, Z. Orzech, Peck, Petersen, Powell, Sarasohn, Schwartz, Shane, Shepard, Stebbins, Stone, Streit, Tentchoff, Tiedeman, Vars, Walstad, West, Wrolstad.

Members Not Present were Represented as Follows: Berry, Anderson; Dane, Sullivan; Hardison, Syhre; Kerr, Goetze; Leman, Rudinsky; Martin, Strickler; Peters, Culler; Wickman, Westfall; Witt, Kiigemagi.

Members Absent were: Adams, Buffa, Chambers, Collins, Cook, Craig, Garren, Holtan, Isenberg, Leong, MacVicar, Miner, Morris, O'Connor, Olsen, Stern, Thomas, Tonge, Van Dyke.

Guests of the Senate: Sharon Wolfard, ASOSU President, Judy Kuipers, Dean of Undergrad. Studies.; Glenn Klein, IFS; Robert Michael, FEWC Chrm.; Sue Galatz, ASOSU Engr. Senator; Paul Haddeland, ASOSU Acad. Affairs; T. I. Parsons, Vice President for Administration; Pat Wells, AAUP State President; James Krueger, Exec. Comm.

* * * * *

Withdrawal Date: A motion (84-406-8) introduced by Professor Langford at the January meeting proposed to amend Academic Regulation 12b. by striking five and inserting six as a change in the Withdrawal date. An amendment to the motion to strike six and insert seven. That motion was placed before the Senate. Senator Shepard, CLA moved (84-407-2) to create a blank in the main motion for the "five" week provision; seconded. The Parliamentarian, upon request of President Fullerton, explained that if the motion to create a blank were passed, the proposals of five, six, and seven would be "nominations" to fill the blank, along with any other nominations made from the floor. A "yes-no" vote on the "nominations" would be conducted until one received a majority vote, which would then fill the blank in the main motion. The main motion would then be

voted on. The motion (84-407-2) to create a blank passed by voice vote. Subsequently, nominations of 2-3-4-8 and 9 were made, so that the final list of nominations was 2-3-4-5-6-7-8-9 (weeks). Senator Shepard, CLA, moved (84-407-3) that debate on the main motion be limited to 15 minutes; seconded and passed.

Sen. Stone, Engr., spoke in favor of a less than five week limitation, citing as reasons that the Withdrawal date should not be used to adjust GPA's, but to allow students to exit from "intolerable situations." He contended that the late exit from classes cost the University a lot of money in subsidies.

Prof. Langford, with permission of the Senate, spoke in favor of the seventh week date, asserting that it was closer to the Senate approved "W" date of 1979, and that students outside their areas deserved to receive information about their class standing prior to the "W" date to allow withdrawal if they were at an unacceptable grade level.

Sen. Hellickson, Ag., argued for an early "W" date, asserting that late "bail outs" give no credit to faculty who have worked with those withdrawing students, and that the late withdrawals are unfair to remaining students. When the bottom of the class withdraws at a late date, he claimed, the C-B level students suddenly become the bottom of the class and, in some instances, receive failing grades because they are unable in the remaining weeks to re-establish their prior achievement position. Further, he asserted, team projects suffer because more work is put on the remaining students.

Sen. Anselone, Sci., argued in favor of the fifth or sixth week in view of the fact that there is competition to get into many classes.

Sen. Neshyba, Oc, argued in favor of an earlier W date in agreeing that remaining students may be disrupted by the withdrawal of others.

Sharon Wolfard, ASOSU President, reported that the ASOSU Senate on Tuesday night voted overwhelmingly in favor of the seventh (7th) week. She cited evidence that many students have not received information on their course standing by the fifth week, and claimed that this had happened to her also.

Vice President Parsons noted that the "official count" of students comes at the end of the fourth week. At that time, the number of credit hours, divided by 15, gives the student FTE that forms the basis for State subsidy.

Sen. Tiedeman, CLA, commented on several previous speakers' remarks and observed that the "no show, drop" arrangement had the effect of filling slots created by early withdrawals. Further, if students want to use the withdrawal procedure to avoid low grades there is no rule prohibiting that within the established system; and, finally, he expressed dismay with the posi-

tion taken by Sen. Hellickson (see above comments).

President Fullerton put to a "yes/no" vote the nominations to fill the blank, beginning with the ninth week. Each (week) was rejected until the fifth (5th) week, which was approved overwhelmingly by standing vote. Therefore, the motion was to approve the fifth (5th) week as the withdrawal date. Motion 84-406-8, as amended, was adopted overwhelmingly by voice vote. (Since the fifth (5th) week is the current "W" date, no change was recommended.)

Tuition Waiver; Hellickson motion from January meeting, 84-406-12; "That the Faculty Senate Office poll the Faculty to determine the extent of its support for Tuition Waivers for the children of Faculty members." Sen. Orzech moved to strike "children" and to substitute "immediate family."

FEWC Chrm. Robert Michael reported that Vice Chancellor Lemman thinks that even those schools, most of them private, that currently have a waiver for children of faculty would like to get rid of it. Further points made related to the cost of polling the faculty, what bookkeeping would be necessary to effect a reimbursement to the University for tuition waived, and how many staff, in addition to faculty, would want the same privileges. The amendment to strike "children" and insert "immediate family" was put to a vote and was defeated.

Sen. Shepard, CLA, spoke against the motion asserting that government by survey was a bad idea.

Sen. Hellickson, Ag., supported the motion, asserting that it might encourage the hiring of young faculty and "put spring back in the step of some older faculty."

The main motion was defeated by voice vote.

Ad Hoc Committee to Review Promotion & Tenure Issues: (John Block, Chrm.; William Firey, Darold Wax, Harry Freund, Lois Pye Petersen, and Van Volk.) The Executive Committee has appointed this Ad Hoc Committee for the purpose of studying the following recommendation from the 1983 Promotion & Tenure Committee: "...that the Faculty Senate provide for a formal statement of reform outlining the promotion and tenure system that should prevail at OSU as we move through the decade of the Eighties."
by Johnson

Oregon Educational Coordinating Commission Task Force Recommendations; Curtis Johnson, OSU Chapter President of AAUP reporting: This report was elicited in reaction to the reports of three OECC Task Forces which recently filed their reports with the OECC (which will eventually report them to the Legislature). Johnson reported the following:

The OECC was originally established because certain statewide federal programs require a coordinating unit. In addition, there were underlying political pressures to investigate how state monies for education were being spent.

The OECC is a Lay Board, with John Baxter as President. It has a staff with T. K. Olson as its Executive Director.

In 1983, the Legislature requested that the OECC, during 1983-85, develop Goals and Objectives for Oregon education. Three Task Forces, composed of lay people, were subsequently

appointed. The topic areas were:

- a. Finance and Resources
- b. Delivery and Accountability
- c. Need and Coordination

Forty-seven recommendations were made by the three Task Forces, thirty-two of which concerned Higher Education. These 32 recommendations will be considered by the OECC and its Advisory Committee. Four of the sixteen member Advisory Committee members are from Higher Education.

The report to the Legislature will consist of none or all of the Task Force recommendations, information from public testimony, and any generated by its Advisory Committee or itself.

Recommendations relating to Higher Education from the Task Forces run the gamut from detrimental, to innocuous, to favorable. For example, in reading the reports and reading between the lines, one conclusion is that OSU, UO, and PSU should have stable funding regardless of enrollment, and should cater only to top high school graduates who are well prepared.

Some recommendations from one Task Force contradict those of another, Johnson noted.

Recommendations include those that the OECC become the "Super Board" over all higher education, public and private; and the mechanisms for enforcement are mentioned.

Johnson noted that extensive use of part-time Faculty was also a recommendation.

President Fullerton pointed out that the OSBHE passed a motion acknowledging the efforts of the Task Forces, but singled out specific items that it wanted to discuss with them.

Interinstitutional Faculty Senate, Representative Glenn Klein reporting: Klein presented the following report: The Oregon Educational Coordinating Commission Task Force reports were the object of IFS study. These reports, composed by lay people are, in some instances, contradictory. Their tone is that Higher Education is not doing its job as well as it could and that the community colleges are doing a better job than Higher Education.

Levels of Funding: This is not well addressed in the report, but it seemed apparent that there were inequities, with Higher Education not being treated equally. Higher education has, in recent years, received a diminishing percentage of available educational funds.

Part-Time Faculty: The Task Force Reports favor the increased use of part-time Faculty, particularly to save money. IFS takes a dim view of this possibility, since it diminishes the value of education by placing heavier loads on regular Faculty and uses teachers who are less involved in the educational process.

IFS commended the Task Forces for ferreting out pertinent issues, and asked for dialogue in developing further answers to the problems identified.

Wil Post, Vice Chancellor for Public Affairs, addressed the group and made several points, among them the following:

- a. If Faculty want to participate equally in the power game with other lobby groups such as OEA, they will have to pay the price through AOF or some organization like it. Further, they should coordinate the efforts of the various groups such as AOF, IFS, Student Lobby, etc.

- b. There will not be equal funding for Higher Education until all education is funded from the same source.

Larry Pierce, Special Assistant to the Chancellor, discussed the matter of IFS's relationship with the Chancellor, which is now indirect, and expressed the view that the relationship should be improved.

John Powell, member of the Public Affairs Counsel, discussed the political implications of the OECC and the processes of influencing the Legislature.

IFS Officers: Gary Wehr, OIT, is the new IFS President; Lars Svanevik, OIT, new Recording Secretary; and Thurston Doler, OSU, is AOF Representative.

Oregon State Board of Higher Education Meeting; January 27, 1984. President Fullerton reported that the Board did formalize the budget reductions that have been publicized; formally made the Faculty Excellence Awards; and acknowledged the OECC Task Force Reports.

Fullerton distributed a Board-generated chart of enrollment projections for the immediate future, which predicts a near 20% drop in OSU's enrollment in the next five years. Comparisons were made with other institutions, such as UO, which is projected to decrease less.

The Board announced that OSU brings in over one-half of the outside Research and Contract dollars that come to the System of Higher Education, Fullerton reported.

President Fullerton asked and received permission of the Senate to include reports regarding OSU's response to the directive for budget cuts and requests for information regarding salary projections for the next biennium (items follow).

Budgets & Fiscal Planning Committee, Chairman Bob Becker reporting: Becker reported that the B&FPC had met with President MacVicar, Vice President Parsons, Budget Director Mathany, and Associate Director of Institutional Research Bloomfield, and as a Committee. They project that \$400,000 of the \$850,000 deficit can be covered by recovered OPE funds (\$150,000); Contracting Out savings (\$200,000); and Indirect Cost Recovery (\$50,000). The remaining \$485,000 will have to be made up, selectively, by reducing funds to areas linked to the reduced enrollment, not across the board for the entire university. Other savings, however, may have to be made as well, he asserted, including non-academic areas. The total deficit equals about 1% of the instructional budget. In response to a direct question about enrollment, Vice President Parsons noted that OSU's projected head count of students for 1984-85 is 15,414, whereas the Board projects 14,667, a number within the variable range of OSU's projection. Beyond 1985, Parsons noted that "we have no feel" for those projections.

FEWC Chairman Robert Michael explained some salary projections for the immediate future (charts distributed to the Senate). These data were produced in response to the Chancellor's request for supportive information regarding budgets being planned for the next biennium. Michael's Committee projects, conservatively, that OSU will fall--on the average for all ranks--22% below the projected average of the "Other 19" comparators. Individual ranks range from 27% for professors to 13.4% for instructors.

In response to a question, Chrm. Michael replied that these Charts represent salaries, not total compensation. President Fullerton pointed out that the actual salaries, not total compen-

sation, were reflected because the Chancellor specifically requested this approach.

Curtis Johnson, OSU-AAUP President, objected to this approach as deceptive; that legislators knew the difference, and that our credibility would suffer accordingly.

Sen. Strickler, COB, reviewed the matter of the 6% retirement pickup as part of compensation. He disagreed with Johnson in his assertions and supported the Chancellor's approach. He further admonished the faculty to "quit being miserable together about low salaries." Strickler further asserted that the approach of waiting for the "tooth fairy" would get us nowhere. He advocated a "dramatic approach" in collaboration with the Chancellor and the new President to get salaries up to an equitable level.

Sen. Becker agreed that comparing our total compensation with others' total compensation was not feasible because of the 6% retirement pickup we have that others do not.

President-Elect Ron Cameron noted that he knew of two members of the "Other 19" ^{who} which would be getting salary increases next year in excess of 12%, or twice the average increase projected by the FEWC analysis that Chrm. Michael had just presented.

Academic Honesty Task Force: President Fullerton reported that the Executive Committee would respond to Vice President Trow's request to appoint several Faculty members to an Academic Honesty Task Force to study, in the immediate future, the matter of academic honesty on campus.

Executive Committee Meetings with Presidential Candidates: President Fullerton reported to the Senate that the Executive Committee had been given a one and one-half hour period with each Presidential candidate, and that it had invited several other faculty leaders to share that time. The additional faculty are:

Robert Michael, Chrm., FEWC
Robert Becker, Chrm., Budgets & Fiscal Plan.
Douglas Brodie, Chrm., Fac. Reviews & Appeals
*Kathleen Heath, IFS Rep.
*Patricia Wells, Past Senate Pres; AAUP State President
John Block, Chrm., Ad Hoc P&T Comm
Don Buhler, Chrm., Research Council
Robert Schwartz, Chrm., Library Comm.
Michael Oriard, Chrm., Bd. of Intercoll. Ath.
Don Reed, Dir., Environmental Health Sci.
Warren Hovland, Past Senate President; Past University Goals Chrm.
Gene Craven, Chrm., Administrative Appts. Comm.
Van Volk, Chrm., Faculty Status Comm.

An objection was raised to the absence of women in the named group. Fullerton replied that the Executive Committee has two women members, although the additional group, as proposed, was all men. (*Added later)

A question was asked about the meeting being open to the public and, if not, was that a violation of the Public Meetings Law? Responses were that it was not open, and that since it was part of the screening process, it was not a violation of law. Fullerton explained, further, that the Executive Committee had sought, and were denied, an Open Meeting with all Faculty. He stated, still further, that the EC had again protested to Search Committee Chrm. Popovich the denial of the Open Meeting, and had renewed the request that it be allowed during the interviews with the finalists (the present group is considered semi-

finalists).

Sen. Shepard, CLA, moved (84-407-4) that the Executive Committee divide its allotted time with the candidates evenly, with the first forty-five minutes going to the EC and the second forty-five minutes being allocated to the general faculty; seconded.

Sen. Vars, CLA, and Search Comm. Member, reported that the Search Committee had been supplied with legal advice that the closed meetings were not in violation of the law. He noted, further, that the candidates' schedules as they (the candidates) had received them, had not included an Open Forum with the faculty, and that such a development could result in the loss of some candidates. He cited the problems of lack of uniformity of questions and lack of continuity in the questioning in a public forum situation, making evaluation of candidates difficult.

Sen. Shepard spoke in favor of his motion by noting the symbolic importance of faculty involvement and as an expression of outrage at being excluded from the process.

Sen. Hovland, CLA, spoke in support of the Shepard motion and in support of having more women on the Panel.

Debate was closed by order of the Previous Question. The motion (84-407-4) passed overwhelmingly by standing vote. (Secretary's note: The EC met with Search Comm. Chrm. Popovich and worked out an arrangement for the entire period with the Exec. Comm. and Panel to be open to all Faculty. The EC and its invited Faculty will serve as a Panel to present "follow-up" questions as the candidates respond to a list of prepared questions. This list of questions, generated from written suggestions from the Faculty Panel, will be presented to all candidates by Dean Nicodemus during his meetings on the previous day (the day of arrival on campus). Written questions, submitted anytime during the Forum, may be addressed as relevant, or at the end of the Forum session. As of this date, this procedure has been followed with the first two candidates and appears to be working satisfactorily.)

