

# Faculty Senate

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## 1986 Minutes

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# staff newsletter

Appendix

## Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 25, #16 - January 16, 1986

1986 Meeting 426 - January 9, 1986

The meeting was called to order by President Ron Cameron at 3:04 p.m. in the LaSells Stewart Ctr. The Minutes of the November 21 and December 5 meetings were approved as published and distributed in the Staff Newsletter Appendix.

**1986 Senate Membership:** Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beachley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblentz, Robert Collins, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary Delander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahli Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kiekel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powelson, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, T. Darrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

**ROLL CALL: Members Not Present were Represented as Follows:** Berry, Moldenke; Coblentz, Schreck; DeKock, Thies; Farber, Morris; Hensley, Lindsay; Kimpel, Wilson; Powelson, McIntire; Powell, Maughan; Root, Anderson; and Sarasohn, Wubben.

**Members Absent were:** Beschta, Bobo, Bottomley, Bushnell, Chambers, Christensen, Davis, Enfield, Flaherty, Gordon, Jennings, Kiekel, Malueg, G. Martin, M. Martin, S. Miller, T. Miller, Philbrick, Rickson, Scanlan, Schori, and Zinck.

**Faculty Senate Officers/Staff:** Robert McMahon, Senate President; Sara Malueg, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

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### REPORTS FROM THE FACULTY:

**Installation of Officers:** President Cameron recognized Bob McMahon as incoming Senate President, passed the Gavel to him, and declared him

to be duly installed as President of the Senate. Sally Malueg was declared to be installed as President-Elect.

Thurston Doler, Executive Secretary of the Faculty Senate, was recognized to make a presentation to Cameron. Doler noted that retiring President Cameron had unusual knowledge of the University and its Governance system, and that Cameron had worked diligently to make the system of Faculty Governance operate efficiently for the Faculty. Doler presented Cameron with the President's Plaque, an original design of octagonal myrtlewood, with a deep brown plate bearing the inscription: "H. Ronald Cameron, Faculty Senate President 1985. Deeply committed to, and involved in, making Faculty Governance work."

Cameron accepted the Plaque from Doler and observed that much of his work as President had been very enjoyable, although some of it had not, and that part he would not miss... He wished the Senate well, and noted that he was leaving the job in very capable hands.

President McMahon took charge of the meeting and asked that all new Senators stand to be recognized. They were given a round of applause by all present. McMahon declared the new Senators officially installed as members of the Senate. The newly-elected members of the Executive Committee, along with returning members, were introduced: W. Curtis Johnson, COS; Tom McClintock, CLA; and Nancy Powell, Library, are new EC members. Robert Mrazek, COE; John Dunn, H&PE; and Bob Schwartz, CLA, are finishing their final year of service on the EC.

### APPOINTMENT OF RECORDING SECRETARY FOR 1986:

President McMahon reported that the Executive Committee had appointed Thurston Doler as Recording Secretary for 1986.

### APPOINTMENT OF PARLIAMENTARIAN FOR 1986:

President McMahon reported that it was the recommendation of the Executive Committee that Thurston Doler be appointed Senate Parliamentarian for 1986. The recommendation was adopted (86-425-1) by voice vote.

### LONG RANGE PLANNING COMMISSION:

President McMahon introduced past Senate President Warren Hovland, a member of the Long Range Planning Commission, and liaison to the Senate from that group. Hovland indicated that the members of the Commission are: Kinsey Green, Dean, Home Ec; "Bud" Weiser, COAS; "Pete" Fullerton, Pharmacy; Steve Lawton, COB; and Hovland, CLA.

The following is a summary of Hovland's remarks to the Senate:

1. Early in John Byrne's Presidency, the Executive Committee asked President Byrne to appoint the equivalent of another "Goals Commission," such as the one that reported in 1970.

2. The new era of the 1980's presents a need for a new long range plan to cope with conditions, new opportunities, and new developments in many areas.

3. The OSSHE is concurrently developing a new "Strategic Plan" for the entire State System of Higher Education, in coordination with the Oregon Educational Coordinating Commission, which has a Legislative Mandate to develop a Plan for all of Education in Oregon.

4. Several individual colleges on campus are currently engaged in examination of their own programs with long range plans in mind. Among these are the COHoEc; COB, and COAS.

5. New plans will be tied to the budget process.

6. The question of what role OSU should play in the international scene is a pressing question. "Pacific Rim" activities are a case in point.

7. Curriculum review and reform, and research funding are areas for examination and possible revision. Health care, for example, may be an area that needs new attention.

8. The issue of Semester System vs. the Term System has arisen again.

9. University-wide issues include: Advising and retention of students; Library adequacy; and Computer Center adequacy.

10. The Commission's task is to design a process that will enable the entire University to participate in this Long Range Plan. To assist in this process, the Commission has appointed several subcommittees: 1) Internal Assessment; 2) External Assessment, and 3) Goals and Missions. The Commission will monitor the process, modify plans to the extent needed, negotiate with the different units during this process, and assist each unit in its self-examination.

11. There is no "hidden agenda." The commitment is to an open process in which the entire University participates through schedules, hearings, open meetings, and written messages to the Commission and its subcommittees.

Professor Hovland concluded by saying that he thinks it is the planning process that will make the difference; that it won't produce a document that will just sit on the shelf. (Attached to these Minutes is a chart produced by the Long Range Planning Commission.)

Hovland discussed the procedures to be used in concluding the planning process. The preliminary Plan of the Commission will be presented to the President. He, with the Commission, will then meet with the various units in an examination of the Plan, its content, its implications, and the implementation of any new directions.

The time table shown on the attached Chart is under scrutiny for some possible extensions.

Hovland introduced Pete Fullerton, a member of the Commission and the OECC (Oregon Educational Coordinating Commission) representative, to discuss how this planning process is tied in to the overall process mandated by the OECC.

**OSSHE STRATEGIC PLAN**, Pete Fullerton, OECC Representative, reporting: (Professor Fullerton is a member of the OECC Joint Boards Staff Committee, which is working with OECC to develop a State Comprehensive Plan for Education in Oregon.)

Chancellor Davis appointed Fullerton to serve on the "SCOPE," State Comprehensive Plan for Education Committee, during the last meeting of the OSSHE Academic Council (attended by Fullerton representing VP Wilkins). "SCOPE" is preparing plan to be ready for the 1987 Legislature, which has a bearing on the OSSHE planning process, Fullerton noted. The OECC has set April 1, 1986 as the date to have this completed Plan in hand, thus the planning is to have the OSSHE plan ready in time to have it included in the OECC Plan. Fullerton indicated that the second draft of the OSSHE Plan is already in the hands of some campus administrators. The OSBHE hopes to have the Plan completed by March, he reported.

Fullerton noted that the current Strategic Plan for Higher Education in Oregon will expire in 1987. The Chancellor's Office is working on a new Strategic Plan which will take over where the current one ends, and continue through 1993. The Vice President for Academic Affairs & Provost is seeking input from several sources, including the Faculty Senate's committees and Executive Committee. Fullerton expressed the view that, since the Chancellor's staff conducted an open process in developing its earlier Strategic Plan, it will do so again. A process of drafting and redrafting is expected in the development of the Strategic Plan, he observed.

#### SEARCH COMMITTEE REPORTS:

1. Vice President for University Relations, Tom McClintock, Chrm., no report.

2. Vice President for Academic Affairs and Provost, Margy Woodburn, Chrm.: The Chrm. named members of the committee, and urged the submission of nominations to the Committee (to be sent either to her or to a committee member). Once a person is nominated, the individual will be notified by the Committee. Nominations by phone or letter are welcome.

3. Vice President for Finance & Administration, Pat Wells, Chrm.: In the absence of the Chrm., John Skelton, Committee member, reported. He noted that the Committee has met twice, has drafted a position description, and has initiated a nationwide advertising campaign, including the Wall Street Journal. He encouraged the submission of nominations and recommended that they be addressed to Chairman Wells.

4. Dean of the College of Science, Tom Maresh, Chrm.: In the absence of Maresh, Committee member John Lee reported. Lee noted that a job description is being prepared and that a deadline early in April will be set for receiving applications.

#### REPORTS FROM THE EXECUTIVE COMMITTEE:

##### 1. NEW SENATOR ORIENTATION:

President McMahon reported that the Orientation for Newly-elected Senators had been held January 6 at Nendel's Inn. Past President Fullerton and Immediate Past President Cameron gave presentations. Executive Secretary Doler reviewed the operation of the Senate. A simulated Senate meeting was held in which

parliamentary procedure was practiced. Following a coffee break, President Byrne challenged the Senate to move ahead, develop and follow through with new ideas, and look to the future of OSU.

2. FACULTY REVIEWS & APPEALS COMMITTEE vacancies: The Executive Committee had appointed, subject to Senate confirmation, two individuals to fill out terms on the FRAC. Ze'ev Orzech was asked to fill out a term ending June 30, 1986. Pat Brandt, Library, was asked to fill out a term ending June 30, 1987. The nominations were approved by voice vote (86-425-2).

### 3. OSBHE MEETING REPORT:

President McMahon noted that the "Conflict of Interest and Outside Activities" document has been received by the Senate Office (although the revised wording of the actual statement has not been received to date; only the accompanying materials). An OSBHE deadline date of Feb. was indicated for input.

### REPORTS FROM THE EXECUTIVE OFFICE:

President Byrne reported for the Executive Office. The information that follows is a Summary of his entire remarks.

1. The Faculty should act vigorously to keep pressure on the administration in promoting those academic programs and policies that are central to their lives.

2. Academic programs, curricular and non-curricular of an educational nature; policies that control or affect the lives of Faculty; and directions that OSU should take, are areas in which the Faculty should be "out front" leading the University.

3. The Long-Range planning process will only be as effective as Faculty make it in making their interests known to the people who are involved in the planning process. These interests should include goals, objectives, and missions of the University.

#### 4. Happenings...

a. Currently, an Administrative Structure is being forged to make us more effective.

b. The administrative substructures, those below the Vice Presidents, will be examined in the next few weeks.

c. These restructurings that are being contemplated will have a direct bearing on Faculty lives. Thus, Faculty should not "hold back" in offering their input into the process.

d. Academic objectives are under the examination of the Long Range Planning Commission and its subcommittees. Unlike some other plans, the expectation is that the plans emerging from the current planning efforts will have time schedules by which realization of the plans will occur.

e. In the future, the planning process will be integrated with the budget process. Past budgeting that was primarily done on a "formula" basis will be abandoned in favor of using an approach in which the budgets are used to attain goals of the Plans. This will require a biennial review of the plans as each budgeting year rolls around.

f. The above budgeting approach is expected to allow the pursuit of goals not yet identified, and allow the establishment of priorities in event of financial difficulties of the System.

g. New promotion and tenure procedures are being developed.

h. External fund raising: New and exciting accomplishments in this area will be shared with the University community soon. The FORESITE program identifies four areas (Humanities, Marine Sciences, Biotechnology, and Material Sciences) that will be our primary targets for institutional fund raising for the next two years. A new individual has been hired in the Foundation to take charge of that fund raising program.

i. Facilities: The President hopes to be able soon to look ahead to developing some desperately needed facilities.

j. Expansion of the President's staff: Sylvia Moore will move from the Athletic Department to a position in the President's Office as an Assistant to the President, with a focus on "internal University relations," which will include Omsbudsman-like activities and equity issues for both Faculty and Staff.

k. Faculty Day: Suggests that the traditional "Faculty Day" be abandoned and be replaced by a "University Day."

Question from Sen. Oriard, CLA: In reference to budgeting and planning, who will have the final word about Centers of Excellence? Answer: Pres. Byrne responded by recalling his presentation to the OSBHE on December 20, 1985, in which he talked about excellence at OSU, and the problem of identifying "Centers of Excellence." No summary of his remarks is being presented here, since his statement will be offered in the near future as a "Faculty Forum Paper," which will be sent directly to all Faculty.

Q. Sen. Courtney, Education, asked "if the cost of the new administrative structure would compete with the academic structure for financing?"

A. President Byrne hopes that there will not be a significant net increase in the cost of administration. If there is, he thinks it will be worth it if it results in a more efficient operation of the University, particularly if it attracts significantly more outside funding.

### NEW BUSINESS:

Curriculum Council, Chrm. Jonathan King reporting the Council's approval of a Category II Proposal for the College of Business. The internal adjustments were in response to criticisms of the college in a recent accreditation review, and it is expected that they will improve the COB program to eliminate the problems.