Reports from the Executive Office; Vice President Parsons reporting: Relative to future budget adjustments, VP Parsons read part of a letter from the Chancellor to the Presidents, which stated: "I ask each of you scheduled for a budget reduction in 1984-85 to furnish me with a detailed plan of recurring underlying reductions which would be made during 1984-85 to bring expenditures into full accord with resources." This notation was made to indicate that non-recurring funds will not be usable to meet deficits, but that the level of expenditure will have to be reduced. Parsons observed that he could not see that the UD's recent response was in line with the dictum, and that the policy of using non-recurring funds to make up deficits in recurring budgets promotes financial emergencies. In addition to Becker's report, Parsons stated that OSU began the year with the Operating Reserve \$700,000 in deficit. The \$400,000 previously mentioned by Becker was to reduce that deficit to \$300,000, but that hope is gone. These deficits are in the tax dollar budgets; however, the overall picture is "in the black" because of nonrecurring funds available through Indirect Cost Recovery from Grants and Contracts. The Operating Reserve, however, will remain \$700,000 in deficit. Budget changes since 1981-82, when OSU was \$500,000 "in the black"

have resulted in \$1.2 million in budget reductions, leaving the \$700,000 deficit. This strategy has been followed to ease the impact of budget cuts on instructional units. In looking for the needed \$485,000 to meet the present deficit, Parsons reported that the University would look at the changes that have occurred during the past two and one-half years, as well as what has happened to output, such as Student Credit Hours, as well as "other recurring changes" that have been made in seeking an equitable allocation of the deficit.

In response to a question from Becker about the total budget reductions, Parsons noted that the accumulated deficit has occurred in the process of budget increases - salaries and adjustments for inflation - of about \$8,677,000; a 14.9% increase, although some adjustment of that sum would be necessary for total accuracy.

In further reports, Parsons reported that the Chancellor's Office is working on a Budget Allocation System (BAS) Model. This System grew from an earlier Committee on Resource Allocation (CORA). Thus, BAS is the "son of CORA." The System produces the conclusion that Higher Education in Oregon is supported at about an 80% level of need. It shows, further, that OSU is only about 74%, with the other institutions being over 80%. Parsons thinks this Model will be presented to the OSBHE in the near future. If it were in effect now, it would give OSU about \$20,000,000 more than it is getting this year.

Finally, OSU is looking to get into the 20th Century in so far as computing is concerned, Parsons reported. The "Colorado Plan" being examined would put a personal computer on faculty members' desks, with the goal of enhancing their productivity in whatever ways this would do. A single Vendor is being sought to get the best deal possible for this massive purchase, Parsons noted. Parsons also explained that this would not preclude Faculty from buying their own computers, or of being subsidized by State Funds in their purchases.

Meeting adjourned about 5:00 p.m.

Thurston Doler
Recording Secretary

Shirley Schroeder
Secretarial Asst.

Corrected Version
4/84

staff newsletter

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 23, #23 - March 8, 1984

1984 Meeting 408 - March 1, 1984

The regular March meeting of the Faculty Senate was called to order at 3:05 pm by President-Elect H. Ronald Cameron in the absence of President Fullerton. Approval of the Minutes of the February meeting was deferred, since they had been distributed on the day of the meeting.

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ROLL CALL: Members Present: Bailey, Beschta, Brookes, Brunk, Cameron, Carpenter, Chambers, M. Christensen, N. Christensen, Cook, Coolen, Crisman, Davis, DeLander, Dorn, Dunn, Flath, Funck, Haldeman, Hannaway, Heath, Hellickson, Hosoi, Holmes, Holtan, Johnson, Kiekel, Koski, Latham, Leklem, Leman, Levi, MacVicar, McDowell, McMahon, S. Miller, Mosley, Musser, Neshyba, Olsen, Peck, Peters, Petersen, Powell, Schwartz, Shepard, Stone, Streit, Tentchoff, Tiedeman, Wickman, and Wrolstad.

Members Not Present were Represented as Follows: Hovland, Dale; Sarasohn, Kopperman.

Members Absent were: Adams, Baumann, Becker, Berry, Buffa, Collins, Craig, Dane, Farber, Faulkenberry, Fendall, Fuchigami, Fullerton, Garren, Giblin, Hardison, Harp, Isenberg, Johnson, Kerr, Leong, Martin, Mattson, McFarland, C. Miller, Mills, Miner, Morris, Mrazek, Nicodemus, O'Connor, M. Orzech, Z. Orzech, Shane, Stebbins, Stern, Thomas, Tonge, Vars, Van Dyke, Walstad, West, Witt.

Faculty Senate Officers/Staff Present: H. Ronald Cameron, Pres.-Elect; Thurston Doler, Recording Sec./Parliamen.; Shirley Schroeder, Adminis. Asst.

Guests of the Senate: Robert Michael, FEWC Chrm.; Glenn Klein, IFS; Fred Hisaw, Chrm., Retirement Committee.

Faculty Economic Welfare Committee: Attached to the "Reports to the Faculty Senate" was a Memorandum, "Guidelines for 1984-85 Academic Salaries." This draft was prepared by Dean Nicodemus upon request of President MacVicar and reviewed by the FEWC. It was presented to the Senate for its information (all Senators have a copy of the Guidelines).

The second item involved Faculty Salary Profiles which were requested by the Chancellor's Office. These Charts reflect OSU's salaries in comparison with the "Other 19" (salaries only; not total compensation), and project trends for the next biennium (All Senators have copies of these charts also).

Institutional Representative to NCAA Report, Jack Davis, OSU's NCAA Rep., reporting: Dr. Davis, who has served for the past 12 years as OSU's In-

stitutional Representative to the NCAA, gave his Annual Report to the Senate (a custom established about five years ago). His report follows:

Academic Requirements for Eligibility for Participation in Sports were adopted last year. "Proposition Forty-Eight," which is scheduled to go into effect in August 1986, will require a core curriculum of eleven courses and SAT or ACT scores. The NCAA has launched a study of the relationship of SAT scores to academic success. The results of that study will determine the direction of the above requirements. Another study is examining the graduation rates of athletes, in comparison with students in general. A question involved is whether there is an acceptable rate of graduation of Special Admit students admitted to the programs.

The NCAA's "Progress Rule" requires that students must progress toward a specific baccalaureate degree, not simply amass a group of random courses and credits. The new Rule requires that thirty-six quarter hours per year be earned toward a specific degree. The progress must be verified by academic advisors.

Governance: The involvement of Institutional Executives in NCAA affairs has been enhanced by creation of a "President's Commission" which will have authority and power that no other academic group has had in the NCAA.

Basketball Television: The NCAA "end of the Season Tournament Package" has been increased from \$48,000,000 for three years to \$93,000,000 for three years, and the 1985 teams from 54 to 64. The minimum payoff to a participating team will be \$150,000 (even if the first game is lost). OSU will use this money to provide for travel and per diem for all sports (men & women) in all Divisions.

Football IV: The monopoly case brought to the Courts by the Universities of Georgia and Oklahoma will come before the Supreme Court about March 15. That case will determine whether the NCAA can develop a national program of TV games that involves all NCAA members. The uncertainty of the ruling the Court will make has prompted the PAC-10 and the BIG-10 to make tentative plans to cooperate in televising their games.

Women's Sports: NCAA championships now exist in virtually all women's sports. As of this fall, most institutions have adopted NCAA rules.

Enforcement: The NCAA is concerned about gambling and drugs in sports. They are looking at the drug testing procedures being used by the Olympics, and may decide to implement some of them in the NCAA.

Lost Class Time: The NCAA continues to examine ways and means of decreasing lost class time.

PAC-10: Future emphasis in PAC-10 will be stimulation of competition and the generation of income for men.

NCAA

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NOR-PAC: Women's sports programs are in a different Conference; ours is NOR-PAC. No plans are being made to change the Conference Rules, since women are currently covered under the others.

Questions and Answers were as follows:

Q. How can basketball players go to school and meet their playing schedule?

A. The present schedule provides for regular games on Thursday and Saturday nights, with TV games on Monday nights. Current PAC-10 Rules provide for students to leave at 3:00 p.m. the day previous to a game. They miss classes on Thursday afternoon and Friday. If they play on Monday night, they cannot have played on the previous Thursday, nor the coming Thursday. The scheduling of national TV, as with the Michigan State game, can be a "real glitch" in the schedule.

Q. With the increased professionalization of the NCAA and the increase in TV receipts, why won't it be possible to increase the professionalization of the athletes who are generating that amount of revenue? (Statement added onto question: The athletes who are generating this money and receive room, tuition, and books, are generating more and more and getting less and less.)

A. Davis did not agree that they are getting less. When income is generated, as in basketball, that money goes to all sports, not just the sport that generated it. Therefore, professionalization does not occur there. The issue of providing more benefits for the athletes that generate those revenues is being considered by the NCAA. As an example, insurance for catastrophic injury for every athlete. The goal is to generate more competition for more students.

Q. How do student athletes fare nationally in obtaining degrees when compared with other students? Does it vary according to the sport?

A. The NCAA has a study underway that will address those questions. It will include "special admit" students (primarily EOP) as well as regularly admitted students. For students who complete their eligibility, the graduation rate is "quite good." Further study will include students who leave the program before using all their eligibility.

Reports from the Executive Committee:

1. Presidential Search: Two candidates remain to visit the campus. The Open Forums with Faculty have been, and will be, held. Faculty who have views to express should get their information to the Executive Committee promptly, since it will forward review data to the Search Committee immediately after the final candidate is on campus.

2. Dean of Veterinary Medicine Search Committee: The Executive Committee has forwarded to the President its recommendations for Faculty appointees to that Committee. The composition of the Committee has not yet been announced.

3. Administrative Rules: Review of the OSSHE Administrative Rules is currently under way. The Executive Committee has referred to its Committees/Councils, for analysis, the Rules appropriate to each.

4. "D. Curtis Mumford Faculty Services Award:"

A final draft of wording for the D. Curtis Mumford Faculty Services Award was presented to the Senate for approval. Sen. Stone, Engr., moved (84-408-1) to approve it; seconded. After some editorial revisions, the document was approved as published in the "Reports to the Faculty Senate" for March 1, 1984.

Reports from the Executive Office, President MacVicar reporting: Since approval of the 1983-84 operating budget, Dean Derrick Bell, Dean of the UO Law School, has advocated taking to the Emergency Board an appeal for the restoration of Higher Education budget reductions. The OSBHE at its February 24 meeting deferred until the March meeting consideration of the matter to await the next Economic Forecast for the State of Oregon (due in early March).

The best "leaked" information is that the Forecast will project somewhat less income than predicted. That, MacVicar noted, creates an unfavorable climate for approaching the Emergency Board. The case is weakened, he asserted, because the budget requests were not an emergency in the usual sense because budget reductions resulted from efforts to balance the budget.

Guidelines for 1984-85 Salaries: The President referred to the earlier Senate action regarding Salary Guidelines for next year. He interpreted the absence of comment on the proposed Guidelines as an indication "that the Senate is prepared to accept the outlines for the Guidelines for 1983-84 Academic Salaries," and stated his assumption that the Senate has received the report and approved it. He observed, with regret, that this was the first time in his fourteen year stay at OSU that there had been no standard salary adjustment for fully satisfactory service for faculty.

(In later discussion, the point was made by Sen. Holmes, H. Ec., that the Senate's lack of formal action on the Guidelines should not be interpreted as endorsement of no salary increases for Faculty this year.)

College of Business Dean Search: The President observed that this search was in full swing, that several satisfactory candidates were in the running, and he hoped to have the appointment made by the first of April.

Veterinary Medicine Dean Search: The appointment of this committee is being finalized, with appointments from the Administrative Appointments Committee, representatives from the Vet. Med. Faculty, and one or more Faculty outside the Vet. Med. staff, as well as student representation.

Cancer Fund Drive: President MacVicar brought to the Senate the question of supporting the Cancer Fund Drive. He observed the long-standing policy of having only one on-campus solicitation of the university community per year, the United Way.

The President recalled that Governor Tom McCall's bout with cancer some years ago motivated him to commit Oregon to being involved in the Cancer Crusade fund. This year, Gov. Atiyeh's representative for this Fund appealed to the President to allow this on campus solicitation of the University. This appeal was based, in part, he noted, on the current success in treating cancer with early detection. He pointed out that OSU is a recipient of research funds

raised by this Society. Subsequently, MacVicar noted that he has brought the matter to the leadership of the Senate, seeking an early response if OSU is to participate in this year's drive (scheduled for mid-March).

New Business:

Sen. Shepard, CLA, moved (84-408-2) that the matter of the Cancer Fund be referred to the Faculty Senate Executive Committee with instructions to respond appropriately to the President; 2nd.

Sen. Hellickson, Ag, spoke in favor of the EC allowing the faculty the opportunity of deciding whether or not to give money to the Fund.

Sen. Wrolstad, Ag, spoke in favor of a campaign, but on a scale less involved than the United Way.

Sen. Koski, H&PE, made the observation that the Heart Fund qualifies for a similar campaign. He added that heart disease is more of a problem than cancer; that this move to approve the Cancer Fund solicitation is opening up a can of worms. He favored postponing the decision, and investigating the possibility of including these funds in the United Way drive.

President MacVicar responded that the National Cancer Fund allowed local groups to decide about participation in United Way campaigns and that the local society had elected not to participate in United Way campaigns in Benton and Linn Counties.

The Shepard motion (84-408-2) was passed by a vote of 29 yes, 12 no.

The meeting was adjourned at 4:00 p.m.

Thurston Doler
Recording Secretary

Shirley Schroeder
Secretarial Asst.

staff newsletter

Corrected

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 23, #24 - April 27, 1984

1983 Meeting 409 - April 1, 1984

The regular April meeting of the Faculty Senate was called to order at 3:05 pm by President Dwight S. Fullerton. The Minutes of the February and March meeting were corrected to reflect three minor revisions, then approved as published in the Staff Newsletter Appendix.

ROLL CALL: Members Present: Bailey, Becker, Berry, Brookes, Brunk, Buffa, Chambers, N. Christensen, Cook, Crisman, Dorn, Dunn, Farber, Fendall, Flath, Funck, Garren, Giblin, Haldeman, Hannaway, Heath, Hosoi, Holmes, Holtan, Hovland, Johnson, Kerr, Kiekel, Koski, Latham, Leman, Levi, MacVicar, Martin, Mattson, McDowell, McFarland, McMahon, Mosley, Mrazek, Musser, Neshyba, Nicodemus, M. Orzech, Z. Orzech, Peck, Petersen, Sarasohn, Schwartz, Shepard, Stebbins, Stone, Streit, Tentchoff, Tiedeman, Tonge, Vars, Walstad, and Wrolstad.

Members Not Present were Represented as follows: Anselone, Narasimhan; M. Christensen, Hermann; Delander, Block; Fuchigami, Righetti; Mills, Rickson; Powell, George; Thomas, Hisaw; Van Dyke, Kentula.

Members Absent were: Adams, Baumann, Beschte, Cameron, Carpenter, Collins, Coolen, Craig, Dane, Davis, Faulkenberry, Hardison, Harp, C. Johnson, Leklem, Leong, C. Miller, S. Miller, Miner, Morris, O'Connor, Olsen, Shane, Stern, West, Wickman, Witt.

Faculty Senate Officers/Staff Present: Dwight S. Fullerton, Senate President; Thurston Doler, Recording Sec/Parliamen.; Shirley Schroeder, Adminis. Asst.