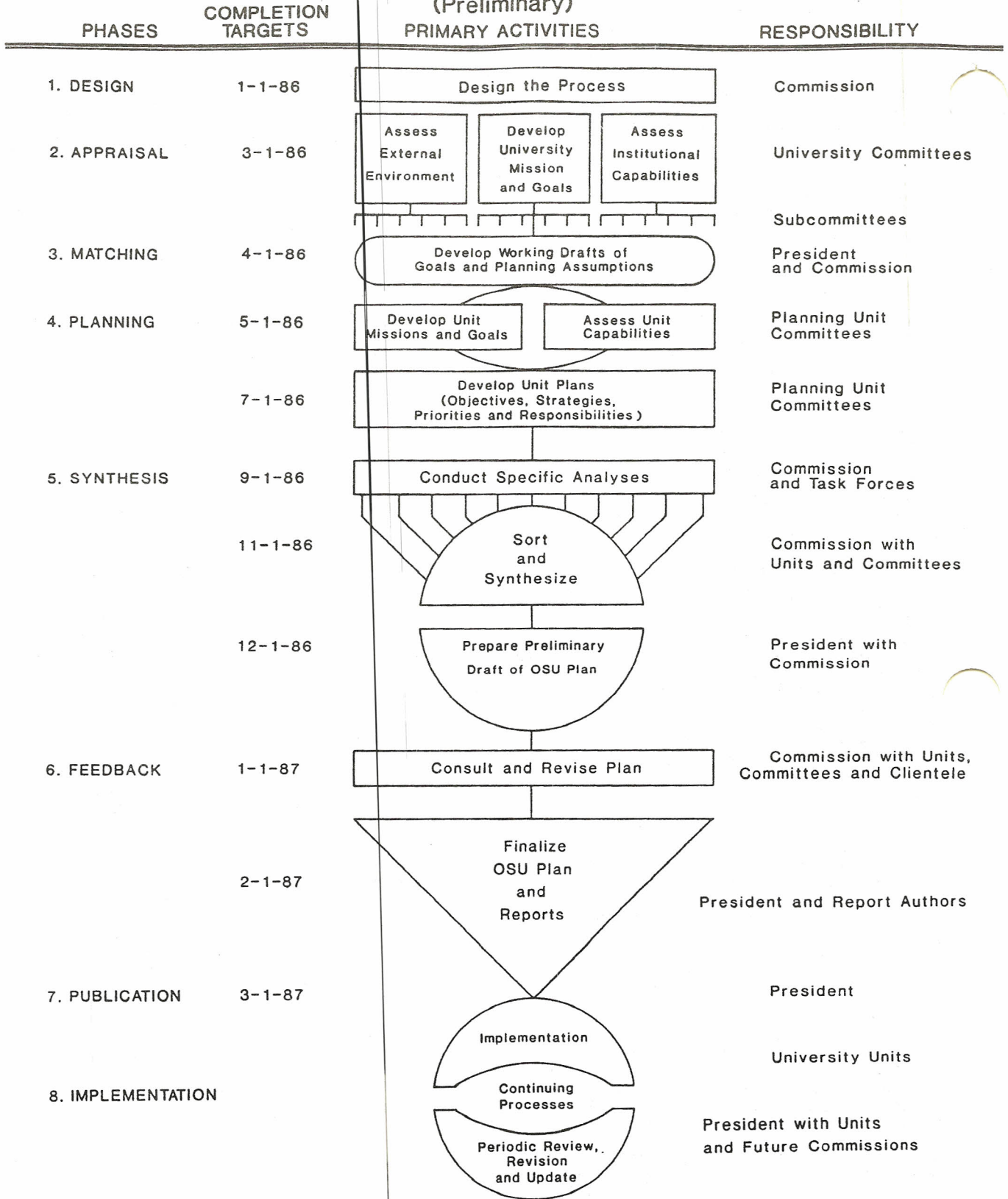
Chrm. King noted that the Council will, in the very near future, have some additional adjustments to make regarding the future of X-Courses.

The meeting was adjourned at approximately 4:20 p.m.

Thurston Doler  
Recording Secretary

Shirley Schroeder  
Editorial Assistant

**LONG-RANGE PLANNING PROCESS  
(Preliminary)**



# staff newsletter

Appendix

Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 25, #20 - February 13, 1986

1986 Meeting 427 - February 6, 1986

The meeting was called to order by President Robert McMahon at 3:06 p.m. in Weniger Hall 151. Approval of the Minutes of the January 1986 meeting was deferred until the next meeting, since they had just been distributed to Senators that day.

**1986 Senate Membership:** Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beachley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblentz, Robert Collins, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary DeLander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahli Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kiekel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powelson, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, T. Darrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

**ROLL CALL: Members Not Present were Represented as follows:** Dale, Scanlan; Farber, Morris; Kerr, Boltz; Lee, Garity; McClintock, \_\_\_\_\_; Powell, Maughan.

**Members Absent were:** Allen, Andrews, Bell, Bottomley, Bushnell, Byrne, M. Christensen, Conrad, Cook, DeLander, Eiseman, Funck, Gamble, Garren, Gordon, Hovland, Kerekgyarto, Kimpel, Krahmer, G. Martin, Mattson, Oriard, Radosevich, Rickson, Sarasohn, Savage, Siebler, M. Smith, Stewart, Vars, and Zinck.

**Faculty Senate Officers/Staff:** Robert McMahon, Senate President; Sally Malueg, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

**Guests of the Senate were:** Fred Hisaw, FEWC Chrm., Patricia Wheeler; Bill Wilkins, Vice President for Academic Affairs; Solon Stone, Engr.; Alex Wallace, Chrm., Undergraduate Admissions Committee.

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**FACULTY ECONOMIC WELFARE COMMITTEE,** Fred Hisaw, Chrm., reporting: The FEWC had three reports for the Senate. Chrm. Hisaw recalled the projected salary increases for the current biennium, which averaged 9% for the University as a whole, and 12.5% for a second group, including Engineering and Business. The second year of the biennium, he noted, begins July 1, 1986, with an average of 7.75% increase for all Faculty with another average adjustment of 3.25% on May 1, 1987. Both adjustments contain "across-the-board" and "merit" categories. Chrm. Hisaw reported that, in response to the Administration's request for a definition of "merit," the FEWC provided a definition taken from the Senate's Minutes of May 1, 1980 (p. XXV): "To reward Faculty who have made outstanding contributions to the University's teaching, research, and/or service missions. To recognize extra-meritorious service, outstanding performance, or superior achievement."

**SALARY DATA:** Hisaw cited "Administrative Salary Comparisons by institution and by rank. A typical statistic showed that going into the present year, before any salary adjustments were made, the "average amount that was needed, per person, in the academic year 1984-85 to bring the OSU/OU average annual salaries up to the MEAN of the "Other 19" was \$7,368, or 21%." Another Table showed that if OSU and OU were separated and treated as members of the "other 19" (making it "21,") OSU and OU ranked from 18th to 21st in all ranks with OSU ranking 21st and OU 18th. For the first time ever, OSU ranks lower than the University of Idaho, Hisaw reported. Other discouraging comparisons were made, all of which are available in the Senate Office or from Senators.

**FRINGE BENEFITS:** Hisaw reported that the FEWC, on May 23, 1985, sent out about 2200 Questionnaires to on-campus Faculty members, as well as off-campus Faculty in Extension, etc. Of the 2200 surveys sent out, 1102 were returned by on-campus Faculty, and 127 from off-campus Faculty. All Faculty were asked several questions, including whether they wanted any proposed increases in their compensation to be applied to their salaries or to fringe benefits. Of those responding, 63.2% preferred all salary, 34.8% preferred salary plus fringes, and 2% preferred fringes, Hisaw noted. The entire report, "Faculty Fringe Benefits Survey Results," (dated July 1985) contains tables that indicated many other options related to these benefits. The Table is available in the Faculty Senate Office or from the Chairman or from a Committee member.

**UNDERGRADUATE ADMISSIONS COMMITTEE**, Alex Wallace, Chairman, reporting: Chrm. Wallace referred to the extensive report and recommendations concerning the handling of Undergraduate Admissions cases. All but two of the recommendations made were considered to be within the prerogatives of the UAC for approval. The following two items were recommended for Senate consideration: Recommended, "That (86-427-1) all cases of Undergraduate Special Admit (non degree) be administered by the Admissions Office." In support of the recommendations, the committee indicated that it believes that in all of the sub-categories of Undergraduate Special Admit, including the recently implemented 7-hour non-admit student, the appeal process is essentially a clerical process. It does, however, recommend that the Registrar's Office consider implementing a screening process to prevent these students from enrolling in sections of courses which are traditionally oversubscribed by regular students."

Motion 86-427-1 was approved by show of hands vote.

In the second recommendation (86-427-2), the Committee recommends that the Undergraduate Admissions Committee composition be changed, that it be made up of nine (9) members, at least five (5) of which have been selected from the ranks of the teaching faculty. The remaining four members should include one college head advisor, one representative from International Education, and one student. For deliberations on student appeals, the representative from the Admissions Office should be granted discussion and voting rights. A tenth member at-large from the non-teaching Faculty would also be added.

Sen. M. Orzech moved (86-427-3) to strike "five teaching faculty" and insert "three teaching faculty and two faculty from areas that deal with disadvantaged students;" seconded. This motion to strike was discussed at length, then rejected by a show of hands vote.

Motion 86-428-2 was adopted by voice vote.

Reports from Faculty Organizations:

**ASSOCIATION OF OREGON FACULTIES**, State President Thurston Doler reporting: Doler noted that he and Mark Nelson, Public Affairs Counsel, met recently with Chancellor Davis to discuss plans for the 1987 budgets for Higher Education. The two primary areas of concern for AOF are salaries and retirement benefits, Doler reported. In the next two months the AOF Salary Committee, chaired by Doler, with Jim Tattersal, UO, and Bob McCoy, SOS, will consult with the Chancellor's staff in promoting a plan for submission to the Governor. Retirement issues will be considered by a committee chaired by Fred Hisaw, OSU, with Dennis Fahey, WOSC, and Don Tull, UO.

Doler noted that salary adjustments are the number one priority in the Chancellor's mind for the next Legislature, which puts him in step with AOF's position. Doler expects full cooperation from the OSSHE staff in this planning phase.

AOF's efforts will be devoted to assisting to implement established strategies in getting the budgets passed.

OFPAC: Some of the political process is promoted through Oregon Faculties Political Action Committee (OFPAC). Permission was recently obtained to allow faculty to contribute to OFPAC through Payroll deduction, Doler noted.

**CURRICULUM COUNCIL**, Jonathan King, Chairman, reporting: King outlined to the Senate revised procedures for streamlining course requests for temporary and permanent course changes. These procedures are designed to require up to 50% less paper work and to be implemented much faster than they currently are, King explained. The Senate took no action to alter the decisions of the Curriculum Council. Full policy statements will be available shortly through regular channels, he noted.

**FACULTY CLUB REPORT**, Herb Frolander, Co-Chairman, reporting: Chrm. Frolander noted that he had learned more than he ever wanted to know about things during his service on this Board; about parking, for example. The Board is working with the City to handle all the issues that need to be taken care of to satisfy City ordinances.

Plans now include minor modifications in the building, lease agreements, liability insurance, restaurant and liquor licenses, etc., in order to establish the Club.

Frolander noted that the City officials have been very helpful in assisting his committee to do its work.

Successful operations on other campuses are being surveyed to determine what contributes most to success in Faculty Clubs. Thus far, the two leading items seem to be good management and good food. Frolander thanked John Irving of the Foundation for providing an essential filing fee to the City to get things going.

The general tone of the report was enthusiastic and optimistic about the prospects for completing arrangements for the Club in due course.

#### **SEARCH COMMITTEE REPORTS:**

Vice President for University Relations; Pat Wheeler, committee member, reporting: Wheeler reported that the closing date for receiving applications is March 3. The position has been advertised in four national publications. So far, 74 applications and 9 nominations have been received.

#### **TASK FORCE ON FACULTY APPOINTMENTS;**

Cliff Michel, member, reporting: The Task Force met the first time on January 14 with VP Wilkins, noted the committee's charge, and began to wade through the voluminous materials. The Task Force plans to consult with AAUP, the CLA Council, and others, and has set out to develop its specific recommendations prior to the established deadline for the June Faculty Senate meeting.