Guests of the Senate: Sandra Suttie, Curriculum Coordinator; Tim Preso, Barometer; Mark Sponenburgh, Faculty Recogn. & Awards Committee; Ann Ferguson, International Education; Jack Van de Water, International Education; Diana Dean, Undergraduate Studies; Robert Michael, FEWC; Carroll DeKock, Fac. Recognition & Awards Comm.

President Fullerton introduced to the Senate Dr. Melvin George, recently appointed Director of Libraries at OSU. Somewhat later in the meeting, Dr. Kinsey Green, recently appointed Dean of the College of Home Economics, was also introduced.

Curriculum Council Report on Foreign Study Program in the People's Republic of China, Paul Farber reporting: The Curriculum Council recommended the adoption and approval of a semester-long program at the Beijing Foreign Languages Institute Branch Campus for the purpose of learning academic and conversational Chinese,

earning up to 20 term credits for the semester. The program is designed for English-speaking students (Motion 84-309-1). The program is another in the system of OSSHE Foreign Study programs located on various campuses around the world. This program is scheduled to begin in the Fall of 1984. Several questions were raised; Jack Van de Water, Director of International Education, responded.

Q. Flath, PE: Are there any restrictions on travel or conduct of attending students?

A. Not in the legal sense. A group called "CET" will supply advice and guidance to students during their stay.

Q. Stebbins, CAS: Who pays?

A. This program will be financed from a "one time transfer" of funds from the Chancellor's Office; a one time transfer from PSU from monies originally appropriated to develop a new international institute, and with student assessments. After this year, finance is expected to come from the OSSHE budget and monies from participating students.

Q. Dean Nicodemus: Is the level of 25-30 students a realistic expectation for participation?

A. Based on a network survey throughout the State System, yes. The first year, however, is designed for 15-20 students with an increase to the designated maximum the following year.

Q. Orzech, CLA: Doesn't the semester program have problems in adjusting to our term system?

A. For Fall Term, no. For Winter and Spring terms, yes. The matter of learning the language, however, justifies the semester rather than the term.

Q. Wrolstad, CAS: Describe the school!

A. It's a Foreign Language Institute which has more than one location in the city of Beijing, which specializes in teaching foreign languages and support courses.

Q. Will our students have any contact with Chinese students?

A. It will be very limited.

Q. Will there be a Student Orientation Program that alerts students to the "state bias" of information from the Chinese government?

A. Yes; somewhat more than to western countries. Motion 84-409-1 was passed by voice vote.

Faculty Recognition & Awards Committee, Executive Session, Chrm. Mark Sponenburgh reporting:

President Fullerton called the Senate into Executive Session to hear the report and recommendations of the Faculty Recognition & Awards Committee. This action was taken pursuant to Attorney General's Opinion #6996, I., D. The Senate subsequently heard the recommendations of the Committee.

The Executive Session was concluded, and a ballot taken in which the recommendations of the

Committee were overwhelmingly approved.

Administrative Appointments Committee Appointees:

Robert McMahon was nominated by the Executive Committee to replace Bernard Spinrad on the Administrative Appointments Committee. The nomination (84-409-2) was approved without dissent by voice vote.

Ad Hoc Committee on Promotion & Tenure Review,

Chrm. John Block reporting: President Fullerton noted that this is a tentative report, not a final recommendation. Senate comments, suggestions, and reactions are being sought.

This Ad Hoc Committee, composed of three former members of the Promotion & Tenure Observer Committees, plus a representative from the Faculty Status & Budgets & Fiscal Planning Committees, made the following tentative recommendation:

The Faculty Senate recommends to the next President of this University that tenure and promotion reviews include, at the administrative level (department, college, university), participation from an appropriately chosen faculty committee. This participation should result in written recommendations inserted into all dossiers coming before the specific administrative unit. Each committee report should be directed to the principle administrator of the corresponding unit (departmental committee-head-chair, college committee-dean, university committee-president). Each report should note any inadequacies in the dossiers and lower levels of review. Recommendations at each level by faculty committee and administrator should be based on the same material.

Questions raised and responded to included the following:

1. What is the rationale for adding a university level committee?
 2. Would there be personnel committees on the departmental, college, and university levels and, if so, what would their functions be?
 3. Why should committees be formulated to do what department heads and deans are supposed to do?
 4. If committees are monitoring dossiers, what happens if a committee thinks a particular dossier is inadequate?
 5. Would the committees have a function in cases in which promotion/tenure are denied?
 6. Shouldn't issues of quality of the dossiers be settled before they get to the university level?
- The Ad Hoc Committee plans to report its final recommendations, based upon input received at this meeting, to the Senate in May.

Search Committee Updates:

Presidential Search: President Fullerton thanked the Faculty Panel who participated in the Open Forums with candidates and supplied information for reports to the Search Committee. Bob Becker, Search Committee member, reported that the Search Committee had forwarded its recommendations to the OSBHE and, thus, the matter was out of their hands,

College of Business Dean Search: President Fullerton noted that Dr. Lynn Spruill has been appointed Dean of the College of Business. Spruill is currently Dean of the School of Business at the University of Mississippi.

Veterinary Dean Search Committee: The following members of this new Search Committee

were announced: Loren Appell, Vet Med; Linda Blythe, Vet Med; Douglas Caldwell, Ocean.; Morrie Craig, Vet Med; Dr. Mike Foland, Salem; Dr. James Hoffman, Salem; William Hohenboken, Animal Sci; Roger King, English; Duane Lassen, Vet Med; John Nyberg, Newberg; Richard Ohvall, Pharmacy; Patricia Wells, Bus. (Dr. Craig is Chrm.)

Special Thanks to Dean Nicodemus: The following letter, which President Fullerton wrote to Dean Nicodemus, was read to the Senate:

"The Faculty Senate Executive Committee joins me in thanking you for your strong support in helping make the meetings with Presidential Candidates "open." We all learned an important lesson--that when the Faculty Senate and Dean of Faculty stick to a position or recommendation which we know is important, we can be a powerful and effective voice indeed."

Oregon State Board of Higher Education:

President Fullerton reported that he had attended the meeting of the Board last Tuesday (but not Friday) and reported the following:

1. Vet. Med. program of drug analysis for the State Racing Commission was approved by the Board.
2. The Budget Allocation System (BAS) Model for the OSSHE, a Model in which institutions are financed according to need rather than Student Credit Hours, was reported to the Board by a subcommittee. Action by the Board was postponed to the next Board meeting.
3. The Board adopted a recommendation that the State resume financing Summer Term at a rate of 20% of its cost. For the time being, however, it postponed approval of the \$3,000,000 financing package, pending the investigation of some specific needs.

President MacVicar's response to Summer Term

Recommendations: President Fullerton noted President MacVicar's responses to actions taken by the Senate in its November 10, 1983 meeting. These responses are contained on pp. 26 and 27 in the April "Reports to the Faculty Senate."

Cancer Crusade: At its meeting in March, the Senate referred to the Executive Committee the question of whether or not the Cancer Fund should be permitted to have a separate fund-raising drive on campus (see Senate Minutes of March, p. 2). The Executive Committee approved the following proposal and forwarded it to the President:

- a. That OSU formally affirm its long-standing unwritten policy limiting outside-agency Campus Fund Drives to one per year.
- b. That representatives of the Cancer Crusade be informed that a separate Cancer Fund drive at OSU is, therefore, not authorized in that such authorization would discriminate unfairly against other independent agencies, and
- c. That all independent agencies not represented in the annual United Way campaign be encouraged to join that campaign or, if joint participation is deemed impractical, impossible, or unacceptable, to restrict their fund-raising campaign to the non-campus community.

Review of OSSHE Administrative Rules: Earlier this Spring the Executive Committee was notified of a periodic review of the OSSHE's

Administrative Rules and invited to supply input. We responded by sending to our various committees/councils the specific AR's that fell within their purview and asked them to review them for possible changes.

Suggestions are being received and forwarded to the Chancellor's Office. We have received back from the Chancellor a first draft of proposed revisions which have, again, been sent to the respective committees/councils for review. The Board expects to complete the AR revisions by early Fall.

Summer Term "Noise Rules" for the Quad: One promotional strategy for attracting more students to Summer Term is to provide events of interest to students. These events, in some instances, however, run afoul of the "Noise Rule" that limits the amount of noise that can be produced in the MU quad. The Executive Committee has reviewed this matter and recommended to Duane Andrews, Director of Summer Term, and Bonnie Jarstad, MU Program Council Chrm., that noise restrictions be relaxed during the Summer Term between the hours of 12:00 noon and 1:30 p.m. This recommendation was approved at following consultation with the Dean of Home Economics and others. We also recommend that Summer Term class schedules be arranged to minimize any class distractions during these hours.

Report from the Executive Office:

President MacVicar's report confirmed what the news media have published, that the University is proceeding with its investigation of charges alleged by the NCAA regarding violations of NCAA regulations by Oregon State University. OSU's investigation has been placed under the direction of Attorney James Nelson and his Albany law firm. Their investigation is essentially complete, MacVicar reported, and will be reviewed soon to determine the extent to which the charges are sustained. Following that, OSU's representative will meet with representatives of the NCAA to determine points of agreement and disagreement. Possible alternatives which he mentioned were the withdrawal by the NCAA of unsustainable allegations or their presentation to the Committee on Infractions. A hearing before that Committee is expected about April 28-29. Any decisions of the Infractions Committee could be appealed to the Council. Beyond that, there is no appeal except to go to court. The President stated that, at this time, there was no significant evidence of which he was aware that would sustain the involvement of any faculty member of the institution, except those that are already public. These known incidents involved two coaches who provided bail to athletes who were charged with law violations.

President Fullerton noted that President MacVicar had appointed a committee composed of Kay Conrad, Jim Baumgardner, Alice Morrow, and Harry Teal to study ways to avoid recurrence of the violations of NCAA Rules.

Athletic Budget: President Fullerton announced that the budget for Intercollegiate Athletics for next year was being formulated and that he had attended a BIA meeting in which it was discussed. He noted that a Public Hearing would be held on that budget Tuesday, April 10. He distributed to the Senate copies of current and proposed budgets.

New Business:

Senator Mrazek, Engr., announced that on Tuesday, April 11, Blue Key is sponsoring an organ donor week. He urged faculty to contemplate the option of contributing to the program. Volunteer donors have this designated on their driver's license.

The meeting was adjourned at 4:40 p.m.

Thurston Doler
Recording Secretary

Shirley Schroeder
Editorial Assistant

staff newsletter

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 23, #31 - May 10, 1984

1983 Meeting 410 - May 3, 1984

The regular May meeting of the Faculty Senate was called to order at 3:05 p.m. by President Dwight S. Fullerton. Three minor corrections were made to the minutes of April 5, after which they were approved as corrected and published in the Staff Newsletter Appendix.

ROLL CALL: Members Present: Anselone, Baumann, Becker, Berry, Brunk, Buffa, M. Christensen, N. Christensen, Cook, Craig, DeLander, Dorn, Dunn, Faulkenberry, Fuchigami, Funck, Garren, Giblin, Haldeman, Hannaway, Hardison, Heath, Hellickson, Hisaw, Holmes, Hosoi, Hovland, S. Johnson, C. Johnson, Kerr, Kiekel, Koski, Leman, Levi, MacVicar, Martin, McMahon, S. Miller, Miner, Mrazek, Musser, Neshyba, Nicodemus, Olsen, M. Orzech, Z. Orzech, Peck, Peters, Petersen, Powell, Schwartz, Shane, Shepard, Stern, Stone, Streit, Tiedeman, Tonge, Vars, West, Wickman, Wrolstad.

Members Absent were: Adams, Bailey, Beschta, Brookes, Carpenter, Chambers, Collins, Coolen, Crisman, Dane, Davis, Farber, Fendall, Flath, Harp, Holtan, Latham, Leklem, Leong, Mattson, McDowell, McFarland, C. Miller, Mills, Morris, Mosley, O'Connor, Pearson, Sarasohn, Stebbins, Wentchoff, Van Dyke, Walstad, Witt.

Faculty Senate Officers/Staff Present: Dwight S. Fullerton, Senate President; H. Ronald Cameron, Senate President-Elect; Thurston Doler, Recording Secretary/Parliamentarian.

Guests of the Senate: Tim Preso, Barometer; Sandra Suttie, Curriculum Coordinator; John Block, Ad Hoc Committee to Review Promotion & Tenure; Duane Andrews, DCE/Summer Term; John King, DCE/Summer Term; Glenn Klein, IFS; Robert Michael, Faculty Economic Welfare Committee.

Curriculum Council Report on Japan Program at Waseda, Paul Farber, Chairman, reporting: The Curriculum Council notified the Senate of an Extension of the 1980-1981 Japan Student Exchange Program at Waseda, between Aoyama Gakuin University and the OSSHE. The extended Agreement notes in some detail the levels of courses available, conditions for enrolling in those courses, and the academic calendar. The extension of this Program was supported by the Senate's International Education Committee, and the Budgets & Fiscal Planning Committee, which examined the possible costs of the Program to the University.

Liaison - Campus Plan and Facilities Planning and Use Committees, Robert McMahon reporting: A year ago, a question was raised about the Senate's forming a committee to deal with the University's facilities and development planning. The

Executive Committee decided to study the need for such a committee by appointing a liaison member from the Faculty Senate to the above two committees. Robert McMahon (at that time an Executive Committee member), was then appointed and has served for about a year in that capacity. His recommendations, which were accepted by the Executive Committee, are:

1. Request that advance agendas for meetings of both Committees be sent to the Faculty Senate Office on a regular basis, that meetings be open, and that prior notice be given in the Staff Newsletter.

2. Request that formal minutes for each meeting be prepared and a copy (including explanatory materials, such as Attachments) be sent to the Faculty Senate Office.

3. Invite the chairman of each committee to report periodically to the full Senate.

In a subsequent discussion of McMahon's report, questions were raised and answered which produced the following information:

1. The Campus Plan Committee is concerned with the overall development of the campus and its appearance, including traffic flow.

2. The Facilities Planning and Use Committee is concerned with the construction or addition of various items to the campus.

3. Requests for campus facilities go directly from a particular department/director/dean to the committee.

4. A campus facilities request could originate in a Faculty Senate Committee, make its way through the Senate, but would then need to go to a particular dean or director to get to the Facilities Planning and Use Committee.

5. Items are removed from the Capital Construction list the same way they were put on--by the committee through the weighing of priorities and facilities.

Academic Regulations Committee, Robert Mrazek, Chairman reporting: The Academic Regulations Committee reported to the Senate specific amendments to AR 26 (Residency) to implement the recommendations passed by the Senate in its May 1983 meeting. That list, Motion 84-410-1, was attached to the May 3 Reports to the Faculty Senate. The Senate adopted the recommendations by voice vote.

Chairman Mrazek noted that courses taken through DCE which have been properly approved, should be accepted for Residence credit. Credit for having taken these DCE sponsored courses may be transferred to the student's record in the OSU Registrar's Office through petition to the Academic Requirements Committee as noted in AR 26 e(1). That petition to the Academic Requirements Committee, he observed, should include a record of the student's course performance and the record of DCE's authorization by a

particular department and college to offer the course. Mrazek reported that this procedure was checked with Wallace Gibbs, Registrar, and John King, DCE. It has been judged workable.

Curriculum Council, Paul Farber, Chairman, and Sandra Suttie, Curriculum Coordinator, reporting: It was reported that the OSBHE has approved the following:

1. Minor programs in Landscape Design and Tourism for use with the baccalaureate degree programs in Resource Recreation Management.
2. New courses, course changes, and deletions in support of existing programs as requested in the Category II Curricular Proposal document previously approved by the Senate.