#### **REPORTS FROM THE EXECUTIVE COMMITTEE:**

**OSSHE STRATEGIC PLAN**, President McMahon reporting: McMahon noted that the Executive Committee, with other committee chairmen, responded to a "pre-draft" Strategic Plan from the Chancellor's Office. The expectation is that an official "draft" Plan will be coming soon and appropriate responses will be made to it, he promised.

**OSBHE MEETING REPORT**, President McMahon: President McMahon attended the Board meeting, and reported that the Board's Committee on Instruction presented a preliminary look at Special Education Programs throughout the State. This is in response to the Chancellor's directive.

Innovative approaches to General Education were presented. UO discussed its Honors College, and OSU talked about the Extension Service.

Faculty Excellence Awards were announced at the regular Board meeting on Friday. Five awards were received by OSU Faculty, McMahon noted. Four of ten research awards went to OSU Faculty, as did one of the Teaching awards. The remaining awards were distributed among the other OSSHE institutions.

McMahon addressed an OSSHE document which is currently being reviewed on all the campuses: "Proposal for Search and Selection Procedures for Chief Executives of Institutions." A copy of this new OSSHE proposal has been sent to the Administrative Appointments Committee for its evaluation and recommendations. Since Board action is proposed for the February meeting, President McMahon will discuss this proposal at the next Senate meeting.

Another item of interest to Faculty is the "Three year Evaluation of the Chancellor." Faculty are invited to participate in the evaluation of the Chancellor by writing to Al Batiste, Chairman of the OSBHE, by no later than February 15.

#### INTERCOLLEGIATE ATHLETICS ADVISORY COMMITTEE:

President McMahon indicated that President Byrne had recently created and appointed an Advisory Committee to the Director of Intercollegiate Athletics. This committee, in compliance with NCAA requirements, will consist of ten members, five of which will be Faculty members. Membership will be announced at a later time.

#### COMMUNITY COLLEGE "AA" DEGREE TO SATISFY GENERAL EDUCATION REQUIREMENTS:

Several institutions of the OSSHE have made provision for accepting a Community College AA Degree as satisfying their General Education requirements. The Executive Committee has asked the Curriculum Council to recommend to the Senate a policy for OSU.

AAUP ANNOUNCEMENT: Past Senate President Richard Scanlan announced the State-wide AAUP meeting scheduled for Saturday, February 8, at the LaSells Stewart Center.

#### REPORTS FROM THE EXECUTIVE OFFICE:

Acting Vice President for Academic Affairs & Provost Bill Wilkins reported for the Executive Office:

A new policy from the OSSHE proposes that Search Committees for Presidents of the institutions be composed of nine members: Five OSBHE members, one faculty member and one administrator from the affected institution, one student, and one member of the public.

Further, he noted, the description of the committee mode of operation was such that the search could be carried out confidentially. This issue will be before the OSBHE soon; probably the February meeting, he asserted.

Budget Hearings: These are a part of President Byrne's management style, and will begin soon for the 1986-87 budgets, the VP reported. First, unit heads, such as Deans, will present their budgets then, later, the VP's will present their budgets to the administration, he noted. The planning process, of which the budgets are a part, will become increasingly evident, Wilkins asserted.

Promotion and Tenure: Dossiers for this year are due in Dean Nicodemus' office February 17, he noted, for formal consideration in April.

Budget Priorities: Priorities for 1987-89 are shaping up, the VP noted, with priorities apparently being academic salaries first, buildings and maintenance, second, and programmatic items third. However, these are preliminary, he stated. Specific programmatic priorities for OSU are to be developed, he indicated.

Acting/Interim Associate and Assistant Vice Presidents: These two job descriptions are being produced for positions to be filled until a continuing Vice President for Academic Affairs is on the job, Wilkins reported. These two job descriptions have been mailed to all Faculty, along with information about deadlines and the time schedule for filling the positions.

International Activities: The questions of how the University can best coordinate all the international affairs in which it is involved is currently under study by an Ad Hoc Committee. One possible option is appointment of an individual at the Assistant Vice President level, Wilkins concluded.

Burlington Northern Foundation Faculty Achievement Awards: Dean Nicodemus announced the modification of the application criteria now to include Fixed-term Faculty as well as tenured Faculty.

The meeting was adjourned at 4:44 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

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Vol. 25, #24 - March 13, 1986

1986 Meeting 428 - March 6, 1986

The meeting was called to order by President Robert McMahon at 3:04 p.m. in Weniger Hall 151. The Minutes of the February 1986 meeting were approved following approval of two corrections; one, addition of the word "Undergraduate" in place of the word "special," (page 22) and insert "Cooperative Education Programs" where the word "extension" appears on p. 23.

**1986 Senate Membership:** Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beachley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblentz, Robert Collins, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary DeLander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahli Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kiekel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powelson, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, T. Darrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

**ROLL CALL: Members Not Present were Represented as Follows:** Brennan, Penn; Brunk, Thomas; Griggs, Verts; Hensley, Billit; McClintock, Brazee; Orzech, Gallo; Root, Purvis; Simmons, Derryberry;

**Members Absent were:** Bayne, Berry, Beschta, Bobo, Chambers, Coblentz, Collins, Dunn, Funck, Gordon, Hibbs, Kerekgyarto, Kerr, King, G. Martin, M. Martin, Mattson, T. Miller, Philbrick, Radosevich, Rickson, Sarasohn, Stewart, Vars, and Wickman.

**Faculty Senate Officers/Staff:** Robert McMahon, Senate President; Sally Maluge, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

**Guests of the Senate:** Randall Jacobson, Chrm., COC; Vice President Bill Wilkins; Fred Hisaw, Chrm., FEWC; Don Armstrong, Botany; Dave Faulkenberry, IFS; Solon Stone, Engr., Charles Langford, AAUP.

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**REPORT FROM NCAA INSTITUTIONAL REPRESENTATIVE,** Jack Davis reporting: Professor Davis, who serves as the OSU representative to the NCAA (and is currently President of the NCAA), gave his annual report to the Senate. He noted that the NCAA has reaffirmed the Academic Regulations of 2.0 GPA in eleven core courses, and 700 score on SAT, or 15 on ACE tests as prerequisites for participation in NCAA sponsored sports. Protests of the standards, Davis stated, have come primarily from Black institutions in the South. He observed that, in the past, 45% of student athletes would not have met these core requirements. Therefore, he thinks these standards will raise the level of scholarship among athletes.

The **Satisfactory Progress Rule** requires that athletes make progress toward a specific degree, declared by their junior year. The same standard is required of Junior College transfers.

**Institutional Self-Study Program:** Each five years, personnel from outside each institution are to examine the program operation. This is in addition to yearly reports from institutions which report academic data on each athlete (i.e., basis of admission, GPA, SAT scores, academic progress, and graduation rates).

**Enforcement:** Infractions that lead to institutional advantage require penalties of a two-year suspension of recruiting, no TV appearances, and no post season games for one year. If there are repeated infractions, not necessarily in the same sport, within five years, the penalties are increased to one-to-two years probation. In the offending sport, the competitive schedule is cancelled for 1-2 years, there are no grants-in-aid, no recruiting, no vote in NCAA matters for four years, and staff who hold NCAA positions must resign them.

**Competitive Schedules:** Efforts have been made to reduce competitive schedules in a way to reduce lost class time. The Presidents' Commission will continue this effort, Davis reported.

**Drug Testing:** Testing will be scheduled to eliminate sports players who use street drugs and performance enhancing drugs, such as anabolic steroids, from championship and bowl games, Davis stated.

**NCAA Presidents' Commission:** The formation of a forty-four member Commission of Presidents of the NCAA institutions is one of the most significant steps taken recently by the NCAA, Davis noted. Twenty-two of the members are Presidents from Division I institutions. This Commission is responsible for addressing issues concerning athletics in Higher Education. Probable issues will include institutional integrity in academic matters, financial issues, such as grants-in-aid to athletes--particularly cost containment--and, finally, rules enforcement, according to Davis.

PAC-10: Membership in the PAC-10 represents an income of about \$1.3 million for OSU this year, or about 20% of its budget, Davis reported. In addition, women's sports are now primarily in the NCAA, having moved from the NOR-PAC and PAC-West. The administrative and scheduling structure of the Conference have been expanded to accommodate these additional members, Davis concluded.

American Association of University Professors (AAUP), Charles Langford, OSU Chapter President, reporting: Professor Langford distributed a one-page document which contained "positions" that the OSU AAUP Board is taking on Fixed-term appointments. Five of the seven positions have been adopted by the Board, the other two only introduced. These will be forwarded to John Fryer, Chairman of the Task Force on Faculty Appointments, Langford reported. In addition, Senators were urged to register their reactions with any appropriate person, including himself.

SEARCH COMMITTEE UPDATES:

Dean of the College of Science, John Lee, Committee Member, reporting: Lee noted that this search has been advertised nationally, has received 62 nominations and 21 applications, that the closing date is April 11, and that equal attention is being given to on-campus and off-campus nominations.

Vice President for Academic Affairs & Provost, Dean Michael Maksud, Committee Member, reporting: The deadline for receiving applications has passed. Fifty-one nominations and 61 applications have been received; the first cut will be made next week. March 20 is the date for compiling a "short list" with finalists expected to be known by April 7, he reported.

Vice President for University Relations; Wil Gamble, Committee Member, reporting: Gamble reported that the Position Description has been completed, that 181 applications have been received; there have been 20 nominations. March 3 was the closing date for nominations.

Vice President for Finance & Administration; John Skelton, Committee Member, reporting: Skelton noted that they have received 68 completed dossiers and 13 nominations, including three local. Closing date is March 17.

Acting Assistant Vice President for Academic Affairs-Special Programs; Don Armstrong reporting: Armstrong noted receipt of ten applications, representing six colleges; that six of the candidates will be interviewed, and that three finalists will be recommended to the Vice President by Monday.

Acting Associate Vice President for Academic Affairs; Dave Faulkenberry reporting: Eight applications have been received, five individuals were being interviewed, and three names will be recommended soon to the Vice President for Academic Affairs. Public Forums are planned for next week for the three finalists.

PRESIDENT'S LONG RANGE PLANNING PLANNING COMMISSION; Warren Hovland reporting: Professor Hovland noted that the "Principles for Guiding Long-Range Planning at Oregon State University" were contained in the Senate's agenda (they were also distributed among the entire Faculty as a

Faculty Forum Paper). He noted, also, that the "Long-Range Planning Guide for Major Planning Units" has been sent to all 24 planning units. He called attention to the open Forums to be held and the help sessions to assist planning units to do their Plans. Hovland indicated that the OSSHE is developing a new Strategic Plan, and that the planning group is attempting to coordinate its planning with the State's plan.

External Assessment, John Beuter, Chrm., reporting: Chrm. Beuter discussed the Committee's assessment of its task, the time limits for producing a document, the nature of the document that may be produced, and the use to which it may be put. He noted, for example, that the committee will plan to produce a one or two page report, which will go directly to the President, who will use it in a more comprehensive document. In seeking to carry out the committee's work, the task was divided into specific areas of scrutiny with a committee member in charge of each area. He hopes to produce a document that is unique to OSU, not simply a review of what is being done, but which will contribute to enhancing the image of OSU as a comprehensive research University. The Committee wrestled with the matter of defining "goals" of the University in comparison with goals of a particular unit.

Reports from the Executive Committee: Executive Committee defines "Executive Board."

President McMahon reported that the Executive Committee had recently agreed to have him, the President-Elect, and a designated member of the EC to serve as an "Executive Board" to act on matters of urgency that cannot wait for the next full EC meeting. The need for this "extra layer" of bureaucracy was questioned, and Executive Secretary Doler was asked to provide a further explanation. Doler noted that demands for quick responses on some issues were being generated by the present administration and this was a move to permit the President to enlist opinions beyond his own when calling a full EC meeting is not an option. Doler noted that an Executive Board such as this is subject to the authority of the EC and that its positions were subject to ratification, alteration, or annulment by the EC.

Retention of the TIAA-CREF Retirement Option: The EC has referred a request from the OSSHE to the Senate's Retirement and Economic Welfare Committees regarding retention of the TIAA-CREF Retirement Option.

Intercollegiate Athletics Advisory Committee: As previously reported to the Senate, an Advisory Committee to the Director of Intercollegiate Athletics has been appointed. Not all of the questions regarding the Committee's constituency have been settled yet, McMahon noted. A question was raised regarding who monitors the requirement that no athletic events be scheduled during Final Exam Week. Senator Oriard, former BIA member, observed that it was frequently discussed in the old BIA, but to his knowledge, no one was monitoring it at this time.

Reports from the Executive Office:

Bill Wilkins, Vice President for Academic Affairs & Provost, reporting: In reference to the EC's appointment of an Executive Board, Wilkins observed that the need for immediacy in response is a development of the new administrative organization.

Wilkins reported that Budget hearings from on-campus units have been conducted and that budget requests are now being considered. In addition, the Chancellor's Office is seeking priorities for the next biennium and, at this time, the top priority will be continued salary improvement.

Wilkins announced the candidates for the Acting Assistant Vice President for Academic Affairs position, and noted that an announcement would be coming soon on the candidates for the Acting Associate VP position.

Wilkins announced that the salary adjustment monies have been released by the OSSHE to the institution.

New Business:

The Senate approved a motion presented by Sen. Enfield (86-428-1), to invite to the April Senate meeting Vice President Phillips (to discuss the "Logo" matter) and Vice President Trow (to discuss student recruitment at OSU). The motion was adopted by voice vote.

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

Thurston Doler  
Recording Secretary

Shirley Schroeder  
Editorial Assistant

# staff newsletter

*corrected copy*  
Appendix

## Minutes of The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 25, #27 - April 10, 1986

1986 Meeting 429 - April 3, 1986

The meeting was called to order by President Robert McMahon at 3:00 p.m. in the Stewart Ctr. The Minutes of the March 1986 meeting were deferred until the May meeting, since they had not yet been distributed.

**1986 Senate Membership:** Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beachley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblentz, Robert Collins, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary DeLander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahli Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kiekel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powell, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, T. Darrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

**ROLL CALL: Members Not Present were Represented as Follows:** Brennan, Penn; Brunk, Thomas; Dunn, Poling; Flaherty, Harris; Hensley, Nusbaum; Kinch, Rober; Powell, Maughan.

**Members Absent were:** Berry, Beschta, Bobo, Byrne, Coblentz, Collins, Cook, Courtney, Eiseman, Enfield, Funck, Garren, Gordon, Hovland, Kerr, Kiekel, Kimpel, Ladd, G. Martin, Musser, Nicodemus, Orzech, Philbrick, Radosevich, Rickson, Root, Schori, and Wickman.

**Faculty Senate Officers/Staff:** Robert McMahon, Senate President; Sally Malueg, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

**Guests of the Senate were:** Bob Schwartz, FSEC; Jack Van de Water, International Educ.; Fred Hisaw, Chrm., FEWC; D.S. Fullerton, Acting Assoc. VP for AA; Jo Anne Trow, VP for Stu Affairs.

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**CURRICULUM COUNCIL**, Jonathan King, Chrm., reporting: The Curriculum Council has approved recommendations for five International programs: (Motion 86-429-1)

1. Korea - an OSSHE Executive Board for Korea, appointed by Vice Chancellor Pierce.
2. China - a Task Force of the Oregon Association of Colleges of Teacher Education, with assistance from a grant through the Oregon International Council.
3. France - an OSSHE Executive Board for France, appointed by Vice Chancellor Pierce and in cooperation with the OSSHE Resident Director in Poitiers, France, Dr. Jane Wamsley.
4. Hungary - an OSSHE Executive Board for Hungary, appointed by Vice Chancellor Pierce. This program is an extension of the existing program at PSU.
5. Australia - this is an OSU program proposal to extend the existing OSU program at New South Wales Institute of Technology to include Mitchell College in Bathurst, New South Wales.

Following discussion and information as to support by the International Education Committee, the Senate approved the motion (86-429-1) by voice vote.

### **D. CURTIS MUMFORD FACULTY SERVICE AWARD:**

President McMahon declared an Executive Session of the Senate in order to consider the confidential report and recommendation of the Executive Committee. Immediately following the end of the Executive Session, the Faculty Senate unanimously approved the recommendation (86-429-2).

### **AD HOC COMMITTEE TO REVIEW SENATE STRUCTURE,**

Richard Scanlan, Chairman, reporting: The Committee recommended revision of one motion presented at the March meeting, along with one new motion: 86-429-3: "Upon retirement of Dean Nicodemus, the Vice President for Academic Affairs & Provost is invited to become a non-voting, Ex-Officio member of the Executive Committee." 86-429-4: "Upon retirement of Dean Nicodemus, the Vice President for Academic Affairs & Provost is invited to become a non-voting, Ex-Officio member of the Faculty Senate."

Both motions were adopted by voice vote.

### **SEARCH COMMITTEE UPDATES:**

**Vice President for Academic Affairs & Provost:** Dean Michael Maksud reported for the committee and noted that 117 applicants had been reduced to a "short list" and that by April 14, that list would be reduced to a list of finalists. A tentative list for interviews will be submitted to the President shortly.

### **Vice President for Finance & Administration:**

John Skelton reported that nominations/applications had closed, but that the processing of the dossiers had not yet begun.

**Vice President for University Relations:** Tom McClintock, Chairman, reported that about 185 applications had been reduced to 110. A "short list" will be created soon. He expressed the view that the committee had been impressed with both the high and low end of the spectrum of applicants.

**Assistant Vice President for Academic Affairs-International Programs:** Chrm. Mike Martin reported that this on-campus search had attracted seven applicants, and that the committee would make a final recommendation to Vice President Wilkins about April 20.

**Dean of College of Science:** Sen. John Lee noted that applications are still being accepted and urged Senators to nominate faculty members and/or urge faculty to apply.

**FACULTY ECONOMIC WELFARE COMMITTEE,** Fred Hisaw, Chairman, reporting: The FEWC submitted the following recommendations (Motion 86-429-5) which, after brief discussion, were tabled: Note--total funds available for beginning of the year salary adjustments are 7.75%. "It is the recommendation of the Committee that the 7.75% salary funds be distributed in the following way: Instead of 3% across-the-board, 5% be given. Instead of 2.25% merit, 1.25% be awarded. Instead of 2.5% for Peer Group Comparitor, that 1.50% be used."

Discussion ensued, during which the observation was made that the recommendation was too late--most budgets had been submitted through the process already. The motion was tabled.

**RETIREMENT COMMITTEE,** Lois Pye Petersen, Chairman. In response to a referral of the EC, the Committee recommended that the TIAA-CREF Retirement Option be retained. The initial request for input from OSU came from the Chancellor's Office; however, just prior to the Senate's meeting, we received a Memo from Ron Anderson, Chancellor's Office, indicating the OSSHE had decided to retain the TIAA-CREF option.

**REPORTS FROM THE EXECUTIVE COMMITTEE:**

**OSBHE Meeting, March 21:** President McMahon reported that a document previously reported to the Senate, Search and Selection Procedures for Institutional Executives, was approved by the Board with one slight modification--the addition of one more student to the "campus selection committee," making a total of three students and bringing the total of the committee to fifteen.

**Mission Statements:** Attached to the Senate's agenda was a response from Vice Presidents Wilkins and Phillips to the Draft of the OSSHE Strategic Plan Mission Statement for OSU. A copy of the proposed Mission Statement was sent to Dr. Frank Schaumburg's committee working on the Mission Statement for OSU's Long Range Plan. Each statement is different; the OSSHE one intended to serve a different purpose than the one being drafted here. The Statement in the Strategic Plan had been prepared by someone in the Chancellor's Office and concern was expressed by the Executive Committee, the administration, and others that the Mission Statement, as proposed, was not broad enough or truly reflective of the whole picture of OSU. With an immediate turnaround time deadline, the Vice Presidents prepared a revised statement.

**Finals Week Committee:** In response to a motion approved by the Senate, the EC has appointed a "Finals Week Committee." Bob Schwartz, English (an EC member) has agreed to serve as chairman of the Ad Hoc Committee.

**Academic Honesty Task Force Report:** The EC has referred to the Academic Regulations Committee the report of the Task Force on Academic Honesty, which recommends changes in the wording of AR 15. The ARC has been asked to review the proposed changes and present ~~their~~ recommendations to the Senate. ITS

**Associate Vice Chancellor for Academic Affairs Position open:** President McMahon announced that an Associate Vice Chancellor for Academic Affairs position is being created in the Chancellor's Office. Interested faculty may apply or nominate someone.

**President Approves Senate Recommendations of P&T Committee:** President Byrne has approved the recommendations of the Promotion & Tenure Committee which were approved by the Senate at the November 7 meeting.

**REPORTS FROM THE EXECUTIVE OFFICE:**

Acting Vice President for University Relations Rob Phillips reported to the Senate his experiences with the "University Logo" issue. Phillips recalled that the sample logos were distributed to the faculty in seeking their opinions, but the submission was not a selection by popular vote. The idea of a changed logo, Phillips noted, is supported by the changes that are occurring at OSU.

Faculty response to the logos exceeded all expectations. (Phillips did not say "fondest expectations.") Of all the materials distributed, a major percentage were received back. Some faculty offered redesigned versions of the preferred logos, Phillips reported, and some faculty offered completely new designs. An Oceanography respondent offered a re-drawn "church window" by eliminating the tree and substituting an octopus' tentacle. The "vortex" was also the subject of varied response, he noted.

Phillips noted that it's "back to the drawing board" or to the Graphic Arts class, to be specific. Another sampling of faculty opinion will occur at a later time, again to obtain opinions, but not to take a vote.

Putting matters into perspective, Phillips observed that the Logo matter occupied about 1/2- to 1% of his time, much less time than this presentation might lead one to believe... He indicated the Logo process had been a great learning experience, and "next time" he would do some things different.

A second topic of the Phillips report concerned fund-raising at OSU. President Byrne, Phillips noted, is on the road seeking to raise money for OSU. The primary object of his odysseys ~~is~~ private sources, he observed; and the competition is fierce.

He reported his discovery that the OSU Foundation, a private corporation established to help OSU, is completely separate from the Development Office, which is an OSU entity. These two offices were apparently associated in people's minds because Jim Dunn has previously worn both hats as Director of both. Both jobs are now being held by a new person, John Evey. The change has occurred as Dunn lessens his load to prepare for retirement and to concentrate on the area of real estate gifts.

Although the Foundation is worth \$40,000,000., it is cash poor, Phillips observed, because so many of its assets are in items other than cash money. Several problems of the Foundation, Phillips reported, are:

1. Cash flow; few liquid assets.
2. Constituency. That is, who gets the money? Does "the University," a college, or a department?
3. Costs of fund-raising.
4. Prospect Clearance. Several "representatives" for OSU seeking money from the same person may create problems.
5. Handling of gift and grant funds. Overhead costs and data access and management are areas of attention.

Vice President Jo Anne Trow reported on several topics, including student recruitment. Presently, TV ads are being shot (at OSU) which target audiences aged 15-18, Trow noted. Previous experience indicates notable success with these audiences, she reported. In addition to recruiting, she noted that advertising is a positive public relations function.

OSU UPDATE, a publication, is being printed and distributed. A Newsletter is being readied for distribution to high school counselors, Trow said. Other actions that deal with the public and student recruitment, include:

1. A general information bulletin, a kind of "mini-catalog" of OSU, is provided to prospective students.
2. Increased emphasis on the use of color in publications.
3. Participation in college fairs.
4. Eighteen ~~MM~~ video cassettes by students of "Why I like OSU." ~~Minute~~
5. Campus visitations.
6. Participation in the National Merit Scholar Program, OSU financed.
7. Special contact with high-scorers on PSAT.
8. Out-of-state recruiting through staff and individual contacts.

Recruiting has been concentrated on the undergraduate level in the past, Trow noted, although she has discussed with Graduate School Dean Lyle Calvin the matter of recruitment of graduate level students. Minorities are to be targeted specifically, Trow noted.

Acting Associate Vice President for Academic Affairs Pete Fullerton reported on the following topics:

1. OSSHE Strategic Plan. This Plan has been publicized previously. He invited the campus community, again, to supply their comments. The "final" draft of the Strategic Plan is to be put together this coming Saturday, and will go to the State Board for approval at the April meeting, prior to going to the OECC.
2. University Planning: Quality plans have been produced by the External and Internal Assessment Committees of the PLRPC. The Mission Statement of the campus planners is quite different from the one in the OSSHE Plan, he noted. He indicated that the Associate Vice President's job will be related to centralized services to faculty and students. Examples of the service areas are: Sabbaticals, Promotion and Tenure, Curriculum, Summer Term, Honors, Faculty Handbook revision, Grievance Procedures, etc.

The meeting was adjourned at approximately 4:48 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

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Vol. 25, #31 - May 8, 1986

1986 Meeting 430 - May 1, 1986

The meeting was called to order by President Robert McMahon at 3:07 p.m. in the Stewart Ctr. The Minutes of the March & April meetings were approved as published and distributed in the Staff Newsletter Appendix.