Still to be approved are:

1. New instructional program leading to the Certificate in Northwest Studies.
2. Expansion of OSU's existing master's degree programs in Electrical and Computer Engineering and in Computer Science through the Tektronix Program to include Ph.D. Programs in Electrical and Computer Engineering and in Computer Science.

Sandra Suttie, Curriculum Coordinator, reported that the baccalaureate degree proposal in Agricultural Business Management, after previously being approved by OSU and transmitted to the OSBHE, was objected to by EOSC (because EOSC has a similar program). Negotiations resolved the conflict with the result that a single cooperative program between EOSC and OSU will be established and administered through OSU's College of Agricultural Sciences. Students may enroll in the program on either campus, and upon completion will be awarded the degree of B.S. in Agricultural Business Management, from OSU.

The Program is being developed through a "Memorandum of Understanding" signed in 1980 by Presidents of the two institutions. The proposed Cooperative Program is scheduled to be presented to the OSBHE at its May meeting for consideration and approval. Suttie reported that the Curriculum Council was notified of these changes and was requested to so inform the Senate.

In response to a question about residence requirements, Suttie observed that the program was based on a Program in Nursing pattern of cooperative agreement between EOSC and the Health Sciences University. She noted that students would be able to obtain a degree from OSU Agricultural Business Management without ever attending OSU. The administration and faculty of the Program, she noted, will be OSU.

Veterinary Medicine Dean Search Committee,

Chairman Morrie Craig reporting: Craig reported that the Committee consisted of thirteen people which includes practitioners as well as groups that interact with the College of Veterinary Medicine. The position description has been published in the May 1 issue of the ABMA Journal. Further, the announcement has been sent to thirty-four departments and schools throughout the country. The closing date for applications is July 1.

In response to a question on the matter, he reported that President-Designate Byrne will cooperate with President MacVicar in selecting the replacement.

NCAA Investigations, Mike Oriard, Professor of English and Chairman of the Board of Intercollegiate Athletics, reporting: In the initial stages of the investigation into alleged

wrong-doing at OSU, the Faculty were not involved. He viewed that as appropriate. "An investigation is an investigation," Oriard stated. Upon completion of the investigation, a joint meeting of the NCAA and University representatives included him as a representative of the Faculty, Oriard reported, although he was an observer, not a participant. The meeting covered the areas of agreement and disagreement between the two. The next stage of the investigation will be before the NCAA Infractions Committee, which will make its determinations known in a letter to OSU. Oriard said that he expected to be involved in consultation with the President when that letter arrives, particularly in regard to what should be done and what can be done to avoid future problems.

In reference to the latter, Oriard reported that the President had already approached the Board of Intercollegiate Athletics to appoint a Committee to formulate answers to the problem of possible recurring violations.

Oriard was unable to predict what would be done about wrong-doing; he thought some of the charges were trivial; he thought some violations were accidental; that athletic staff were not involved in deliberate violations; and that the most serious violations involved "grippers" who made financial benefits available to students.

In a subsequent question and answer session, someone asked how investigations begin. He responded that somebody has to report something, since the NCAA has no subpoena powers.

Oriard noted that athletic staff were advised to cooperate fully once the investigation had been initiated. He commented on the irony of those who choose to cooperate being punished, whereas those who refuse to cooperate go free.

He reported that President Fullerton is Chairman of a Board of Intercollegiate Athletics subcommittee that is preparing a questionnaire on academics relating to athletics. President Fullerton subsequently announced that the other members of this committee are Kay Conrad, Mike Oriard, Sharon Wolfard, and Jim Baumgardner.

Ad Hoc Committee on Promotion and Tenure Review, Chairman John Block reporting: The Committee presented for Senate consideration the following motion: (84-410-2).

Resolved: That the Faculty Senate approves, in principle, a significant involvement of Faculty in Promotion and Tenure decisions. The Senate directs the Ad Hoc Committee to work with President-Designate Byrne to formulate a specific proposal. The draft (ie., attached to the May 3 Reports to the Faculty Senate and is available in the Faculty Senate Office) constitutes a possible model.

Chairman Block observed that the transition in Presidents affords a unique opportunity to work with an incoming President to formulate new policy in a period in which changes are likely.

The motion (84-410-2) was adopted by voice vote.

Budget Allocation System (BAS) Model, Davis Quenzer, Chancellor's Office Reporting: President Fullerton invited Davis Quenzer, Associate Vice-Chancellor for Fiscal Policies, to speak to the Senate on this Model. The following were among the points that Quenzer made:

1. BAS had its origins in a 1975 Committee on Resource Allocation (CORA) proposal, when Freeman Holmer was Vice Chancellor for Administration.

2. Systems developed from CORA are now in use in several states, including Washington and New Mexico.

3. The various systems of budgeting—such as zero based, incremental, program, and formula budgeting—have been around a long time. Thus, "there's nothing new."

4. The budget is viewed as a political document, and a budget system is used to sell the budget; thus, new systems are instituted from time to time to meet changing demands.

5. BAS "describes" what we are trying to do. The Model is to fund all institutions "equitably." It does not make decisions "about who should be more equitable than others,"

6. Comparator procedures are limited in use because institutions are frequently not on the list as comparators of institutions with which they compare themselves.

7. The BAS Model Instructional Budget has four functional levels of budget by discipline: lower division, upper division, masters level, and doctoral level.

8. Productivity ratio: The number of credit hours generated by the average faculty member. These averages, by discipline and level of instruction, were selected from a group of institutions whose productivity ratios are imitable. They show that productivity at colleges is generally less on the lower and upper division levels in Oregon primarily due to smaller classrooms at the colleges. The Model adjusts to that fact (80% differential built in).

9. Faculty Salaries. The Oklahoma State University Survey, compiled each year by discipline, by level, and by rank, is used as comparative data in the Model.

10. Differentials built into the model. The differentials for colleges are 85% of the differentials of universities. (Presently the differential in Oregon is about 92%.) Types of faculty are considered; about 12% of university faculty are graduate assistants. Thus the ratio of ranked to unranked faculty is 88 to 12 in the university, on the average. In Oregon however PSU has about 3% graduate assistants compared to OSU's 10%. Thus, under the BAS Model, PSU would be unable to attain the fully funded salary averages that OSU would attain, since staff and money are budgeted as if institutions had 12% graduate assistants.

11. Physical Plants: The Model does not project on Oregon the physical facilities of outside institutions. The funding in Oregon is to be based on actual conditions which reflect the needs of each campus.

The BAS Model will be reviewed by an outside consultant—prior to its being considered by the State Board for adoption. The objective is to have the BAS Model adopted as a tool, one of many for evaluating budgets.

PAC 10 Faculty Leadership Conference,

President-Elect Ron Cameron reporting: The following are from among the points that Cameron made based on the program at the Conference that was held at USC.

1. Role of faculty in budgeting: Systems are unique to each institution but some form of faculty involvement exists on each campus. The problem of funding graduate students, however, is a general concern.

2. Evaluations of Administrators: A general problem is that administrators seem threatened by evaluative procedures. Systems vary. USC has a

five year appointment schedule for review. If the review is satisfactory and the administrator is retained, a letter is published by the Provost noting areas "to be worked on." If the Dean is not retained, no report is released.

3. Promotion and Tenure: The critical decision, they thought, was the move from assistant to associate professor. Assuming that a professor should have national or international prestige, the assistant professor should be examined for that potential. The flaw is that those reputations are made primarily on published research and would, thus, eliminate promotion for those primarily known for teaching and service. Some system of peer relationship in which experienced faculty members act as Mentors to incoming faculty in assisting them toward advancement is useful.

4. Financial Exigency: Discussions concluded that if it is inevitable, the objective should be to get into and out of it as soon as possible.

5. Retirement. The main conclusion was that exploration should be made into the matter of the IRS allowing "rollover" of retirement dollars.

Interinstitutional Faculty Senate, IFS

Representative, Klein reporting: The IFS met April 6 & 7 at the Oregon Health Sciences University in Portland. Klein gave the following report.

1. The BAS Model was discussed with Larry Pierce, Executive Assistant to the Chancellor, but IFS was unable to agree on whether to endorse the concept. They did agree, however, that something needed to be done in order to deal effectively with the Legislature.

2. OSSHE Administrative Rules Revisions: The proposed revisions have not yet been seen by the IFS; a request was made for copies.

3. Part-Time Faculty Appointment: The basic question seems to be equitable treatment of part-time faculty. This subject will be discussed more with the objective of having some uniform treatment of part-time faculty.

4. Out-of-State Travel: The matter of how far faculty should be able to travel and call it "Out-of-State Travel" was discussed, but not resolved.

5. Student Recruitment. Questions were: (1) "who should be allowed to recruit" and (2) "to what extent should it be regulated by the Chancellor's Office?"

6. Tuition Freeze. Appreciation was expressed to the Governor and the legislative leaders, and IFS asked that the tuition freeze be maintained.

7. Any faculty person who wishes some item to be considered by IFS may contact Glenn Klein, Extension; Dave Faulkenberry, Statistics; or Kathy Heath, Health & P.E. The next meeting will be May 18-19 in Ashland at SOSOC. Through meetings with the Chancellor and Larry Pierce, efforts are being made to strengthen the relationship with the Chancellor, Klein reported. Part of the task, he thinks, is to convince the Chancellor that IFS is a political action group and not an adversary group.

Ad Hoc Committee on DCE, A committee consisting of Solon Stone, Chairman, with Paul Farber, Chairman of the Curriculum Council, and Mike Scanlan, Curriculum Council member; Robert Mrazek, Chairman Academic Regulations; Don Claypool, Academic Regulations Committee; Ed McDowell, Chairman, Graduate Council; and Dennis Lavender of Graduate Council have been appointed

to an Ad Hoc Committee to review some DCE practices that seem to conflict with normal campus procedures such as, (1) students who are academically ineligible for a course being permitted to register for it through DCE; (2) Courses offered through DCE which have not gone through the normal Category I or II procedures; (3) Deans not knowing about DCE course-offerings in their academic area; (4) and competition of the Individualized Directed Learning and Evening Programs with regular OSU programs.

OSBHE Meeting, President Fullerton reporting:

1. Gary Christiansen, Director of High School Relations in the Chancellor's Office, has written a report on Academic Success Guidelines for High Schools of the State. He is also involved with high school recruiting; Fullerton thinks that Christiansen's work will have an impact on recruiting efforts of OSU and UD in particular.

2. Division 46 of the State Board Rules, dealing with outside consulting and conflict of interest were discussed. These were part of the general revision of Academic Regulations previously referred to. They will be referred back to the Chancellor's Office for revision and revamping.

3. Proposed revisions in Vacation Policies for Faculty: Some input came from OSU's Faculty Economic Welfare Committee; the focus is on twelve-month faculty. The question of including nine-month faculty in the policy statements was raised and will be discussed, Fullerton thinks.

4. Capital Construction was also discussed by the Board.

Faculty Day: Faculty Day will be Monday, September 17, and is under the direction of the President-Elect, Ron Cameron.

Annual Reports: Annual Reports, containing no specific recommendations for change, were received from the following Faculty Senate Committees/Councils.

- a. Academic Regulations, Robert Mrazek, Chairman.
- b. Administrative Appointments, Gene Craven, Chairman.
- c. Advancement of Teaching, Wilson Schmisser, Chairman.
- d. Faculty Economic Welfare Committee, Robert Michael, Chairman.
- e. Graduate Admissions, David Brauner, Chairman.
- f. International Education, Ed Ferguson, Chairman.
- g. Research Council, Don Buhler, Chairman.
- h. Retirement, Fred Hisaw, Chairman.

Announcement: President Fullerton noted a memorandum from him to Robert Gutierrez on the topic of "Equity" in intercollegiate athletics. No answer has yet been received.

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

Thurston Doler
Recording Secretary

Shirley Schroeder
Editorial Assistant

Approved

~~Suggested~~ changes to AR 26:

- d. (2) All work taken in residence at this institution (~~exclusive of Division of Continuing Education courses~~).
- e. (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-taken-through-the-Division-of Continuing-Education-is-not-considered-as-residence-work, with the exception of extended-campus-courses.~~ All courses which are listed in the OSU Catalog or Schedule of Classes, including those approved for teaching through the Division of Continuing Education by the Dean and Department concerned, may be used. A student must be enrolled at OSU, in regular standing, before undertaking academic work to satisfy this requirement.
- e. (2) Minimum, 15 hours of upper division credits must be taken in the student's major from courses regularly listed in the OSU Catalog or Schedule of Classes, or the OSU Summer Term Bulletin.
- e. (3) Subject to approval by the college and department in which the student is majoring at Oregon State University and by the academic requirements committee, credits earned in (a) a professional school which is not part of OSU but which is in a field designated for this purpose in the OSU General Catalog, ~~or~~ ⁺ (b) a foreign study program which is sponsored by the Oregon State System of Higher Education, or (c) through the Division of Continuing Education, may be accepted for all or part of the 45 hours referred to in (1) above, and all or part of the 15 hours referred to in (2) above. In this event, the total program presented for the baccalaureate degree must include a minimum of 45 hours which were earned by classroom work as a regularly enrolled student on the OSU campus in Corvallis, or through an approved off-campus degree program.

In addition, the current footnotes to AR 26, b, 1 and to AR 26, e, 1 should be deleted. The first of these is eight years out of date, and the second of these is no longer required since we no longer have an "extended campus".

Approved by the Faculty Senate on May 3, 1984.

staff newsletter

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 23, #34 - June 7, 1984

1984 Meeting 411 - May 31, 1984

The regular "June" meeting of the Faculty Senate was called to order on May 31 at 3:04 p.m. by President Dwight S. Fullerton. The Minutes of the May 3 meeting had not been circulated; thus approval was deferred.

ROLL CALL: Members Present: Anselone, Bailey, Baumann, Becker, Berry, Brookes, Brunk, Chambers, M. Christensen, N. Christensen, Collins, Cook, Craig, Davis, Delander, Dorn, Dunn, Farber, Faulkenberry, Flath, Fuchigami, Funck, Garren, Giblin, Haldeman, Hannaway, Hardison, Heath, Hellickson, Hisaw, Holmes, Hosoi, Hovland, S. Johnson, C. Johnson, Kiekel, Koski, Latham, Leman, MacVicar, Martin, McDowell, McFarland, McMahon, S. Miller, Mills, Miner, Mrazek, Musser, Neshyba, Nicodemus, Olsen, M. Orzech, Z. Orzech, Peck, Pearson, Petersen, Powell, Schwartz, Shepard, Stebbins, Stern, Stone, Tentchoff, Tiedeman, and Wrolstad.

Members Not Present were Represented as Follows: Herr, Goetze; Peters, Fehringner; Sarasohn, Young; Van Dyke, Kentula.

Members Absent were: Adams, Beschta, Buffa, Carpenter, Coolen, Crisman, Dane, Fendall, Harp, Holtan, Leklem, Leong, Levi, Mattson, C. Miller, Morris, Mosley, O'Connor, Shane, Streit, Tonge, Vars, Walstad, West, Wickman, and Witt.

Faculty Senate Officers/Staff Present: Dwight S. Fullerton, Senate President; Thurston Doler, Recording Sec/Parliamen.; Shirley Schroeder, Adminis. Asst.