**1986 Senate Membership:** Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beachley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblentz, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary DeLander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahli Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kikel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powelson, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, T. Darrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

**ROLL CALL: Members Not Present were Represented as follows:** Bell, Woods; Brunk, Thomas; Griggs, Verts; Kinch, Maughan.

**Members Absent were:** Appell, Bayne, Berry, Beschta, Bobo, Bottomley, Brennan, Christensen, Collins, Cook, DeKock, Dunnington, Farber, Flaherty, Gamble, Garren, Gordon, Hensley, McDaniel, Miller, Radosevich, Rickson, Simmons, Smith, Stewart, Thomas, Vars, Wickman, Wilson, & Zinck.

**Faculty Senate Officers/Staff:** Robert McMahon, Senate President; Sally Malueg, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

**Guests of the Senate were:** Bob Schwartz, FSEC; Pat Wells, Linda Blythe, Solon Stone, VP T. Parsons, Bill Wilkins, Stefan Bloomfield, Jo Anne Trow, Patrick Kemp, Margy Woodburn, Kinsey Green, Curtis Johnson, and Fred Hisaw.

**CURRICULUM COUNCIL**, Jonathan King, Chrm., reporting: The Curriculum Council presented two motions, each involving a request for a departmental name change, that were approved by voice vote.

Motion 86-430-1: To change the name of the School of Education department of "Science & Math Education," to "Science, Math, and Computer Science Education."

Motion 86-430-2: To change the name of the College of Business "Department of Finance" to "Department of Finance, Insurance, and International Business."

### **SEARCH COMMITTEE UPDATES:**

**Vice President for Academic Affairs & Provost**, Margy Woodburn, Chairman, reporting: Chrm. Woodburn indicated that last week the Committee presented to President Byrne its recommendations for finalists. The exact number is left open, she reported, in order to adjust to any withdrawals of top candidates. The name of each candidate will be announced immediately prior to the appearance on campus. The first candidate will be here for interviews next week. There will be a two week interruption of the schedule while President Byrne is in China the last two weeks of May. Interviews will be resumed in early June and, hopefully, completed by mid-June.

**Vice President for Finance & Administration**, Pat Wells, Chrm., reporting: Chrm. Wells reported that the committee is "making progress;" that it had reduced its large number of dossiers down to 14 and will reduce that number further in the next week to about 5 finalists that can be brought to campus. Interviews should be completed in the first two weeks of June, she noted.

**Vice President for University Relations**, Tom McClintock, Chrm., reporting: Chrm. McClintock reported that 180 initial applications had been reduced to a short list of 17, with the expectation that the list will be reduced to about 4 or 5 finalists who will visit campus in early June.

**Dean of the College of Science**, John Lee reporting for Chrm. Maresh: Senator Lee noted that the closing date for receiving applications was April 11. Sixty-seven applications were received. The screening process has begun with the hope of having interviews with candidates on campus before the end of the academic year.

**Vice President for Academic Affairs--International Programs**, Bob McMahon reporting for Chairman Mike Martin: Since Chrm. Martin was not present, President McMahon relayed his message that the Committee had completed its charge to conduct an on-campus search and had delivered to Acting Vice President Wilkins its recommendations.

## PRESIDENT'S LONG RANGE PLANNING COMMISSION,

Kinsey Green, Chairman, reporting: Chrm. Green's report made several points, among them were the following, which were divided into three areas.

1. Present Status: The overall planning model was chosen with the intent of having balance between involvement and input from the total University community on the one hand, and the University's executive branch on the other. This balance is reflected in the University Mission and Goals statement and the External and Internal environment assessments.

Reports on Mission and Goals and the External and Internal Environment have been submitted to and accepted by the President. The external environment statement has been widely distributed to deans, department heads, etc.

Planning assumptions were derived from the planning documents. Planning is now in the hands of the twenty-four major planning units. These units will submit to the President their statements of Missions & Goals, and planning assumptions which augment the University's assumptions. By July 1, the units are to submit their three-year goals, specific objectives, and strategies for implementation. The President is expected to synthesize these reports and to write an executive report for the University.

2. Highlights; Internal: For increased effectiveness, funding development, alumni relations and student recruitment, will be further decentralized. Periodic review of all OSU Internal and External programs will be conducted. Faculty and staff selection, recruitment, evaluation, and compensation will have the highest priority. Promotion and tenure decisions will become more rigorous.

The bulk of support for scholarly work for Faculty members will come from extramural grants, fellowships, and contracts. New curriculum initiatives may require discontinuance, curtailment, or consolidation of existing programs. Research, creativity, and scholarship in the Arts and Humanities is essential for a comprehensive University.

3. Highlights, External: Economic trends: Federal funding for Higher Education will decline. Increased competition for State revenues will occur. The University will be pressed to commit a larger portion of its resources to economic development. Declining Federal aid for research, financial aid, and extension will place greater reliance on State and external funding. The State System will experience increasing competition from basic education for State funds. Interinstitutional programs and activities will be emphasized, as will interdisciplinary programs. Increasing oversight and control of State institutions by OCEA, the Legislature, and the OECC will occur.

Senators were urged to speak up to the planning committees or the President if they disagreed with these assumptions.

3. Task Forces: Eleven Task Forces have been appointed. These eleven groups were derived from the synthesis of about fifty "task force issues" which the Commission received.

The recently appointed Task Forces are:

Alumni Relations, Conference Services, Continuing Education, Curriculum Review, Graduate Programs, Interdisciplinary Programs, Marketing, Minority Issues, Space Allocation, Student Advising and Counseling, and Summer Term.

Reports from the Task Forces will be completed in time to allow their inclusion in the overall University planning document.

Sen. Oriard asked if the Semester system was one of the issues of the Curricular review. Dean Green responded that they hope it will center more around the General Education Requirements and their use. She noted that the Task Forces are being asked to provide their "best judgment" on the various issues. They have all been asked to provide recommendations, and it is up to each task force to delineate its scope.

Dean Green finished her report with the observation that the best avenue for Faculty input was now at the Unit level.

UNIVERSITY PARKING FEES & FINES, Vice President Theran Parsons reporting: Although part of the published report was a recommendation to end registration fees for bicycles, no one was present from ASOSU to discuss that issue with the Senate.

Vice President Parsons responded to questions and provided some brief explanations to the items listed in the report by the Traffic Committee.

In response to a question about comparing costs with income, Parsons noted that an additional 1,000 vehicles were registered last year, mostly student vehicles. Several lots have been upgraded, specific costs were cited. These costs were compared with projected income and the inadequacy of funds to cover needs was noted. Two complaints from Senators were acknowledged by Parsons:

1. Bicycles are cited for not being in parking racks even when not enough racks are available. and

2. The \$10 fine for not displaying the "dangler" in its proper place is one-third of the cost of the purchase of the original permit, which was viewed as "excessive" and "too much."

No action was taken by the Senate on the Traffic Committee's proposal.

ACADEMIC REGULATIONS COMMITTEE, Patrick Kemp, Chrm., reporting: The Committee presented proposed revisions in wording for AR 15 and AR 27. Approved wording for AR 27 (Motion 86-430-4) is attached, as is the approved wording for AR 15 (Motion 86-430-3).

Acting Vice President for Academic Affairs & Provost Bill Wilkins introduced Caroline Kerl, the Legal Advisor in the President's Office, who is taking over for Robert Gutierrez while he is on sabbatical leave.

INTERINSTITUTIONAL FACULTY SENATE, Senator Jean Peters reporting: Sen. Peters noted that the new IFS officers are: President, Lars Svanevik, OIT; Vice President, Margaret Berroth, OHSU; Secretary, Richard Kaough, SOSOC. New Executive Committee members are: Nancy Tang, PSU, and David Faulkenberry, OSU.

Peters reported that President Svanevik recently suffered a severe heart attack and was in serious condition.

At the last IFS meeting, which was at WOSC on April 18 and 19, the following items were discussed:



1) IFS needs a permanent address to facilitate a working relationship with the Chancellor's Office and others. The OSU Executive Committee of the Faculty Senate has been approached for having OSU as the first option. (Sec. Note: The Senate Executive Comm. has agreed to a one-year trial period for the Faculty Senate Office to serve as the permanent address for IFS.)

2) A Motion for divestiture of all investments in South Africa that had been passed by the OHSU Faculty Senate was distributed to the IFS representatives, with the request that they take it back to their campuses for the information of their colleagues.

3) A letter of appreciation was sent to Senator Packwood acknowledging his withdrawal of the Tax Reform Act of 1985 which would have jeopardized so-called 403(b) tax-deferred annuity retirement plans.

Educational Policies: Study of academic grievance procedures by Vice Chancellor Pierce, in view of the some of the controversial bills, such as SB 542, introduced at the 1985 Legislature.

Finance: A comparative study of early retirement plans for relinquishment of tenure revealed significant differences among institutions, so that a representative from the Chancellor's Office will be asked to address the issue at the next IFS meeting.

Faculty Affairs: This Committee is studying Sabbatical Leave policies across the State System, disbursement of Merit Pay on the eight campuses, and the intent and applications of fixed-term appointments and the use of part-time faculty.

The next IFS meeting will be at OSU on May 30.

FACULTY PANELS FOR HEARING COMMITTEES: The following names were submitted by the Executive Committee, following the procedures for random selection of nominees, for election to Faculty Panels from which Hearing Committees might be selected. Nominations were sought from the floor, but none were offered. Election of the Panel will take place at the June meeting.

John Arthur, ECE; Warren S. Baker, Energy Ext.; Patrick J. Breen, Hort.; Cynthia Birdsall, ELI; Marda K. Brown, Bio/Bio; John D. Copp, Fish/Wild.; Carol Culler, Ext Hom Econ; Richar Daniels, English; Daniel Dempsey, Bus; Charles Drake, Physics; William Haskell, Coos Co. Ext; R. Gary Hicks, Civil Engr; Philip Jackson, Geography; Machteld Mok, Hort; Christopher Mundt, Bot/Plant Path; David E. Passon, Clackamas Co Ext.; Mary E. Phillips, Bus; Tino Reyes, Athletics; Michael Schuyler, Chem.; David Smith, Hort; John Stewart, Hort.; Gary Taghon, Ocean; Alan K. Wallace, ECE; Cal R. Williams, Mult Co Ext; Margy Woodburn, Foods & Nutr.

The meeting was adjourned at 5:18 p.m. (NOTE: President Byrne addressed the Senate; his remarks are attached to these Minutes.)

Thurston Doler  
Recording Secretary

Shirley Schroeder  
Editorial Assistant

Proposed Revision of AR27

(Part a. remains unchanged.)

b. Subsequent Baccalaureate Degree(s):

(1) A graduate student who has received a previous baccalaureate degree(s) from Oregon State University may be granted additional baccalaureate degree(s) subsequently provided that the requirements for concurrent degrees (AR27a) are satisfied. The minimum of 32 term hours specified in AR27a(2) may be completed at any time. (2) A graduate student with a baccalaureate degree(s) from an accredited institution other than Oregon State University may be granted a baccalaureate degree from Oregon State University

~~upon satisfying the institutional residence-requirement (AR26e) and the institutional, college, and departmental curricula requirements of the curriculum represented by the degree. Such a student may also may obtain concurrent degrees from Oregon State University by satisfying the requirements for concurrent degrees (AR27a).~~

c. A student seeking a baccalaureate degree under the provisions of either AR27a or AR27b also must satisfy the appropriate residence requirements as defined in AR26e.

Proposed Revision of AR15

The administration of the classroom rests with the instructor. When evidence of academic dishonesty comes to the instructor's attention, ~~immediate action should be taken~~ the instructor should (a) document the incident, (b) permit the accused student to provide an explanation, (c) advise the student of possible penalties, and (d) take action. The instructor may impose any grade academic penalty up to and including an "F" grade in the course after consulting with his or her department chair and so informing the student of the action taken. Using the standard form, the instructor must report the incident and the action taken to his or her department chairman, who, in turn, shall forward the report to his or her dean. The report should be made on the standard form, "Report of Academic Dishonesty," available in each department and college office.

If the student is not enrolled in the college or school in which the course is offered, the dean of that college shall forward the report to the dean of the college or school in which the student is enrolled for possible disciplinary action. If the dean of the college in which the student is enrolled believes that the offense warrants disciplinary action, he or she may refer the case to the University discipline committee or the Graduate Council. The Student Handbook outlines the hearing procedures and methods for appeal available to the student.