Guests of the Senate: Tim Preso, Barometer; John Ringle, Graduate School; Rich Daniels, English; Sam Bailey, Dept. of Information; C. B. Shoemaker, Chemistry; Mike Witteman, ASOSU President; Stefan Bloomfield, President's Office; Robert Barnes, Budget Office; Bill Lyons, Affirmative Action; Allan Mathany, Budget Office; Glenn Klein, IFS; Jon Root, Communic. Media Center; Ben Purvis, Communic. Media Center; Jo Anne Trow, V.P. for Student Services; Phil Monzano, Oregonian; Judy Kuipers, Dean Undergrad Studies; Joanna Wilson, OSU Foundation; Jack Van de Water, International Education; Julie A. Searcy, DCE; Duane Andrews, DCE & Summer Term; Keith Mobley, President's Office; Bill Wilkins, Dean CLA; Walter Kraft, For. Langs.; Keith McCreight, Financial Aid; George Keller, Dean of Research; T.D. Parsons, V.P. for Administration; Bob Baker, Library; and W.E. Gibbs, Registrar.

President Fullerton introduced President-Designate John Byrne who spoke briefly to the Senate. The following points were among those made by Dr. Byrne:

1. He hopes to be on the job here not later than mid-November.
 2. One major objective will be to increase the resources of the institution.
 3. We now have the opportunity to make the extra effort to achieve excellence in whatever it is that we are doing. Striving for excellence will be a major objective.
 4. He will invite an outside consulting team, such as that headed up by Bob Clodius, President of the National Association of State Universities and Land Grant Colleges, to examine the administrative structure of the University.
 5. He will initiate a Long Range Plan for OSU that will be compatible with the needs of the State as we perceive them, and as they are perceived by other leaders in the State.
 6. He recalled an admonition made to "Ike" Eisenhower when he first became President of Columbia University: "Mr. President, the faculty is the university."
 7. He regards the Faculty Senate as the recognized body that represents the Faculty, and anticipates continuing the Senate at its present level; perhaps even enhancing it in some areas.
- The President-Designate was warmly applauded by the Senate and the gallery upon completion of his remarks.

Faculty Status Committee, Chairman Dale McFarlane reporting: McFarlane presented the Status Committee's report which contained six recommendations. The Executive Committee, in putting the report on the agenda, divided it into two parts, with recommendation #4 to be considered separately from the other five. Chairman McFarlane objected to this division, asserting that eliminating #4 and passing the other recommendations would be opposite to the intent of the Status Committee. It would, he thought, further erode the idea of tenure and academic freedom. (The six recommendations of the committee are attached at the end of these minutes. Subsequent motions concerning them will be referred to as numbers in that attachment.)

First for consideration was recommendation #4 (84-411-1). Senator Anselone, Science, commented that the Fixed Term appointment described in the report did not reflect what happens in Math where they are basically "emergency" employees. He thought the recommendations should be "fine-tuned" to reflect that situation.

Senator Shepard, CLA, moved (84-411-2) to strike from the first sentence of #4 the words, "on instructional funds." He expressed the view that the proposal discriminates against CLA

where fixed-term people frequently hold ranks of Assistant or Associate professor.

Senator Curtis Johnson, Science, spoke in support of recommendation #4, asserting that it was compatible with the AAUP position that was adopted by the Senate in 1979.

Chrm. McFarlane again spoke against the proposed motion to strike and against defeating recommendation #4. He raised the issues of "soft" vs. "recurring" funds; GTA positions vs. academic appointments; and expressed the view that writing a document that took into consideration all these contingencies was not practical within the next year.

Senator Johnson, Science, again spoke in favor of recommendation #4, asserting that its passage would "go a long way toward putting OSU in line with AAUP recommendations." AAUP recognizes the unique position of people who support themselves on research grants, he asserted. He alluded to the University of Oregon Model of hiring no one in the professorial ranks who would be barred from the possibility of getting tenure.

Senator Baumann, CLA, made the point that a policy that allows those who support themselves on research monies does not address the problem of fixed-term people of varying ranks whose service may be fully satisfactory. These people would be dismissed after seven years under the terms of recommendation #4.

Senator Orzech, CLA, commented that the U of O Model is not a good one for CLA because CLA does not have graduate students in any great quantity.

Sen. Tentchoff, CLA, asked a question about the retroactive nature of the policy. Chairman McFarlane asserted that #6 imposed no seven year limitation, but added other benefits as well.

(At this point, the above matter was postponed by a motion from the floor until the Director of Libraries, Dr. George, had reported and the Curriculum Council reports had been considered. For the sake of continuity, however, the Minutes will continue where the matter was resumed and completed.)

Sen. Johnson, Science, re-stated his view-- that #4 applies only to newly-hired faculty. Presently, faculty employed on fixed-term are covered under #6, he thought. His view that #4 would terminate the hiring of people in professorial ranks when state monies are involved (since using state monies to hire at professorial ranks circumvents the tenure system) creates a class of faculty who can be terminated without declaring financial exigency. He viewed that as a bad policy, and asserted that if financial exigency exists, it should be declared and faculty discharged accordingly.

Sen. Shepard, CLA, noted that, by definition, fixed-term people are rehired every year. Thus, their terms terminate each year and a new contract begins.

Another Senator spoke against the amendment (to strike from #4 the words "on instructional funds"), asserting that passage of the amendment, and subsequent passage of #4, would have the effect of prohibiting any person hired on fixed-term from serving beyond seven years. Sen. Tiedeman, CLA, expressed the view that the passage of #4 could create a situation in which CLA, in subsequent hiring of fixed-term people, could only hire Instructors.

The issue of whether the recommendations would differentiate between presently employed fixed-term people and fixed-term people to be hired in the future was subsequently discussed. No defi-

nite conclusion on the matter was reached.

Chrm. McFarland, Sens. Anselone, Science; Orzech, CLA; Hovland, CLA; and Brookes, Science; subsequently expressed views on the matter.

The amendment (84-411-2) was put to a vote and defeated by standing vote. Sen. Shepard, CLA (84-411-3) moved to postpone indefinitely the main motion (84-411-1; i.e., recommendation #4.) The motion to postpone indefinitely passed. (The effect of that postponement kills the motion for the current session, or until the January '85 meeting, in which the matter could be reintroduced.)

Sen. Holmes, Home Ec., moved (84-411-4) to divide the remaining five recommendations (1.,2.,3.,5.,6.), and to consider each as a separate motion. The motion to divide passed by voice vote.

It was moved (84-411-5) and seconded to adopt recommendation #1.

The motion passed by voice vote.

It was moved (84-411-6) and seconded to adopt recommendation #2. The motion was passed by voice vote.

It was moved (84-411-7) and seconded to adopt #3. The motion passed by voice vote.

Sen. Tentchoff, CLA, expressed the view that #3 is "unfair" to people who are, as it were, standing in line for tenured positions.

President-Elect Cameron moved (84-411-8) to lay on the table recommendation #5 and #6; seconded and passed. (Note: An item laid on the table can be taken off at any time by a majority vote.)

Curriculum Council; Chrm. Paul Farber reporting: Chrm. Farber presented several recommendations:

1. The first was a proposal (84-411-9) to establish a "Center for the Humanities" that would replace the present "Humanities Development Program." The Center would utilize the present resources of the HDP, plus establish a goal of raising through Foundation support \$2.8 million to create an endowment for the Center. The "Long-Range Goals" of The Center for the Humanities will be to support the work done by the "Humanities Development Program." It will, with new resources, stimulate new research and approaches in the humanities. If successful, the Center will be a permanent site of innovative research and teaching at OSU. Motion 84-411-9 was approved by voice vote.

2. A proposal (84-411-10) to change the name of a Home Economics program from "Institution Management" to Food Systems Management. The motion was approved by voice vote.

3. A proposal (84-411-11) to change a program name from "Home Economics Education" to Home Economics Communication and Education. The motion was approved by voice vote.

4. A proposal (84-411-12) to drop the now suspended major in "Russian Studies" and to approve a Certificate Program in Russian Studies. The proposal was approved by voice vote.

Status of the Library Report, presented by Dr. Melvin George, Director of Libraries at OSU: Dr. George addressed the Senate for about ten minutes, during which time he discussed the contents of a document that he had distributed at the beginning of the meeting. Dr. George had high praise for the competency and dedication of the Library staff, but not much favorable to say about the adequacy of the Library's facilities and collections. Since, we understand, that report will be issued to the entire Faculty as a Library Newsletter, a further discussion of the contents will not be presented.

During a brief question and answer period, Sen. Shepard, CLA, asked whether or not, in our present "information age" the traditional library is a dinosaur? Dr. George responded that he did not agree that it is, that the cost of converting present information to informational retrieval systems would be astronomical, and that no replacement for the book has been invented. He commented, further, that accessing materials beyond the local library is a probable development.

Report on Candidates for Degrees, Wallace Gibbs, Registrar, reporting: Mr. Gibbs reported that there were 2974 candidates for Bachelors degrees, 527 for Masters degrees, and 198 for Doctoral degrees, including 36 for the DVM, for a total of 3684. Senior honors were recommended for 779 Seniors. Upon recommendation of the Registrar, the Senate approved all recommendations for degrees and honors (motion 84-411-13).

Faculty Economic Welfare Committee, Les Strickler reporting for Chrm. Michael:

1. Sick leave: A proposed amendment to Oregon Administrative Rule 580-21-040 would clarify procedures for integrating salary payment, including sick leave, with worker's compensation for academic employees. The FEWC will examine this proposal early in June, Strickler asserted.

2. Vacation policies for academic staff: Prof. Strickler noted that questions had been raised recently at the State System level about formulating more definitive rules for twelve-month faculty vacation privileges. It was noted that a question had also been raised about vacations for nine-month faculty. The whole question of vacation policies will be discussed early in June by the FEWC.

3. Faculty Salary Charts: Strickler noted the faculty salary charts recently generated by the FEWC, courtesy of Curtis Mumford, that compared faculty and administrative salaries with their counterparts at other universities. In each instance, the data showed that OSU was below the average of the comparitors. Information was distributed from the FEWC that projected a needed increase in OSU salaries to bring them up to the average of the "other 19." A point was raised about using "total compensation" rather than salaries for making these comparisons. It was noted that the Chancellor's Office had abandoned the "total compensation" route because diversity in fringe benefits makes these comparisons too difficult.

4. Public Employes Retirement System Eligibility and Benefits: According to Prof. Strickler, the proposed change in eligibility rules is the extension, to community colleges and other levels of education, of a rule written by OSSAG. State Employee Benefits Board (SEBB) proposals for rules changes would help contain the cost of medical care through some changes in the medical plans. These rule changes include second opinion requirements, ambulatory surgery, etc.

Committee on Committees report, The Committee on Committees report pertains to a periodic review of Faculty Senate Comms. & Councils. Two Committees under review are the International Education Committee and the Administrative Appointments Committee. These reviews were printed on pages 48-55 in Reports to the Faculty Senate (available in FSO & from Senators.)

Reports From the Executive Committee:

1. Strategic Plan for Computing. In a Memorandum from President Fullerton & the Exec. Comm. to Tom Yates, Director of University Information Systems, two points were made:

a. Any University Computer Committee should have representation from all aspects of the University community.

b. Establishment of a Vice-President for University Information Systems should be delayed until the management study promised by Dr. Byrne has been completed.

2. Faculty Day will be Monday, September 17, in the LaSells Stewart Center. The program will include Chancellor Davis and other guests.

3. OSBHE Meeting. President Fullerton, who attended the meeting on May 24 & 25, reported the following actions:

a. Approval of the Cooperative Program between OSU and Eastern Oregon State College leading to the BS degree in Agricultural Business Management (he reported that the Board was "enthusiastic" about the cooperative aspect of this arrangement).

b. Approval of "decision packet authorizations" (i.e., a 'green light' to proceed with developing budgets) for instruction and research related to economic development, modernizing instructional and research equipment, instructional computing, facilities maintenance, libraries, institution specific programs, and faculty salaries (which includes the goal of 11.5% increase compounded for 1985-87). Davis Quenzer, Assoc. Vice Chancellor for Budget & Fiscal Policies and his staff, will present these packages to the Board at its June 21 & 22 meeting. President Fullerton cautioned that "our future for the next two years will be shaped, in large part, on those dates."

c. The final draft Report of the Oregon Educational Coordinating Commission (OECC) was presented to the Board, key samples of which were distributed to Senators at this meeting. Included in these samples were discussions of "Post Tenure Review," and "Superboard," and "Revocable Tenure" proposals.

4. State meeting of Association of Oregon Faculties. OSU-AOF President Robert Becker reported that the state meeting which was held at OSU on May 19 was attended by Gov. Atiyeh, Chancellor Davis, and Presidents from OSU, OHSU, WOSC, SOSU, and OIT. Becker reported that the Governor linked the economic future of the State to higher education and that he would support higher education. Chancellor Davis "gave a pep talk," and the institutional presidents discussed at some length the plans for the future. The reported spirit of the group was one of optimism in addressing and solving the problems that face the State and higher education, Becker reported.

5. Category I Proposal. An OSU-WOSC School of Education proposed program leading to the M.S. degree in Counseling is available for review in the offices of the Curriculum Coordinator, the Deans, and the Faculty Senate.

6. An ASOSU Resolution re Awarding of Diplomas at the end of each term, which was passed by the ASOSU Senate, was distributed for the Senate's information in the Agenda. It favored a petition procedure through which students could receive their degrees at the end of the term in which degree requirements were completed. Further study will occur fall term.

7. Annual Reports (no recommendations for specific Senate action) were published from the following Senate Committees and Councils:

- a. Bylaws Committee
- b. Curriculum Council
- c. Graduate Council
- d. Instructional Media Committee
- e. Library Committee
- f. Special Services Committee

8. Guidelines for OSBHE "Faculty Excellence Awards" are being requested from the Research Council by the Executive Committee, President Fullerton noted.

9. Vacation Policies for Nine- and Twelve-Month Academic Staff. The Executive Committee has referred to the Interinstitutional Faculty Senate (IFS) the question of revision of these policies. The question of revision was raised through "periodic review and revision" of the Oregon State System Administrative Rules.

10. Interinstitutional Faculty Senate. The following IFS report was presented in writing by IFS Rep. Dave Faulkenberry:

1. Travel Policy: A draft report from the Chancellor's Office revising travel policies and procedures of the Oregon State System of Higher Education was reviewed. The motivation for the report was the tragic accident involving the U of O wrestling team, but the draft was determined by the IFS Senators to be an over-reaction. A letter of response with detailed criticisms will be drafted by the Faculty Affairs Committee and sent to the Chancellor.

2. Part-Time Faculty: At the request of the Chancellor, the Finance Committee will study the California System policies on part-time faculty, as well as gather information from colleges and universities in the Oregon System, for the purpose of providing a report to the Chancellor.

3. Retirement Policy: The Education Policy Committee was assigned the task of providing a report on how early retirement is being handled at the various Oregon State System institutions. Recommendations will be provided the Chancellor.

4. Campus Fund Drives: At the request of Pres. MacVicar, the OSU Senators asked about how the Cancer Fund Drive was handled on their campus. Two other than OSU reported there had not been one, one reported it was conducted against their policy, and the others reported that it consisted of a notice in the mail box. The Senators felt this should be an individual campus policy but, generally, they preferred the OSU policy.

5. Fall IFS Program: The October IFS meeting will be at OSU. In addition to usual business we plan to have someone give a presentation on library networking in the OSSHE and the Senators requested that, if possible, we get the new OSU President for the guest speaker.

11. Overload Compensation Guidelines. The FEWC has reviewed the documents regarding this topic and reported to the Senate the following views: "As a committee, we feel that this is an administrative problem which must be looked at in the overall context of duties outside 1.0 FTE. Specifically, we are thinking of: 1. Overload compensation; 2. Outside activities, and 3. DCE employment. Overload Compensation should be outside the 1.0 FTE compensation and should have a monetary and FTE budget attached.

Reports from the Executive Office. President MacVicar spoke briefly and made the following points: In regard to the OECC's specific recommendations (discussed earlier in these Minutes), one proposal is that UO and OSU accept only those students who are in the upper 50% of "academic ability." This term avoids the usual criteria of grades or scholastic aptitude tests, he noted. It also seems to avoid references to sex differences in grades and scholastic aptitude tests, the President observed. This matter must be approached with a great deal of care, he asserted. He thinks, further, that the upper one-half of the high school graduating population is not an in appropriate goal; we may, in fact, be doing it now. The vital issues are who decides and what the criteria are, he noted.

In further remarks, the President observed that OSU is a unique institution: "There is none other like it in the US. The normative data that Mr. George presented (about the Library) to us today, ignores the fact that almost every institution on that list (of comparative institutions), or any other list that you might...put together, does not reflect the unique and special character of this institution," the President said.

This matter of uniqueness was addressed today (5/31) in the debate over fixed-term appointments. The President stated that "the College of Liberal Arts in this institution is unique; there is no other institution in the Land Grant System of higher education of our size and complexity that has a College of Liberal Arts like ours. Do we want to ignore that and treat this segment of our Faculty in a discriminatory and inappropriate fashion? The minute you say 'treat everybody alike' you are going to collide with that and it was for that reason, in addition to the discriminatory impact that the action of the Senate in 1979 would have had on women, that I said, 'if you exclude the fixed term statement, I will approve the policy...' And we have not, with very few exceptions, which I trust you would all agree with, deviated from that policy (which) says no tenure track individual will be continued beyond the sixth year... But the minute you say, 'this institution should be like the UO,' I think you're (in trouble)."

The President spoke further about using the uniqueness of OSU rather than trying to put it into the mold of other institutions. One unique example about the CLA, he observed, is the extent to which courses are taught by regular faculty rather than graduate teaching assistants.

The meeting was adjourned at 5:28 p.m.

Thurston Doler
Recording Secretary

Shirley Schroeder
Editorial Assistant

staff newsletter

Appendix

Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 24, #5 - October 11, 1984

1984 Meeting 412 - October 4, 1984

The regular October meeting of the Faculty Senate was called to order on October 4, 1984, at 3:05 p.m. by President Dwight S. Fullerton in the LaSells Stewart Center. The Minutes of the May 3 and May 31 Meetings (#410 and #411) were approved as published in the Staff Newsletter Appendix.

ROLL CALL: Members Present: Allen, Anselone, Bailey, Baumann, Becker, Beschta, Brookes, Brunk, Cameron, Carpenter, Chambers, M. Christensen, N. Christensen, Collins, Cook, Davis, Delander, Dorn, Dunn, Farber, Faulkenberry, Flath, Fuchigami, Funck, Garren, Giblin, Hardison, Harp, Hellickson, Hisaw, Holmes, Hosoi, Hovland, S. Johnson, C. Johnson, Kiekel, Leklem, Leman, MacVicar, Martin, McDowell, McFarland, McMahon, C. Miller, S. Miller, Mills, Miner, Mrazek, Musser, Nicodemus, Olsen, Peck, Pearson, Peters, Powell, Sarasohn, Schwartz, Shepard, Stebbins, Stern, Stone, Tentchoff, Vars, Van Dyke, Walstad, West, Witt, and Wrolstad.

Members Not Present were Represented as Follows: Coolen, Willey; Hannaway, Eardly; Holton, Cheeke; Kerr, Trimmer; Latham, Parnell; Tiedeman, Langford.

Members Absent were: Berry, Buffa, Craig, Crisman, Culler, Dane, Fendall, Heath, Koski, Leong, Levi, Mattson, T. Miller, Morris, Mosley, Neshyba, M. Orzech, Z. Orzech, Petersen, Shane, Tonge, Wickman.

Faculty Senate Officers/Staff Present: Dwight S. Fullerton, Senate President; Ron Cameron, Senate President-Elect, Thurston Doler, Recording Sec/Parliamen.; Shirley Schroeder, Adminis. Asst.

Guests of the Senate: Roberta Hall, Chrm., Anthropology; Milt Larson, Mech. Engineering; Dean Osterman, Instructional Develop. Office; Jo Anne Irow, Vice President for Student Servs.; T. D. Parsons, Vice President for Administration.

President Fullerton asked the Senate to observe a Moment of Silence in memory of Faculty members who have passed away during the last year:

Art Badenhop
Dennis Marker
Melvin Conklin
Tom Hogg
Karl Hornyik
Paul Krumperman
Irvin Isenberg

Apportionment, Dean David Nicodemus reporting on behalf of the Executive Committee: Dean Nicodemus presented a report on the apportionment of the Senate according to the provisions of the Amended Bylaws (see his complete statement attached at the end of these Minutes).

Promotion and Tenure Committee Annual Report, Milt Larson, Chairman, reporting: Chrm. Larson presented the Committee's report and noted the following recommendations:

1. Establish a procedure which would require less time, especially for routine decisions.
2. Encourage each unit of the University to establish a job description which may be tailored to the individual faculty members to evaluate performance of that faculty member during a given time. This job description should be developed mutually between the faculty member and his administrator and should appear in the dossier at the time of evaluation.
3. Urge Deans and Directors to interview every faculty member whose dossier is submitted.

The faculty member should be aware of the support that he will get from the Dean. Deans should provide feedback directly to the faculty member whose promotion is rejected so that no information is lost in the translation through a Department Head.

President Fullerton noted that this report had been referred by the Executive Committee to the special Ad Hoc Committee on Promotion and Tenure Review (John Block, Chrm.).

Summer Term Report, Director Duane Andrews reporting: Mr. Andrews reported that the Summer Term enrolled 4052 undergraduate and graduate students in the "regular" summer school and another 1000 in Continuing Education. This compares to an enrollment of 4170 in 1983, a 2.83% reduction. "The summer session will be able to pay its bills," Andrews reported. Special programs in 1984 that did not exist in 1983 were the Oregon Heritage Festival, The Theatre Arts program, Computer Camp, Geology Field Camp (not new), Adventures in Learning, High School Academy, and a repeat of the non-credit Elder Hostel program. The Housing Office ran a number of special programs, such as the athletic camps, Rainbow Girls, etc.

The Memorial Union Program Council increased its programs over the previous year. "Noise in the Quad" rules were relaxed during lunch hours with no subsequent complaints. Andrews projected a decrease of about 4% in the regular Summer Term enrollment for 1985.

Roberta Hall, Chrm. of the Anthropology Dept., noted that the Oregon Heritage Festival, which was much loved by the late Tom Hogg, elicited some very favorable and exciting responses. Although it did not make much money, it did

generate a lot of good will. She thinks the program contributed in many ways to the health of the University. She challenged other departments to get involved with the program, including the offering of courses through the Summer Term. She advocated more interaction between the Summer Term and the University in carrying out this program.

Search Committee Updates:

Dean of Oceanography Search Committee: The membership of this Committee is:

Dallas Abbott, College of Ocean.; John Allen, College of Ocean.; David Carlson, College of Ocean.; Robert Collier, College of Ocean.; Steven Esbensen, Dept. of Atmos. Sciences; Paul Komar, College of Ocean.; Charles Smith, Mechanical Engr.; Thomas Sugihara, College of Science; Charles Warren, Fisheries & Wildlife; LaVern Weber, Marine Sci. Center; Patricia Wheeler, Oceanography; Hollis Wickman, Chemistry; Margy Woodburn, Foods & Nutrition; Dave Murray, Oceanography; Jeff Paduan, Oceanography; and Pat Stinkamp, Oceanography.

Computer Center Director Search Committee: The composition of this Committee includes:

John Block, Pharmacy; Curtis Cook, Computer Sci.; Sheila Cordray, Sociology; Kenneth Hedberg, Chemistry; William Lyons, Affirmative Action; Allan Mathany, Budget Office; Margaret Moore, Math Education; Gene Nelson, Agr. & Resource Economics; David Niess, Computer Center; Marjory Reeves, Library; Carl Stoltenberg, Forestry; Pat Wells, Curriculum Coord./Business; and two Students, TBA.

Update on Association Activities:

Association of Oregon Faculties, Bob Becker, OSU Chapter President, reporting: Becker indicated that AOF is a statewide organization of about 1100 members that hire Bob Davis (Public Affairs Counsel) as its Lobbyist. (Sec. Note: Since this meeting, Bob Davis has died. Bob's passing is a great loss to his family, his friends, the State, and his clients. AOF will seek immediately to review the situation.)

Becker recalled that AOF was brought to life in 1978 by the Interinstitutional Faculty Senate and he urged all Faculty to join the Association in order to enhance the Faculty's influence in state affairs. Becker reported that during the past summer Bob Davis had met frequently with the Chancellor, Vice Chancellor Post, and the Governor about the budget for the next Biennium.

The AOF Executive Committee has, in turn, worked closely with Bob Davis in seeking budget improvements, including the 11.5% per year salary adjustment for each year of the next biennium. President Becker emphasized that AOF is not in competition with AAUP and, for example, PSU (which has AAUP as its collective bargaining agent) also has a credible AOF group. He noted, further, that AOF and AAUP complement one another.

In a final word, Becker noted that AOF's political action arm, OFPAC, is down to \$15,000 and, in an election year, that is not much money. Members were reminded that OFPAC and AOF do not have interchangeable budgets. Contributions have to be made directly to OFPAC, are tax deductible, and should be sent to OFPAC c/o Robert McMahon, Forestry.

American Association of University Professors, Warren Hovland, OSU Chapter President, reporting: Hovland observed that, as President Becker had stated, AAUP and AOF are working cooperatively

for common objectives. He noted, further, that AAUP is concerned about some of the issues that have been raised by the Oregon Educational Coordinating Commission, particularly in relation to tenure. He urged all faculty to join both AAUP and AOF.

OPEU did not present a report at this time.

Academic Honesty Task Force, Jo Anne Trow, Vice President for Student Services, reporting: Dr. Trow noted that the report has been referred to the Academic Regulations Committee, the Student Conduct Committee, and the ASOSU Academic Affairs Task Force. These groups will share their conclusions prior to making their individual final recommendations, which will be given to the "appropriate bodies" before going to the President of the University, the Vice President asserted. Further, some information will probably be circulated prior to the final disposition of the report, she noted. She also noted that the individual groups may examine in even more depth some of the issues raised in the original recommendations. Dr. Trow also noted that the Student Handbook has procedures for handling instances of dishonesty.

Questions were invited: Brock, Sci: What evidence is needed to determine guilt in cheating? Ans: The Committee did not address this. Further, no determination has been made about the extent of teacher initiative in awarding an "F" grade for cheating; i.e., an F in the specific cheated upon activity or an F in the entire course? Q: Davis, Sci: Raised a question about a recommended Honesty Pledge. A: It was requested by student members of the study group, but is recognized as not being binding.

Security for Visitors from Communist Countries, Dorice Tentchoff (Anthropology), reporting: The following motion was offered by Sen. Tentchoff for adoption (84-412-1):

"The Faculty Senate of OSU recommends that an opportunity be provided for a full and open public discussion within the University of the regulation pertaining to visits by Communist country representatives or nationals, as stipulated in an OSU/Department of Defense agreement and contained in the Industrial Security Manual."

The motion was offered in response to the following directive sent to all Deans, Directors, and Department Heads on August 22, 1984:

"Visits by Communist Country Representatives or Nationals. The contractor, Oregon State University, shall submit a report, as soon as the visit arrangements are known, of the intent to host an unclassified visit by representatives or nationals of a Communist country. The report shall include the name and address of the Department to be visited, the name(s) of the visitor(s) and the foreign firm or government agency and country represented, and the date and purpose of the visit. If access to information which relates to a classified contract or project is involved, the report shall include a description of the information and any other information concerning the visit which may be pertinent. In preparation for the visit, the contractor, in accordance with paragraph 5u, shall provide a defensive security briefing and a counter-intelligence awareness briefing to cleared personnel hosting the visitor(s), as well as employees expected to engage in marketing activities."

This directive was sent in the form of a Memo

reminding the Deans, Directors, and Department Heads of an OSU contract with the Department of Defense to notify it "as soon as the visit arrangements are known, of the intent to host an unclassified visit by representatives or nationals of a Communist country."

Sen. Tentchoff, who offered the original motion, upon further reflection of the matter, offered the following substitute motion (84-412-2): "The Faculty Senate, concerned with any possible infringement of the right of free speech and academic freedom on the campus, requests that the Faculty Senate Executive Committee, by whatever means it deems best, conduct an investigation to determine the nature of the OSU/Defense Department contract referred to by Nedry Burris in his August 22, 1984 Memorandum to all Deans, Directors, and Department Heads.

The investigation will seek to determine the circumstances under which the contract was made; when it was made and by whom it was signed; whether or not it contains regulations that are mandatory and, if so, how they are to be enforced; what the penalties for non-compliance are; whether non-compliance with the regulations has any implications for the funding of unclassified research projects; and why, if it is a contract of long-standing, attention has been drawn to it at this particular time.

On completion of the investigation--within the next six weeks--the Faculty Senate Executive Committee will convene a Faculty Forum to report its findings."

Vice President Parsons offered the following information to the Senate:

The present Centralized Security Contract was signed in 1961. It superceded a practice of having individual professors receive security clearance. The "Security Manual" contains the stipulations for reporting referred to in the Burris Memorandum. Not since 1961 has the Contract been complied with, and that went unnoticed until last summer when a federal inspector noticed it. The purpose of the Contract is to allow researchers on this campus who do unclassified research to have access to classified information. Without that contract they would not have access. Although no classified research is being done at OSU, this contract would allow it if the individual received clearance. Sen. Leklem, Home Ec., asked about the list of Communist countries. Vice President Parsons indicated that they are listed in the Manual and, basically, include those countries behind the iron curtain, the bamboo curtain, and Cuba.

A typical complying report, Parsons noted, would include information about visiting personnel and an estimation of the kind of reception they could expect on the OSU campus.

In response to a question by Sen. Wrolstad (Ag), Dr. Parsons asserted that all "research universities" have them (contracts) and that they report. This led to the statement by the Vice President that the Manual contains the provisions that the contract stipulates we must follow. The Contract was signed in 1961 by someone named Gene Olgesby, who was in the Controller's Office.

President MacVicar affirmed that the contract is actually between the OSBHE and the Department of Defense. He confirmed other previously cited information about the topic.

Sen. Martin, Bus., observed that the requested information seemed to be redundant since a person seeking a Visa would have to state the same

information. This led President MacVicar to observe that the Manual hardly fit institutions of higher education, since it was designed for the industrial sector that sought to engage in marketing activities. Therefore, we are caught up in an industrial machine that is designed to protect the leakage of industrial information, he noted further.

Additional questions and answers developed some details regarding the mechanics of compliance and non-compliance, after which the vote was taken on whether to replace the original main motion (see 84-412-1) with the substitute motion (84-412-2). The vote was affirmative, and the substitute motion became the pending main motion.

Sen. Hellickson, Ag., raised the question of whether or not we needed a Faculty Forum as the motion stipulates. President Fullerton responded that he would be sure that "you get a written report regardless of the Forum."

Motion 84-412-2 was adopted by voice vote.

University Goals Commission Recommendation: The following motion was presented (84-412-3):

Recommendation to President-Designate Byrne by the OSU Faculty Senate:

The OSU Faculty Senate shares your interest in re-examining the present OSU Goals and revising them as appropriate, for the University's continued teaching, research, and service missions in the 1980's and beyond. The Senate looks forward to working with you in establishing a new Goals Commission ("Committee on the Future"). * and recommends that members of this Faculty Commission be selected from among Past Faculty Senate Presidents and Faculty who have received OSU Distinguished Professor Awards.