Grade penalties imposed as a result of academic dishonesty may be appealed by the student in accordance with the procedures developed by the department and college or school in which the class is scheduled course is offered.

PRESIDENT BYRNE'S REMARKS TO THE FACULTY SENATE  
MAY 1, 1986

President Byrne addressed the Senate. He spoke of what has happened during the first eighteen months of his tenure as President, what is likely to happen in the future; and made State of the University observations. A summary of his presentation, which was also given to the OSBHE in December 1985, follows:

1. Scope: OSU's 15000 students include 9000 men, 6000 women; 1600 from 47 other states, and 1300 from 88 other countries. It has 69 sites in Oregon and ten or more in countries around the world. Its operating budget is \$222,000,000, which includes up to \$70,000,000 in research grants and contracts.

2. Missions: In a talk to the OSBHE late last year, OSU's Mission and its Excellence were discussed. OSU is unique in Oregon, in that its Mission is both State and Federal, the federal mandates produced by the Morrill Act of 1862 that emphasized basic education; the Hatch Act of 1887 that emphasized research; and the Smith Lever Act of 1914 that emphasized service. This mission focuses on preparing Oregon's citizens for the future and, thus, changing the future. The Mission includes basic education, creation of new knowledge, and service. Thus, OSU is a "People's University," emphasizing liberal education for all and specialized education for those pursuing specialized careers. Social and Economic development of Oregon is our basic mission. This mission is implemented through eleven colleges and one school, a 400 acre campus, 2600 Faculty (including 230 Extension agents), reaching students from 9 to 90, involving 9000 volunteers in 4-H and other programs and influencing 45,000 students in elementary and secondary education.

3. Comprehensive Research University: All 12 major units engage in research. OSU ranks in the top 50 of all universities in the US; 10th of 55 Land Grant universities. 40% of funds are directed to basic or fundamental research, with 60% applied research, centered primarily in Agriculture, Oceanography, Science, Forestry, Engineering, and Pharmacy.

4. A National Science Survey of doctoral graduates in 1980-81 among doctoral granting universities, ranked OSU 44th in 2341 of those doctoral granting universities. The College of Forestry is recognized as the top school in the US. 97% of OSU engineering graduates pass a national test for professional engineers--first in the nation. OSU attracts international students from many foreign countries. Excellence - meaning good, unusual, surpassing merit, eminence - is found in every unit of the University.

5. Planning: A new long-range plan for priorities that include Oregon first, the USA second, and the World third, will focus on education, research, and service. Special focus will be on the economic and social development of Oregon. Basic education for all students in Liberal Arts, Science, and Business, is the emphasis. Special focus on Economic Development will pertain particularly to Business, Forestry, Agriculture, and Engineering. Social development pertains particularly to Home Economics, Pharmacy, H&PE, and Education.

OSU is one of 33 institutions that produce civilian ROTC officers in four services. Regional and national focus pertains particularly to Vet. Med. and Oceanography. Extension gives

OSU special contact with all the people of Oregon.

6. Priorities: The number one priority is Faculty/Staff salaries; the key to the health of the institution. Basic education with focus on undergraduate education is the highest education.

In other remarks, beyond what was said to the OSBHE, the President noted these items:

1. Computer access and competency for all students.

2. Library. "I'm a Library lover," he declared. Contrary to what one was led to believe by various press comments. The Library is extremely important. It has a highly competent and dedicated, but overworked, staff. The areas in which OSU is on the cutting edge of research are the most adequate library holdings, but the area of liberal arts, for example, is inadequate.

3. President's Role at OSU: Unlike the previous or future President in style of doing business, this President is the "titled" leader, not necessarily the manager. Management should be close to the decision-making area, with authority and accountability delegated. The President is the key image-maker, focal point, friend maker, and fund-raiser of the University. Many others add to this image, however. Only problems which are unsolvable or are of a political nature should reach the President's desk. The objective is to keep problems solved, and not let them pile up anywhere.

4. OSU has some image problems in that it is seen only as a Forestry, Agriculture, and Engineering institution. In reality, it is much more.

5. Internal relations. The many people who contribute to the success of OSU include 2600 Faculty, 2200 Staff, and 2200 Student workers. To improve internal communications in addressing special problems, Sylvia Moore was hired.

6. Alumni. The President has visited Alumni chapters from Honolulu to New York and found a hunger for contact with OSU. Some reorganization of the Alumni Office includes having a person in charge of promoting new Alumni chapters.

7. Fund Raising: John Evey is the new person in charge of the OSU Foundation Office. He will soon issue guidelines to all deans who may focus on their needs in engaging in constituency based fund raising. The President is a key person in the raising of funds for the University as a whole; over \$2,000,000 have been raised in the past year in this category. The "FORE-SIGHT" program has changed its target date for raising \$16,000,000 from December 1989 to December 1987.

By way of gifts, Linus Pauling has agreed to deposit with OSU all of his papers. This is an important contribution to the resources of OSU, as well as an enhancement of our image.

8. Future: The planning documents for the future will probably include as part of their content their own periodic review. The future will be affected by reductions in Federal support. OSU expects to be prepared for this and other contingencies in the future.

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Corrected  
(see p. 40)  
(see p. 41)

# staff newsletter

## Appendix

### Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 25, #36 - July 9, 1986

1986 Meeting 431a - June 5, 1986  
1986 Meeting 431b - June 26, 1986 (adjourned meeting)

Faculty Senate Officers/Staff: Robert McMahon, Senate President; Sally Malueg, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

Meeting 431a - June 5:  
The meeting was called to order by President Robert McMahon at 3:04 p.m. in the Stewart Ctr. The Minutes of the May 1 meetings were approved as published and distributed in the Staff Newsletter Appendix.

Guests of the Senate were: Bob Schwartz, FSEC; Pat Wells, Linda Blythe, Solon Stone, VP I. Parsons, Bill Wilkins, Stefan Bloomfield, Jo Anne Trow, Patrick Kemp, Marge Woodburn, Kinsey Green, Curtis Johnson, and Fred Hisaw.

President McMahon asked for and received approval to change the order of the Agenda.

\* \* \* \* \*

1986 Senate Membership: Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beachley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblenz, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary Delander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahlia Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kiekel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powelson, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, T. Darrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

REGISTRAR'S REPORT, Wallace Gibbs reporting: Registrar Gibbs presented the names of candidates for degrees at the June 8 Commencement for Senate approval. He indicated the responsibilities of the Registrar's Office in the process for granting degrees, as well as how determination is made for meeting various requirements.

Gibbs noted that there were 2876 Bachelors, 548 Masters, and 182 Doctoral candidates, for a total of 3,606 degrees to be granted. Of those, 813 will be designated "with high or highest scholarship."

Senator Tom McClintock (CLA) moved (86-431-1) to approve candidates for their respective degrees. The motion was approved by voice vote.

VICE PRESIDENTIAL CANDIDATE ADDRESSES SENATE: President McMahon received Senate approval to introduce Dr. Edwin Coate (OSU '59), who is currently at the Washington Graduate School & Public Affairs. Dr. Coate is a candidate for the position of Vice President for Finance & Administration. He spoke to the Senate for about five minutes, indicating his enthusiasm for the position and his delight at being back on the OSU campus.

CURRICULUM COUNCIL, Freya Hermann reporting for Chrm. King: The issue before the Senate was a request to approve a change in retention standards for the College of Business. Their request was to increase the standards from 2.0 to 2.50. Dr. Hermann indicated the Council had discussed the request, reviewed the background materials, and concluded with the following motion: "86-431a-2) The Council recommends approval of the College of Business request to raise its retention standards from 2.0 to 2.5." Hermann noted that the Council approved the request on the basis of need presented by the College of Business. Sen. Cliff Michel, Counsel. Ctr., asked about a statement of justification. Dean Spruill, COB, asserted that classes are now too large to maintain quality, and too homogenous (i.e., too many "business-only" students). He envisions the reduction in class size allowing more non-business students to enroll.

ROLL CALL: Members Not Present were Represented as follows: Bell, Woods; Brunk, Thomas; Griggs, Verts; Kinch, Maughan.

Members Absent were: Appell, Bayne, Berry, Beschta, Bobo, Bottomley, Brennan, Christensen, Collins, Cook, DeKock, Dunnington, Farber, Flaherty, Gamble, Garren, Gordon, Hensley, McDaniel, Miller, Radosevich, Rickson, Simmons, Smith, Stewart, Thomas, Vars, Wickman, Wilson, & Zinck.

Sen. Enfield, Ocean., raised the question of going to the "professional school" model (as Engineering now has) in place of the retention standard model which COB is advocating. Dean Spruill noted that PSU and UD now have the "professional school" model, which he does not prefer. Going to that model he viewed as "precipitous." He voiced his support of the proposed 2.5 retention standard model because it kept students informed of precisely where they stand at all times.

Acting Vice President for Academic Affairs & Provost Bill Wilkins noted that he had asked Dean Spruill to delay implementation of the new Retention Standard because of its impact on the rest of the University. He also noted that Central Administration is aware of the high enrollment demands in the COB as well as the College of Engineering. Some of the University's efforts to accommodate the needs in these colleges was to exempt them from the budget cuts of the early 80's. Not only were they exempt from reductions, but the COB received in these years \$184,000 in recurring funds and \$408,000 in non-recurring monies. The effort has fallen short of needs, Wilkins noted.

Student Credit Hours in the COB in 1983 were 390 SCH per FTE; it declined to 358 SCH per FTE at the present, or about 8% less than earlier, Wilkins noted, as an effort to control present enrollment. That means that the program has cut the workload in COB about 8% with constant FTE.

Wilkins observed that he is asking the COB to examine its curriculum to see if things are being done that can or should be done elsewhere, and seek to eliminate duplication as ways of managing the problem while guidelines are set up to deal with restrictions in the future.

VP Wilkins was apparently seeking approval of a general goal of reducing enrollment rather than approval of a specific plan for it.

After further discussion, during which the proposed plan in the COB was compared with the professional school model in the College of Engineering, Motion 86-421-2 was approved by voice vote.

**TASK FORCE ON FACULTY APPOINTMENTS**, John Fryer, Chairman, reporting: The Task Force reported for the Senate's perusal a document of "Proposed Policy for Full-Time, Fixed-Term Teaching Faculty," and a "Proposed Policy for Fixed-Term Appointments and the Use of Faculty Ranks for Unclassified Personnel Outside Academic Units." The Report has been sent to the Promotion and Tenure and Faculty Status Committees for their consideration, it was noted. Several comments were made. One question, "What is an academic unit?" could not be answered. Some definition of "full-time" appointment should be found. Sen. Tiedeman protested the fact that the full report had not been submitted to the Senate for final review, since this leaves the problems unsolved for next fall.

Several questions and comments were discussed, such as: "How did you arrive at three years for fixed-terms?" A. It was kind of arbitrary, but related to protecting those positions that had been here the longest. "How about some non-classified, non-academic rank category?" A. Can't there be university wide policies? "How about fixed-term on soft monies?" "What will be

the status of people who were hired through a national search and whose positions are consistent with a department's staffing plan?"

The Senate rejected by voice vote a Motion to return the report to the Committee for "clarification of ambiguous terms."

**FACULTY STATUS COMMITTEE**, John Block, Chairman, reporting. The Committee's report, "Tenure and Rank for Unclassified Personnel not Principally Involved in Academic Activities," concluded with the following three recommendations that were approved by voice vote:

Motion 86-431-3: Tenure-related appointments should be restricted to Faculty whose duties are principally identified with academic activities and who hold appointments in academic units.

Motion 86-431-4: For other employees in units whose mission and duties are not covered by Recommendation #1, the unit should be required to make a case for the necessity of offering tenure-related appointments by providing supporting documentation which shows the duties and criteria for evaluation.

Motion 86-431-5: The President of Oregon State University is requested to ask the Chancellor to begin the process to modify the Administrative Rules, such that all appointments to Faculty rank, as defined in AR 580-20-005, be they tenure-related or fixed-term, be granted only by academic units and that Rule 580-20-005 be broadened to permit State system institutions to add additional titles for unclassified employees.

A motion was approved to adjourn today's meeting at 1715.

**CURRICULUM COUNCIL**, Jonathan King, Chairman, reporting: The Curriculum Council's three recommendations were presented and approved by voice vote:

1. (86-431-6) College of Pharmacy: Recommendation of initiation of a new program leading to the professional doctorate (Pharm. D) in Pharmacy. NOTE: The Budgets and Fiscal Planning Committee reviewed this request and recommended its approval "provided there is increased funding to OSU for the programs; i.e., - a special legislative appropriation - made to fund the program."

2. (86-431-7) College of Science: Proposal for initiation of a Minor in Physics.

3. (86-431-8) College of Home Economics: Proposal for the initiation of a new Minor in Human Nutrition, to be offered by the Department of Foods and Nutrition.

The Category II document of proposed course changes was corrected for "Art" - three courses for NINE hours, not nine course for 27 hours.

**UNIVERSITY HONORS PROGRAM COMMITTEE**, Peter List, Chairman, reporting: In response to a request from the Senate's Executive Committee, the University Honors Program Committee produced a report which dealt with the subjects of, a) Finance and Administration, b) Administrative Support and Recognition; c) Student Recruitment, d) Course and Instructor Selection, e) Honors Program Requirements, and f) Space and Facilities.

This report has been referred to an Executive Office Task Force with the request that a report be made to the Executive Committee no later than March 1, 1987.

In the meantime, Assistant VP Orzech will appoint a Search Committee to find an Interim Director of the Honors Program for one year.

AD HOC COMMITTEE TO EVALUATE CENTRALIZED TRAVEL, Jim Leklem, Chairman, reporting: This Committee was appointed earlier this year at the direction of the Senate. The Committee was appointed to determine the extent of Faculty satisfaction with services offered by the new "contract" travel agency, IVI Travel. Although there were some (15%) of the Faculty surveyed who were not satisfied, the committee reported that, "overall, the Faculty is quite satisfied with the service they received."

The Senate voted (motion 86-431-9) to continue obtaining opinions through the survey through at least Fall term 1986-87.

Annual Reports of the Academic Advising Committee and the Faculty Economic Welfare Committee were noted.

The meeting was adjourned at 5:15, to be resumed at 3:00 p.m. on June 26, with the report of the Committee on Committees.

ADJOURNED MEETING, June 26, 1986 - Meeting 431b:

The adjourned meeting was called to order by President McMahon at 3:06 pm. The first report was by the Committee on Committees:

COMMITTEE ON COMMITTEES, Randall Jacobson, Chairman, reporting: Chrm. Jacobson noted changes to the Undergraduate Admissions Committee's Standing Rules that were approved by the Senate on 3/6/86.

UNDERGRADUATE ADMISSIONS COMMITTEE: (Motion 86-431-10) The Undergraduate Admissions Committee passes on any ~~Oregon resident freshman or transfer applicant, or any non-resident freshman applicant~~ not meeting the stated admission requirements as established by the Oregon State Board of Higher Education and who requests consideration by the Committee. Previous academic experience, test scores, recommendations, and other criteria are reviewed in the process of determining which requests for exemptions should be approved. The Committee consists of nine members; five members from the ranks of the teaching faculty, one college head advisor, one representative from International Education; at least ~~five~~ <sup>four</sup> of these seven members should hold twelve month appointments, one student, and one person selected at-large. In addition, a representative from the Admissions Office should be granted discussion and voting rights for deliberation on student appeals.

Motion 86-431-10 was approved by voice vote.

The Comm. on Committees presented a recommen-

dation for a revision to their Standing Rule, as follows:

COMMITTEE ON COMMITTEES (Motion 86-431-11): The Committee on Committees maintains a continuing study of the structure and effectiveness of University councils and committees in their relationship to responsibilities of the Faculty Senate; proposes and reviews proposals for new Senate standing committees; and makes recommendations on committee reorganization and functions to the Executive Committee of the Faculty Senate. Each Senate Committee and Council shall be reviewed by the Committee on Committees as necessary or at least every five years. At the time of the review, a report from the chairperson of each committee/council will be requested by the Committee on Committees demonstrating the activities of that committee/council which have enhanced the functions and objectives of the Faculty Senate. When no clearly useful functions can be identified, the abolishment of the committee/council shall be recommended. A report of the activities and reviews of the Committee on Committees shall be submitted to the Faculty Senate on an annual basis. The committee is composed of six faculty and two student members.

Motion 86-431-11 was approved by voice vote.

Annual Reports which contained no recommendations for Senate action were accepted as listed in the Senate's agenda. They were from the following Committees/Councils: Academic Advising, Academic Deficiencies, Bylaws, Curriculum Council, Faculty Club, FEWC, Faculty Reviews & Appeals, Faculty Status, Graduate Admissions, Library, Research Council, Special Services, Student Recognition & Awards, Undergraduate Admissions, and Retirement.

Confirmation of new Members to Senate Committees:

Administrative Appointments Committee: The Senate confirmed the appointment of Charles Drake, Physics; Peter Copek, English, and Mary Kelsey, Foods & Nutrition, to regular three-year terms on this committee.

Faculty Reviews & Appeals Committee: The Senate confirmed the Executive Committee's appointment of Pat Wells, COB, to a three year term on the Faculty Reviews and Appeals Committee.

ASSOCIATION OF OREGON FACULTIES, Thurston Doler, AOF President, reporting: Doler reported briefly on the Annual Meeting of AOF that was held on the OSU campus. Doler noted that the program included a Panel of Legislators, a panel of representative administrators from seven of the eight institutions of the OSSHE, and addresses by Governor Atiyeh and Chancellor Davis. The top priority for the next biennium will again be Faculty Salaries. The three biennia goal is to move average salaries for the Universities from their present level of ranking in the mid-

ninetv' n "a list of 108 public doctoral granting institutions," to a rank in the lower top third, with comparable gains for the regional colleges, Doler reported.

#### ELECTION OF FACULTY HEARING PANEL MEMBERS:

The Senate was asked to vote on twenty names of Faculty members who have agreed to serve as members of Faculty Hearing Panels. Results of the election will be announced in the October Reports to the Faculty Senate.

**Report on actions of the OSBHE:** President McMahon reported that the last Board meeting approved name changes for departments in Business and Education. In Business, to "Finance, Insurance, and International Business Department," and in Science, to "Science, Math, and Computer Science Education,"

An Unclassified Salary Plan was adopted. It essentially was the "Strategic Plan" statement, which purports to increase Unclassified salaries for the Universities to the bottom of the top one-third, or rank 35, of the 108 public doctoral granting institutions which are to be used as comparators. This is planned to occur over the next three biennia, with annual increases in average salaries of 8.35% for the next three biennia. The assumption is that the comparators will increase at an annual 6 1/2% rate, which will be matched with and supplemented by an additional 1.85% per annum designed to increase the standing of Oregon's Universities. A comparable increase would be expected for the regional colleges. The first pay package adjustment is expected to cost \$47.9 million dollars for the first biennium.

McMahon reported, further, that budgeting priorities for the next biennium would be:

- 1st: Faculty salaries
- 2nd: BAS Model adjustments of institutional budgets to cost \$1.6 million for OSU.
- 3rd: Uncompleted Centers of Excellence which, for OSU, would mean \$3.1 million dollars for OSU involving the Engineering program, the Gene Research & BioTech programs, and the Agri-Business Degree with EOOSC.
- 4th: Equipment replacement to put the system on an equipment replacement cycle of twenty years instead of the present sixty year cycle, to be over three biennia;
- 5th: Capital Repair, \$1,000,000 dollars for OSU.
- 6th: Instructional Computing Program, phase I for the System, \$6 Million dollars; phase II, another \$6 Million dollars.
- 7th: Library maintenance;

and others up to a rank of fifteen. Other items were also discussed and approved.

President McMahon announced that the Acting Vice President and Provost, Bill Wilkins, had put into the budget a recurring item of \$2,000 per year for the Faculty Senate President.

**INTERINSTITUTIONAL FACULTY SENATE,** Jean Peters reporting: Jean reported that several issues of interest to Faculty were on the most recent agenda; some of these will be addressed over the summer months and decisions made at the first fall meeting. She reported that the IFS President, Lars Svanevik, OIT, had suffered a heart attack and, although recovering, was very ill.

**REPORTS FROM THE EXECUTIVE OFFICE:** Associate Vice President Pete Fullerton reported for the Executive Office. Items discussed by Fullerton were:

1. Notices of Appointment were currently in process.
2. University Day will replace the traditional Faculty Day and is scheduled for Thursday, September 18.
3. The budget plan for the Faculty Senate Office has been standardized.
4. The Strategic Plan for the OSSHE will be presented to the OSBHE at its July meeting.
5. Duane Andrews will be stepping down from the directorship of Summer Term.
6. The Assistant Vice President for International Programs is to be announced soon.
7. The search committee for the VP for Academic Affairs & Provost has made its recommendations to the President.
8. Summer Term enrollment is up about 3% at this time.

**NEW BUSINESS:** Sen. Fred Rickson, Botany, presented the following motion (86-431-12), which was approved by voice vote:

"The Faculty recommends to the administration that ticketing of bicycles for lack of a permit be suspended until 30 September 1986."

The meeting was adjourned at 4:20 pm

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. 26, #2 - October 8, 1986

1986 Meeting 432 - October 2, 1986

The meeting was called to order by President Bob McMahon at 3:05 in the LaSells Stewart Center. Approval of the Minutes of the previous meeting was deferred until the November meeting, since they had not yet been distributed.

1986 Senate Membership: Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beschley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblentz, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary DeLander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahli Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kiekel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powelson, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, I. Derrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

ROLL CALL: Members Not Present were Represented as follows: Berry, Moldenke; Dale, Moore; Eiseman, Borgir; Hovland, O'Connor; Kerr, Holroyd; Ladd, Karow; M. Orzech, Z. Orzech; Scanlan, Penner; C. Smith, Young.

Members Absent were: Allen, Beschta, Boucot, Bushnell, Chambers, Coblentz, Collins, Enfield, Garren, Gordon, Griggs, Gray, Hensley, Holman, Jennings, D. King, G. Martin, Mattson, Nicodemus, Petersen, Philbrick, Rickson, Siebler, Stewart, and Wickman.

Faculty Senate Officers/Staff: Robert McMahon, Senate President; Sally Malueg, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

Guests of the Senate were: Bob Schwartz, FSEC; W. C. Johnson, FSEC; Nick Van Vleet, ASOSU Pres.; David Hardesty; Solon Stone, Engr; Sylvia Moore, Pres. Office; Peter List, Chrm., Univ. Honors Comm.; Lyle Calvin, Dean of Graduate School; Bruce Shepard; Stef Bloomfield, Presidents Office; R. E. Towey, Chrm., P&T Committee; Sheila Osheroff, Library; Kinsey Green, Dean of Home Economics; Roberta Hall, Anthropology; Bill Wilkins, President's Office.

\* \* \* \* \*

### ACTION ITEMS:

Executive Committee Recommendation: Motion 86-402-1: Moved: That the Faculty Senate approve conferral of the title of "Dean of Faculty Emeritus" for David B. Nicodemus upon his retirement from Oregon State University," seconded and approved unanimously.

Ad Hoc Task Force on Faculty Appointments, John Fryer, Chairman, reporting: This Task Force was appointed jointly by the Acting Vice President for Academic Affairs and the Faculty Senate's Executive Committee to make recommendations on policies regarding all Faculty appointments, but especially fixed-term appointments. The Task Force presented their report, which is attached to these Minutes.

Senator Tiedeman, CLA, moved (86-402~~3~~) to amend item 3.a. of the report, as follows: "Continuing FFTP who, as of September 16, 1986, hold the rank of associate professor or professor, or who are promoted to the rank of associate professor by September 16, 1987, shall be granted indefinite tenure without further intensive review, if (see footnote\*)." Motion 86-402-2 (the amendment) was seconded and passed unanimously by voice vote.

Motion 86-402-2 (the report, as amended) was passed unanimously by voice vote.

### SPECIAL REPORTS:

Vice President/Provost addresses Senate: Newly appointed Vice President for Academic Affairs & Provost, Dr. Graham Spanier, addressed the Senate. His remarks have been published under separate cover as a Faculty Forum Paper for the month of October 1986.

### INFORMATION ITEMS:

"Dual Career" Faculty Appointments: The Executive Committee has referred this issue to both the Administrative Appointments Committee and the Faculty Status Committee for review and recommendations.

Evaluation of Teaching: President Byrne has asked the Advancement of Teaching Committee and the Faculty Status Committee to review the report



of the Ad Hoc Committee on Evaluation of Teaching. The Executive Committee has asked the two Senate Committees to work together to bring to the Senate a revised Evaluation Instrument and to test that Instrument during the Fall Term of 1986, if possible. Any newly-developed policy will be referred to the Senate.