Sen. Mrazek, Engr., moved (84-412-4) to delete the last three lines of the above motion (i.e., beginning where the * is and through the end of that sentence; seconded, passed. The main motion (84-412-3) was passed as amended (by voice vote).

President MacVicar's Response to Previous Senate Actions: The Senate was informed of the

President's letter of June 14, 1984, in which he responded to actions of the Senate from May 31, 1984. The body of that letter states:

"This will respond officially to your letter of June 11, 1984, in which you forwarded recommendations from the Senate relating to various curricular modifications in the University's offerings, including name changes as recommended by the Curriculum Council.

These actions have my approval and will be appropriately forwarded to the Chancellor's Office for either information or for appropriate action by the Board.

With respect to the recommendations from the Faculty Status Committee on fixed-term appointments, I have referred these for more extensive review to the Dean of Faculty and to the Office of Institutional Research for evaluation as to their impact on the requirements of the Board of Higher Education that flexibility must be maintained in each of the institutions of the System with respect to the granting of tenure. I am particularly concerned about the relationship of 15 percent of the instructional faculty salary resources as equating to 20 percent of the instructional FTE since I suspect that the relationship is not in accordance with the current salary averages. At such time as this review is completed, I will advise you of the action taken by the Executive Office."

Retirement Events for President MacVicar: The following scheduled events relating to President MacVicar's retirement are open to the public:

- a. October 31: Retirement Reception for Dr. & Mrs. MacVicar, 2:00-4:00 p.m., MU 109.
- b. November 17: Retirement Dinner for Dr. MacVicar; will probably be held in Gill Coliseum.

Welcome Events for Dr. John Byrne: The following events have been scheduled to welcome Dr. Byrne to OSU (he is scheduled to assume responsibility as President on November 16):

- a. November 26-30: Dr. Byrne "Welcome Week"
 - b. November 27 (tentative): 12:00 noon-2:00 p.m., All Campus Welcome for President & Mrs. Byrne, Memorial Union.
- 4:00-5:30: Faculty and Student Open Meeting, Questions and Answers.

Oregon State Board of Higher Education Summer Meetings: Reports were received from various officers on the Board's actions pertaining to budget matters.

Faculty Salary Statistics; FEWC "Green Book":

D. Curtis Mumford, the Faculty Economic Welfare Committee's statistician, has prepared a collection of salary related documents covering the last thirty years of salary information available to the FEWC. This study is available for review in the Faculty Senate Office.

Faculty Reviews & Appeals Committee Appointees:

The Executive Committee appointed, subject to Senate confirmation, Forrest Gathercoal, Education, and Masakazu Matsumoto, Veterinary Medicine, to three year terms on the FRAC. These appointments were confirmed by voice vote (Motion 84-412-4) of the Senate.

Administrative Appointments Committee Appointees:

The Executive Committee appointed, subject to Senate confirmation, Gwyneth Britton, Education; Warren Hovland, CLA; and Gene Nelson, Agriculture, to three year terms on the Administrative Appointments Committee, ending June 1987. Motion 84-412-5 confirming the nominations was passed unanimously by voice vote.

Faculty Senate Committee/Council Appointees: A Roster of 1984-85 Committee/Council memberships, including student appointments made to date, was distributed at this meeting.

Board of Intercollegiate Athletics Membership:

The President has appointed Bob Becker (Sci) and Bob Frank (CLA) to the BIA and has continued the term of Alice Mills Morrow for one year. The special appointment of Kay Conrad was continued by the President so that she could serve as Vice Chairman. Roger Pringle is the 1984-85 Board Chairman. Bob Frank was among the faculty recommendations made to President MacVicar.

Honors Program Committee Review by Committee on Committees:

The Committee on Committees during the last academic year did a routine review of the Honors Program Committee. The review raised important questions about the Honors Program Committee and the Honors Program. The Executive Committee has referred the review to the Honors Program Committee with a recommendation that it undertake an in-depth study.

D. Curtis Mumford Faculty Services Award:

Guidelines and dates for nominations for this

award will be published soon in the Staff Newsletter.

Faculty Senate Elections: The Executive Committee will present the 1985 Apportionment Table to the Senate at its November 1, 1984, meeting for approval. The Nominations Committee will present nominees for President-Elect, IFS Representative, and three positions on the Executive Committee. The Senate Apportionment Units are expected to elect their Senators during the month of November and report the names to the Faculty Senate Office.

Reports from President Fullerton:

1. President Fullerton reported to the Senate his presentation of testimony at the U.S. Appropriations Committee Hearing (Senator Hatfield, Chrm.) on August 24, 1984. The topic of the Hearing was "Medical Research and its Impact on the Nation's Health and Economy."
2. Alumni Association Meeting, October 22, 1984.
3. Board of Intercollegiate Athletics: A sub-committee of the BIA on "The Student Athlete as Student at OSU" was chaired by President Fullerton. The Committee reported a number of recommendations to the President.

Reports from the Executive Office, President MacVicar reporting:

1. Dr. Byrne will arrive November 15 and assume the Presidency on the 16th.
2. Dr. Byrne will have just returned from attending the National Association of Land Grant Colleges meeting in Denver just prior to that date.
3. Dr. MacVicar will become President Emeritus and Assistant to the Chancellor at the end of December 1984.
4. Chancellor Bud Davis, at a recent retreat of the State Board, dropped a "whole series" of bombshells. They were:
 - a. Possible change from the "term system" to the "early semester" system for the entire OSSHE. The present compatibility of the term system throughout the System of Higher Education and the community colleges was noted.
 - b. The "efficiency" of our undergraduate curricula. Specifically, are there too many courses being taught?
 - c. Others not specifically mentioned.The President thinks the Chancellor will not easily forget these matters and that we should organize effective defenses if we think what we are doing is appropriate and efficient.

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

Thuston Doler
Recording Secretary

Shirley Schroeder
Editorial Assistant

1. Article V. of the Faculty Senate Bylaws, Amended October 1983

On October 6, 1983, the Faculty Senate amended its Bylaws in Article V., Member Nominations and Elections (see Minutes 1983 Meeting 402, pp. XL and XLI.) These amendments, with a few editorial changes, are included in the attached portion of the Bylaws. (Sec. Note: No attachment included in this document.)

Many of the former Bylaws provisions are unchanged, but there are at least two principal changes.

a. New Apportionment Group for Unassociated Faculty

Prior to 1983, the Bylaws provided for 14 voting units: The 11 Colleges, the School of Education, the Library, and the combined ROTC departments. On-campus faculty with the rank of instructor and above and engaged in instructional, research, or Extension work who had no FTE in any of the 14 voting units were referred to as "Unassociated Faculty" and they were permitted to select one of the 14 units in which to vote.

The amended Bylaws provide for a 15th voting unit, a new and separate apportionment group for the Unassociated Faculty. The nominations and elections procedures for this unit are to be conducted by the Dean of Faculty (or designee). The amended Bylaws also provide for creation of additional apportionment groups requiring a two-thirds vote of the Senate. (For the 1984 elections, only the one new apportionment group for Unassociated Faculty is authorized.)

b. Faculty with FTE in more than one Apportionment Group

As before, faculty members with FTE in only one of the (now 15) apportionment groups shall be eligible to vote and be elected in that group and all of a faculty member's FTE is used for apportionment in that group.

Faculty members with FTE in more than one of the 15 apportionment groups may declare or select that group with which they wish to be associated for the purposes of apportionment and voting. In the past, the FTE was split as budgeted between the two (or more) groups for purposes of apportionment. With the amended Bylaws, the faculty member's total FTE will go to the unit selected.

Efforts are now under way to implement the revised Bylaws in time for the November elections. An Apportionment Table should be ready for Senate approval at the November 1 Senate meeting. The following procedures are being followed.

1. Faculty members on campus who are or may be eligible are given a two-letter code in their central computerized personnel file. The first of the two letters designates the apportionment group - A for CLA, B for Science, C for Agriculture, etc. The second letter designates the department, such as AD = Economics, BE = Computer Science, CH = Crop Science. New faculty are coded as

their appointment PA's are processed.

In a department such as Crop Science, the CH code is used for faculty in several major administrative accounts - resident instruction, ag experiment station, and for extension specialists in Crop Science.

Those who have no FTE in one of the 14 apportionment groups are coded in the Unassociated group 0: OA for Student Services, OB for Undergraduate Studies, etc.

2. The computer has generated preliminary lists of eligible voters - listing voters by department in each college or apportionment group.

These lists include the faculty member's total FTE for 1984-85, the departmental total FTE and the college total FTE.

These preliminary lists are being checked in the Dean of Faculty's Office and corrections made. A second preliminary list has been ordered.

These lists will then be sent to each apportionment group and department for final checking and correcting. Faculty members on split FTE's in more than one apportionment group shall be invited to select the unit in which they wish to vote. In preparing the preliminary lists, such persons were coded as they voted last year.

With the lists to be sent out for checking, a set of instructions is being prepared by the Executive Committee. These instructions are not yet in final form.

At the same time, the Executive Committee will send a Memorandum to all on-campus faculty advising them of these instructions and inviting those on split appointments to select a unit for voting. All faculty members will also be asked to make sure their names are on the proper voting list.

In spite of the careful attention that the Bylaws Committee and the Senate gave to last year's amendments, the Executive Committee has encountered some problems in determining how to implement the Bylaws with respect to apportionment and voting.

Because the Bylaws are not explicit, certain interpretations must be made, as in the past, by the Executive Committee.

Interpretations being used are as follows:

1. "Rank of Instructor or Above" will continue to include the ranks of Instructor, Senior Instructor, Research Associate, Assistant Professor, Associate Professor, and Professor. It will not include Research Assistants or Graduate Assistants, or those on academic appointments without rank, such as assistant coaches.
2. "On campus" = those who work or have an office on the Corvallis campus and at the Marine Science Center in Newport.

3. The FTE to be used for apportionment will be the total, or yearly average, FTE (9- or 12-month) that appears (or will appear) on the faculty member's Notice of Appointment for 1984-85 to reflect the appointment as of about October 15, the date when the lists are to be checked and returned.

There is no minimum FTE for apportionment or voting. The FTE will not include academic pay or Summer Term appointments.

4. For those on LWOP or Sabbatical leave for part or all of the year, if they are normally "on campus" and eligible to vote, their FTE will be used for apportionment. They may vote only if they are on campus at the time of the election.
5. Faculty must vote in person - no proxy, mail, or absentee ballots.
6. Retired faculty on 600-hour salaried appointments may vote and their FTE used for apportionment if they are employed during Fall Term.
7. Except for ROTC faculty, Courtesy appointments are not eligible. Visiting and other temporary faculty are eligible.
8. The principal problems are in the interpretation of the conditions that eligible faculty are limited to those engaged in instructional, research, or extension work.

- a. Instructional work is being defined in several ways, to include:

- (1) Faculty who are scheduled to teach at least one on-campus OSU course for credit during 1984-85. This would include serving as a major professor for graduate students.
- (2) Faculty whose primary duties are to provide academic advising, such as head or departmental advisers.
- (3) Faculty who instruct students or provide academic advising directly, but on a less formal basis, such as those who supervise interns in portions of a degree program, and academic counselors in programs such as EOP - The Executive Committee is not clear on what to do here - and may be flexible, at least for this fall.

- b. Research work will include those who are full or part-time in the AES or FRL, in units under the Research Office, such as ERSAL, and those on research grants and contracts.

Exceptions may include those whose duties are primarily as editors or information specialists, unless they otherwise qualify.

- c. Extension work will include all who are engaged in Extension programs on campus, again, with the possible exception of editors.

9. Another general problem is the eligibility of administrative personnel. The Executive Committee has assumed that they must qualify in the same manner as other faculty members.

Finally, the procedures and guidelines outlined above are to be used this fall on a trial basis. Their implementation is costly in time. I urge the Senate, the Executive Committee, and the Bylaws Committee to devise a much simpler plan for determining eligibility and apportionment for Faculty Senate elections.

(End of Statement presented by Dean David Nicodemus on the topic of Senate Apportionment and Voting. Made at the October 4, 1984 Faculty Senate Meeting.)

staff newsletter

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 24, #9 - November 8, 1984

1984 Meeting 413 - November 1, 1984

The regular November meeting of the Faculty Senate was called to order on November 1, 1984, at 3:05 p.m. by President Dwight S. Fullerton in the LaSells Stewart Center. The Minutes of the October 4, 1984, meeting were approved as published in the Staff Newsletter Appendix.

ROLL CALL: Members Present: Anselone, Baumann, Becker, Berry, Brookes, Brunk, Bushnell, Cameron, Carpenter, M. Christensen, N. Christensen, Crisman, Davis, Delander, Dorn, Dunn, Flath, Heath, Hellickson, Hisaw, Holmes, Hosoi, Hovland, Jacobson, S. Johnson, Kiekel, Latham, Leklem, Leman, Martin, McDowell, McMahon, C. Miller, S. Miller, T. Miller, Mills, Miner, Mrazek, Musser, Olsen, Peck, Peters, Powell, Sarasohn, Schwartz, Shepard, Stone, Streit, Tentchoff, Tiedeman, Vars, and Wilson.

Members Not Present Were Represented As Follows: Allen, Lee; Beschta, Adams; Shane, Schary.

Members Absent Were: Bailey, Bell, Buffa, Chambers, Collins, Cook, Coolen, Craig, Dane, Farber, Faulkenberry, Fendall, Fuchigami, Funck, Warren, Giblin, Hannaway, Hardison, Harp, Holtan, C. Johnson, Kerr, Koester, Koski, Leong, MacVicar, Mattson, McFarland, Morris, Mosley, Neshyba, Nicodemus, M. Orzech, Z. Orzech, Peterson, Stebbins, Stern, Tonge, Van Dyke, Walstad, West, Wickman, Witt, and Wrolstad.

Faculty Senate Officers/Staff Present: Dwight S. Fullerton, Senate President; Ron Cameron, Senate President-Elect; Thurston Doler, Recording Sec/Parliamentarian; Shirley Schroeder, Admin. Asst.

Guests of the Senate: Robert Michael, Faculty Economic Welfare Committee; Theran D. Parsons, Vice President for Administration; Pat Wells, Curriculum Coordinator.

* * * * *

REPORTS FROM THE FACULTY:

Apportionment: The Senate Apportionment Table for 1985 was presented for Senate approval (motion 84-413-1). It was adopted by voice vote (see attached Table at end of these minutes).

Nominations: The Nominations Committee, chaired by Pat Wells, presented the following slate of Nominees: For President-Elect: Bruce Shepard, Political Science; Robert McMahon, Forest Products. For Interinstitutional Faculty Senate: Gary Tiedeman, CLA; W. Curtis Johnson, Science; (Jean Peters, Home Ec was nominated from the floor). For Executive Committee of the Faculty Senate: Doug Stennett, Pharmacy; Robert Schwartz, CLA; John Dunn, H&PE; Gary Musser, Science; Robert Mrazek, Science; (and Eileen Baumann, CLA, was nominated from the floor).

The on-campus, campus-wide President-Elect and IFS elections will be held in November. The Executive Committee members will be elected by the Senate at its December 6 meeting.

NOTE: Since this meeting it has been noted that Doug Stennett is not a Senator and, therefore, is not eligible for nomination and election to the Executive Committee.

Budgets & Fiscal Planning Committee, Solon Stone, Chairman. Chairman Stone, in a written report, noted the committee's review of the Curriculum Proposals that will be considered by the Senate on November 15. The essential points of the Committee's report are:

1. There are no Category I requests which have other than minor incremental costs associated with them.
2. The fiscal impact of Category II requests are very small and are usually associated with changes in enrollment. The Curriculum Council monitors these enrollment changes as a part of their review.

"The Committee recommends that the Senate consider the 1985-86 Category I and II requests as free of any fiscal impacts which need be given special attention."

REPORTS FROM THE EXECUTIVE COMMITTEE; President Fullerton reporting:

Academic Sick Leave. A memorandum from V.P. Parsons, dated October 9, 1984, sought an immediate response (by October 19) from the Executive Committee to proposed changes in Sections 1 through 8 of AR 580-21-040, Academic Sick Leave. President Fullerton replied on October 18, 1984, noting the impossibility of a meaningful reply by Oct. 19, and asked for additional time. President Fullerton reported that the matter has been referred to the Faculty Economic Welfare Committee (FEWC) and the Faculty Status Committee for their study and recommendations.

Variety of Topics from Chancellor Davis. President Fullerton noted in the Agenda a Memorandum from Chancellor Davis to State System Presidents, forwarded to the Senate Office by President MacVicar, seeking institutional responses on (1) proposed Early Semester System, (2) General Education Degree Requirements, (3) Unnecessary Proliferation of Lower Division Courses, (4) Academic Work Loads, and (5) Student Retention Practices.

President Fullerton noted the Executive Committee's Oct. 18, 1984 response to President MacVicar to each of the above items.

1. Semester System. Two OSU studies of recent years support continuation of the present system. These were forwarded to Chancellor Davis.

2. Curriculum Matters. General Education Requirements and Lower Division Course Proliferation were referred to the Curriculum Council.

3. Academic Workloads Review: In referring these to the Ad Hoc Promotion & Tenure Committee and the Budgets & Fiscal Planning Committee, whose responses were solicited, it was noted that they should properly be deferred, pending the completion of any Goals Commission report.

4. Enrollment Retention Practices. A recent report from the Dean of Undergraduate Studies Office was supplied as a starting point for study of this matter.

The memoranda referring these matters to the various committees/councils were attached to the "Reports to the Faculty Senate."

Proposed Changes to the "Policy on Conflict of Interest and Outside Activities (Consulting) Rules."

President Fullerton noted his letter of October 10, 1984 to Chancellor Davis seeking a two month delay in further action in proposed rules changes, particularly a proposed change in allowable consulting time from "one day per week" to "one day in seven." This delay, Fullerton alleged, would allow for adequate study by our appropriate committees and produce a reasoned response. Attached to the letter to the Chancellor was a recent Journal of Higher Education article, "Faculty Consulting: Responsibility or Promiscuity." This study was offered as the first empirically, not anecdotally, based study on the matter. Copies of memoranda referring this draft recommendation to the FEWC, FSC, and Research Council were attached to the Senate Agenda.

Security Briefing - Department of Defense Contract

Senator Tentchoff declined the Executive Committee's invitation to head up the study authorized by the Senate in October (see October minutes p. 28). The Executive Committee then elected to refer the matter to the Research Council. The memorandum making the referral was attached to the Senate Agenda. President Fullerton observed that we would be unlikely to meet the six week deadline for a faculty forum on the matter that was provided for in the Senate's action.

Commencement Week Committee: Roger Fendall, Agriculture, has accepted appointment as Assistant Chief Marshal for Commencement ceremonies beginning in 1985.

Liaison to Campus Plan and Facilities Planning and Use Committees. Robert McMahon, Forest Products, has accepted V.P. Parson's appointment to the above committees to serve as liaison between the committees and the Faculty Senate.

OSSHE Faculty Salary Study. The Faculty Senate Office is in possession of a report published by the OSSHE Office of Administration, Management, and Planning Services entitled, "1983-84 Average Faculty Salaries by Rank, Oregon State System Institutions, and their Comparison Groups." Two dimensions of this study are its "weighting" by number of faculty at each institution at each rank, and its conversion of 12- to 9-month salaries rather than using "pure nines."

Interinstitutional Faculty Senate. OSU hosted the fall meeting of the IFS on October 5 and 6. Dave Faulkenberry, Glenn Klein and Kathy Heath are OSU's representatives. Delegates from each of the institutions in the State System were

present. Members of the Executive Committee of the Faculty Senate and former Faculty Senate Presidents were in attendance at the evening banquet. The program was as follows:

1. President MacVicar addressed the group on the topic of "Faculty Involvement in Institutional Governance." He defined the role of the faculty as advisory and suggested perhaps the most important involvement was that of the generation of ideas. He divided the areas of faculty involvement into the categories of personnel, financial and curricular issues. Faculty should be involved in personnel issues with evaluation, promotion, tenure, appeals and grievance procedures, and faculty compensation. The financial issues include the allocation of resources. He stressed the importance of faculty input in each of these areas, particularly in a consultive role.

2. Larry Pierce from the Chancellor's Office, reported on plans for presentation of the Higher Education message to the Legislature, including the development of a State System Fact Book. He gave some background on the semester system being considered by the Chancellor's Office and being referred to faculties. The overload policy is another issue being considered.

3. President-Designate John Byrne spoke at the evening banquet. He told of his experiences in Washington, D.C. He stressed the involvement of faculty members outside the University and indicated the University needs to learn how to work within the federal government, not just the state system.

4. Melvin George, Director of Libraries at OSU, presented information on the library automation plans being developed in the State System. There is a committee in the State System which is developing plans for an integrated system.

5. The Educational Policy, Faculty Affairs, and Finance Committees addressed the issues of the semester system, the overload policy, and problems with part-time help. Another continuing issue was the development of a travel policy.

The next meeting will be held in January at Portland State.

Election Schedule. The President-Elect and IFS Representative elections are scheduled for November. Executive Committee members will be elected at the December Senate meeting.

Faculty Senate Committee/Council Vacancies filled:

- a. Research Council: Tom Murray (vice Levi) '85
Lloyd Klemke (vice Hogg) '86
- b. Graduate Council: Lloyd Crisp (vice Smotherman) '85
- c. Faculty Status: Julie Brauner '87

President Fullerton noted that the Executive Committee has asked the Committee on Committees to study the matter of increasing the Faculty Recognition and Awards Committee membership from three (3) to five (5).

Executive Committee Commendation to President MacVicar. President Fullerton reported the intent to present at this meeting a Commendation and Plaque to President MacVicar. Since he was absent, the presentation was read 'in absentia' with the stated intent of presenting it at the

Retirement dinner later this month. The 12 inch, octagonal, myrtle wood plaque has the following inscription: "Robert W. MacVicar, President, Oregon State University, 1970-1984. Presented by the Faculty Senate in recognition of his contribution to Faculty Governance at Oregon State University." A commendatory statement, prepared under the supervision of the Executive Committee, was also read. It stated:

"The OSU Faculty Senate has grown dramatically in strength and influence during the Presidency of Dr. Robert MacVicar. The Faculty Senate actually began as the OSU Faculty Council, established in 1945 by President A. L. Strand. The President of the University presided over the Council. The Council became the Faculty Senate in 1956, and in 1965 the Dean of Faculty became the Presiding Officer.

In September 1976, President MacVicar invited the Senate to consider any changes in its structure that might enhance its effectiveness as a representative body of the Faculty. In 1977, a special Faculty Task Force, in cooperation with the Senate Bylaws Committee, recommended changes to the Bylaws that created the present structure of the Senate with a President, President-Elect, Executive Secretary, and Recording Secretary. The first elected President, Warren Hovland, took office in January of 1978. In the spring of that year, the Office of the Faculty Senate was established by Dr. MacVicar, with an Administrative Assistant, budget, and facilities to assume the operation of the Senate (previously administered through the office of the Dean of Faculty).

President MacVicar's utilization of the resources of the Senate certainly existed prior to the establishment of the Faculty Senate Office, on topics ranging from academic requirements to tenure and curriculum. The solicitation and utilization of recommendations of the Faculty Economic Welfare Committee is a conspicuous example. However, after 1978, this utilization was accelerated. When the financial emergencies of the late 1970's and 1980's came upon us, the advice of the Senate was sought even more frequently. The creation of an ongoing assemblage of Faculty, known as the Financial Emergency Group, cut across committee structures and used a wide spectrum of Faculty talent and experience. The Financial Emergency Groups operated through the Summer of 1983 in studying a continuing series of severe problems and offering recommendations to the President.

In the meantime, the President had established the practice of meeting regularly with officers of the Senate, making them participants in the University Cabinet and University Relations Council meetings, and began responding specifically to Senate actions. In most cases, President MacVicar adopted Senate recommendations without change. Further, matters that came from various sources, including the State Board, were regularly forwarded to the Senate for study by its Committees/Councils and for action by the Senate and the President.

One result has been, in the words of a former Senate President, that "our Senate is more knowledgeable, effective, and influential than those at similar institutions.

President MacVicar has also been a supporter and, where possible, a member of Faculty groups such as AAUP and AOF. He has also been both a host of and speaker to the Interinstitutional Faculty Senate when it held its meetings on this campus.

For all these reasons, and many more, we of the

OSU Faculty Senate hereby present this Plaque to Oregon State University President Robert W. MacVicar, 1970-1984, for his contributions to Faculty Governance at OSU and to the State of Oregon."

Reports from the Executive Office, V.P. Parsons reporting. Parsons reported that the Board wanted the revised Sick Leave policies in place by December 31, because of a new policy that allows transfer of sick leave between agencies. This will allow people retiring in December to utilize their accumulated sick leave.

He reported that he had expressed to the Board our concerns about short deadlines and got some promise of a slowdown. He expects soon a revised draft of the Conflict of Interest/Consulting document.

Although not present at the meeting that discussed it, Parsons reported that he heard that a majority of the presidents were opposed to changing now to an early semester system. He thinks that the Chancellor's motive in proposing a change was to get a thorough review of curriculum.

Dr. Parsons reported that the Board granted President MacVicar Emeritus status beginning November 16, 1984.

NEW BUSINESS

Bob Becker, OSU Chapter President of AOF, noted the death of Public Affairs Counsel Lobbyist Bob Davis, but reported that AOF will retain, for the present its association with the Counsel, which recently added Mark Nelson as a partner.

Senator Charles Miller, Oceanography, raised the question of why OSU does not actively recruit Oregon's outstanding students as other institutions are doing.

Senator Lisa Sarasohn, CLA, noted that the CLA Dean's office has a list of high school juniors and seniors and their preferred majors.

Jean Peters, H&PE, raised a question about having Associate Director of Admissions, Kay Conrad, respond to these questions at a future Senate meeting.

It was announced that the Summer Term Advisory Committee will meet on November 20. Those expecting to attend should phone the Summer Term Office in advance.

OEEC Report. President Fullerton noted that the OEEC has published its Final Report and that there is one significant change. Guideline #11, which was called the "Superboard guideline," has been deleted. Still present, however, was guideline #8, page 36, which advocated that OSU and UO, in a six-year period, move to limiting their admissions to those students in the approximate upper 50% of academic ability range of high school graduates, but with no reduction in budget because of the goal of promoting quality education.

The meeting was adjourned at 3:54p.m.

Thurston E. Doler
Recording Secretary

Shirley Schroeder
Editorial Assistant

On Campus Academic FTE - (k of Instructor and Above

FOR FACULTY SENATE APPORTIONMENT FOR 1985

College/School	1984 Total FTE	1985 Total FTE	1984 Number of Senators	1985 Number of Senators	Gain or Loss
Agriculture	277.27	265.18	20	19	-1
Business	66.31	63.01	5	5	-
Education	69.78	48.12	5	3	-2
Engineering	99.16	93.69	7	7	-
Forestry	85.54	71.13	6	5	-1
Health & Phys. Ed.	50.43	45.88	4	3	-1
Home Economics	54.08	37.09	4	3	-1
Liberal Arts	214.89	209.09	16	15	-1
Oceanography	43.05	59.86	3	4	+1
Pharmacy	26.71	22.80	2	2	-
Science	239.29	235.97	17	17	-
Vet. Medicine	37.55	32.47	3	2	-1
Library	41.66	29.53	3	2	-1
ROTC	28.00	26.00	2	2	-
"Unassociated" Fac.		61.54		4	+4
	<u>1333.72</u>	<u>1301.36</u>	<u>97</u>	<u>93</u>	<u>-4</u>

staff newsletter

Appendix

Minutes of

The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

Vol. 24, #11 - November 29, 1984

1984 Meeting 414 - November 15, 1984

This special November meeting to consider Category I & II Documents prepared by the Curriculum Council was called to order by President Dwight S. Fullerton at 3:03 p.m. in the LaSells Stewart Center.

ROLL CALL: Members Present: Anselone, Bailey, Becker, Brunk, Bushnell, M. Christensen, Cook, Crisman, Davis, DeLander, Dorn, Farber, Flath, Funck, Hardison, Heath, Hisaw, Holmes, Hosoi, Hovland, Jacobson, S. Johnson, Leklem, Leman, MacVicar, McDowell, McFarland, McMahon, Miner, Mosley, Mrazek, Musser, Nicodemus, Olsen, Peck, Peters, Sarasohn, Schwartz, Shepard, Stone, Tentchoff, Tiedeman, Van Dyke, and Wilson.

Members not Present were Represented as follows: Baumann, Starnes; Coolen, Willey; Dunn, Poling; Hannaway, Shuler; Hellickson, Cuenca; Martin, Drexler; Powell, Montgomery; Wrolstad, Bodyfelt.

Members Absent were: Allen, Bell, Berry, Beschta, Brookes, Buffa, Carpenter, Chambers, N. Christensen, Collins, Craig, Dane, Faulkenberry, Wendall, Fuchigami, Garren, Giblin, Harp, Holtan, J. Johnson, Kerr, Kiekel, Koester, Koski, Latham, Leong, Mattson, C. Miller, S. Miller, T. Miller, Mills, Morris, Neshyba, M. Orzech, Z. Orzech, Pearson, Petersen, Shane, Stebbins, Stern, Streit, Tonge, Vars, Walstad, West, Wickman, Witt.

Faculty Senate Officers/Staff Present: Dwight S. Fullerton, Senate President; Ron Cameron, Senate President-Elect; Thurston Doler, Recording Sec/Parliamen.; Shirley Schroeder, Adminis. Asst.

Guests of the Senate: Patricia Wells, Curriculum Coordinator; Bob Wess, English.

President Fullerton reviewed briefly the report of the Budgets & Fiscal Planning Committee which was presented at the November 1, 1984 meeting (see Minutes of November 1, p. 35). The basic point of that report was that there would be no significant increase in cost for any of the proposed programs or courses.

Curriculum Council Chairman Mike Scanlan presented the Category I recommendations of the Council:

1. **College of Liberal Arts:** Proposal for the initiation of a new instructional program leading to the Certificate in Peace Studies (motion 84-414-1). Following a brief period of explanation of the program it was approved unanimously by voice vote.

2. **College of Science:** Proposal for initiation of Minor programs in the Department of Entomology

for use with baccalaureate degree programs in the College of Agricultural Sciences and the College of Science (motion 84-414-2). Following a brief period of explanation, the motion was adopted by voice vote.

3. **OSU/WOSC School of Education:** Proposal for change in the program leading to the Master of Science degree in Counseling from a 57-hour program to a 72-hour program. Following a brief explanation of the proposal it was approved unanimously by voice vote.

Chairman Scanlan noted the Category II proposals and responded to several questions about some specific courses. These courses are regarded as approved unless the Senate decides otherwise. No motions were introduced regarding the Category II proposals.

The meeting was adjourned at 3:22 p.m.

Thurston E. Doler
Recording Secretary

Shirley Schroeder
Editorial Assistant