Undergraduate Admissions Committee: The UAC, in reviewing the question of raising OSU admission standards to 3.0, elected to make no recommendation to that effect. This was reported to the Senate.

Curriculum Council: The Council presented to the Senate a report regarding Community College Block Transfers, but recommended no specific action. "Block Transfer" would accept graduates of community colleges and automatically credit them with meeting OSU's General Education Requirements. The policy of disallowing block transfers, thus, stands.

Faculty Senate Executive Committee Retreat: The Executive Committee and the Senate Office staff spent two days working on a Long Range Plan for the Senate. Details of the Plan, once approved by the EC, will be presented to the Senate.

ASOSU President Introduced to Faculty Senators: ASOSU's President, Nick Van Vleet, was introduced to the Senate. The Senate Bylaws stipulate that the ASOSU President has "the privilege of the floor," but no vote in the Faculty Senate.

Faculty Panels for Hearing Committees: Faculty Panels for Hearing Committees were announced. Voting for these Panels took place at the June 1986 Senate meeting. The new Panel Roster is attached.

Dean of Agriculture Search Committee: The Executive Committee participated in the formation of the Search Committee by providing President Byrne with nominations for membership. No announcement of appointments had been made when the Senate met.

OSBHE Meeting: President McMahon gave a brief report of his participation in the Board's meetings.

The meeting was adjourned at about 4:15 p.m.

Thurston Doler  
Recording Secretary

Shirley Schroeder  
Editorial Assistant

5.  
SEP 19 1986

Office of the  
Dean of Faculty



Corvallis, Oregon 97331 (503) 754-2111

September 18, 1986

To: Robert McMahon, Faculty Senate President  
Bill Wilkins, Acting Vice President for Academic Affairs and Provost

From: Fixed-Term Task Force  
J. L. Fryer, Chair  
D. R. Caldwell  
M. N. Fraundorf  
C. Michel  
D. B. Nicodemus  
D. D. Wax

Subject: Proposed Policies - Final Drafts

Enclosed are copies of two proposed policies dated 9-15-86:

1. "Proposed Policy for Fixed-Term, Full-Time Teaching Faculty"
2. "Proposed Policy for the Use of Faculty Ranks and Tenure-Related or Fixed-Term Appointments for Unclassified Personnel Outside Academic Units"

These final drafts reflect our committee's careful consideration of comments received from you and others regarding our earlier drafts dated 5-21-86.

The committee recommends your review of these proposed policies and their further consideration and action by appropriate bodies.

DBN/daj

Enclosures

c: Task Force Members

Proposed Policy for Fixed-Term, Full-Time Teaching Faculty

1. The following definitions are used:
  - a. Full-time teaching - normally with 1.00 total FTE and at least 0.5 FTE on Instruction (accounts 30-050-0000 to 30-050-5499).
  - b. Professorial ranks - assistant professor, associate professor, professor.
  - c. FFTP will be used to designate fixed-term, full-time teaching faculty in professorial ranks.
  - d. Tenure-related appointments - on annual tenure or indefinite tenure (see OAR 580-21-100).
  - e. Clearly temporary positions - those supported by temporary (non-recurring) funds or those with temporary assignments (such as a visiting professor or a sabbatical leave replacement).
2. Fixed-term, full-time teaching faculty in professorial ranks (FFTP) shall hold tenure-related appointments unless their positions are clearly temporary. This policy shall apply to all new FFTP appointments which start after June 30, 1987. By July 1, 1989, the use of fixed-term appointments for continuing FFTP shall be reduced as much as possible consistent with stable budgeting. Faculty holding the rank of Instructor and with part-time or full-time teaching duties shall continue to be appointed on a fixed-term basis. Procedures for converting continuing FFTP to tenure-related appointments are outlined below.
3. Procedures for Conversion of Continuing FFTP
  - a. Continuing FFTP who, as of September 16, 1986, hold the rank of associate professor or professor shall be granted indefinite tenure without further intensive review, if (see footnote\*):
    - 1) the individual's initial OSU appointment was the result of a national search, and
    - 2) the individual's current rank is the result of promotion while employed at OSU, and
    - 3) the position is not clearly temporary, and if
    - 4) the president approves.
  - b. Other continuing FFTP should be considered for conversion to tenure-track appointments when consistent with stable budgeting. Deans, in consultation with departments and affected faculty, shall decide which fixed-term positions are to be converted to new tenure-track positions. When each decision is made to convert a fixed-term position to tenure track, a national search normally will follow in accordance with Affirmative Action guidelines. The faculty member occupying the fixed-term position may apply. These decisions should be made within three (3) years of the effective date of this policy.

Proposed Policy for Fixed-Term, Full-Time Teaching Faculty  
Page -2-

- c. When FFTP are converted to tenure-track positions, agreements shall be reached with each faculty member regarding the amount of prior fixed-term service to be credited as part of the six-year probationary period for tenure. From the date of initial appointment on annual tenure, faculty members shall be allowed at least four more full years of probationary service. A shorter probationary period may be negotiated if acceptable to both the faculty member and the university.

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\* This procedure (3a) may affect less than 10 faculty members university-wide.

Proposed Policy for the Use of Faculty Ranks and Tenure-Related or Fixed-Term  
Appointments for Unclassified Personnel Outside Academic Units

I. Faculty Ranks

Criteria and procedures to identify and differentiate academic and non-academic unclassified positions should be developed. Faculty ranks are appropriate for positions (1) where a substantial amount of teaching, advising, research, or other scholarly activity is part of the duties of the position, or (2) where persons occupying such positions are qualified for positions designated as academic in the academic units. For positions which do not involve teaching, research, extension, or counseling, maximum use should be made of the provisions in the Oregon statutes (ORS 240.207) which identify specific but limited positions in the unclassified service which may be used without faculty rank.

II. Tenure-Related Appointments

When positions in support service units regularly involve a significant amount of teaching, advising, research or other scholarly endeavors, tenure-related appointments should be used for such positions when consistent with stable budgeting. Fixed-term appointments should be used for unclassified positions which do not involve academic activities or responsibilities.

III. The following appointment policies shall apply to fixed-term unclassified positions outside academic units:

- A. Initial appointments generally shall be for a fixed-term period of one year. Subsequent renewals shall be contingent each year on Affirmative Action approval, program needs, funding, and on fully satisfactory service.
- B. After no less than three years of proven performance, fixed-term appointments for two-year periods may be recommended for those whose positions are supported on recurring State funds.
- C. Initial two- or three-year fixed-term appointments may be recommended for department and unit heads.
- D. After six years of fully satisfactory service, a renewable appointment may be recommended. A renewable appointment is defined as one having a term of no more than three years which permits, following the first year of appointment and annually thereafter, an extension of one year to the previous appointment if required conditions have been met and approved. A renewable appointment, then, leaves the faculty member at the beginning of each year with an appointment having the same length as the prior appointment. In general, renewable appointments shall be limited to two-year terms for those with appointments corresponding to the ranks of instructor and assistant professor. Each extension of a renewable appointment requires administrative approval.
- E. After six years of consecutive full-time service, unclassified staff on multi-year, fixed-term appointments shall be eligible to be considered for sabbatical leave privileges.

Office of the  
Faculty Senate



Corvallis, Oregon 97331 (503) 754 4344

July 1986

FACULTY PANELS FOR HEARING COMMITTEES

Panel A

(Term ends 6/30/87)

Nancy Leman  
Glenn Klein  
Ed Piepmeier  
J. Gilbert Knapp  
John H. Beuter  
Frank N. Dost  
Warren Schroeder  
Helen Hall

Panel B

(Term ends 6/30/89)

Margy Woodburn  
Richard Daniels  
Charles Drake  
Michael Schuyler  
Cynthia Birdsall  
John Arthur  
Marda Brown  
R. Gary Hicks  
Philip L. Jackson  
Mary Phillips

Alternates

(Listed in the order they would be called to serve if needed)

Arnold Flath  
Lawrence Griggs  
David Bucy  
Diana K. Conrad  
Michael Kinch  
Harold Engel  
Danil R. Hancock  
William Harrison  
Marilyn Lunner  
Joseph Karchesy  
Joseph Gradin  
Gene Newcomb

John Stewart  
Patrick J. Breen  
Machteld C. Mok  
Alan K. Wallace  
John D. Copp  
Christopher C. Mundt  
Tino Reyes  
Warren S. Baker  
David E. Passon  
Gary L. Taghon  
Cal R. Williams  
Daniel B. Dempsey  
William Haskell  
David C. Smith

(7/86)

# staff newsletter

Appendix

Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

\* \* \* \* \*

Vol. 26, #5 - November 13, 1986

1987 Meeting 433 - November 6, 1986

The meeting was called to order by President-Elect Malueg, in the absence of President McMahon, at 3:05 in the LaSells Stewart Center. Minutes of the previous meetings (June and October) were approved as published and distributed in the Staff Newsletter Appendix.

**1986 Senate Membership:** Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beachley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblentz, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary DeLander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahli Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kiekel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powelson, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, T. Darrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

**ROLL CALL: Members Not Present were Represented as follows:** Gordon, Neshyba; Hensley, Rainbolt; Michel, F. Faulkenberry; Peters, Holyoak; Sarasohn, Kopperman; Savage, Nakaue; and Weber, Jensen.

**Members Absent were:** Andrews, Bayne, Beachley, Bell, Beschta, Bottomley, Boucot, Brunk, Carlson, Christensen, Coblentz, Collins, Craven, Dunnington, Enfield, Garren, Griggs, Gray, Hellickson, Hovland, Jennings, Kerr, Kinch, D. King, J. King, Kling, Lee, Loeb, Look, M. Martin, McMahon, S. Miller, Nicodemus, Nishihara, Petersen, Powell, Radosevich, Rickson, Scanlan, Schori, Stewart, Thomas, Vars, and Weber.

**Faculty Senate Officers/Staff:** Robert McMahon, Senate President; Sally Malueg, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

**Guests of the Senate were:** Ron Cameron, Chrm., Nominations Committee and Robert Schwartz, Executive Committee.

\* \* \* \* \*

### ACTION ITEMS:

**FACULTY SENATE APPORTIONMENT FOR 1987:** The 1987 Apportionment Chart was distributed to Senators. Senator Miller, Agr., moved (86-433-1) to approve the apportionment as presented; 2nd, and passed by voice vote (a copy of that Table is attached to these Minutes).

**NOMINATIONS COMMITTEE REPORT,** Ron Cameron, Chrm., reporting: On behalf of the Nominations Committee, Chrm. Cameron presented the following report. Nominations were solicited for President Elect, Interinstitutional Faculty Senator, and Executive Committee. The nominees are: For President-Elect: Thurston Doler, Speech, and Robert Schwartz, English. For IFS Representative, Robert Michael, H&PE, and Patricia Wells, Business. Executive Committee Nominees: William Brennan, Student Services; Carroll DeKock, Chemistry; Paul Farber, Gen. Science; Jonathan King, Bus. Administration; Gerald Kling, Soil Science; and Mary Powelson, Botany and Plant Pathology.

President-Elect Malueg invited nominations from the floor for the office of President-Elect, there being no further nominations, the nominations were closed. Nominations from the floor were invited for the position of IFS Representative; there being no further nominations, nominations were closed. Nominations were invited for the positions on the Executive Committee; there being no further nominations, the nominations were closed.

President-Elect Malueg declared the candidates presented in the Nominations Committee report as the slate of nominees for the respective positions. Malueg reminded Senators to vote and to sign their Ballots.

The Faculty Senate President-Elect election is to be held during the next several weeks, along with the IFS election. Executive Committee members will be elected by the Faculty Senate at the December 4 meeting.

**ADMINISTRATIVE APPOINTMENTS COMMITTEE,** Member Tom McClintock reporting for the Committee: The Senate was asked to confirm appointment of Zoe Ann Holmes to the Committee to fill out the unexpired term of Warren Hovland ending June 1987. A motion to approve her appointment was made,

seconded and passed by voice vote.

Sen. McClintock discussed a draft report of the Committee, suggesting revision of policies in regard to: 1) Positions of concern to Faculty through its Administrative Appointments Committee; 2) Search Committee Composition; 3) Staff support; 4) Initial Planning; 5) Announcement of Position Openings, and 6) Obtaining Information from the Candidates.

Senators were invited to express opinions or make suggestions on any of these items to John Yoke, Chrm., c/o the Chemistry Department, or to Bob McMahon, President of the Senate.

#### **SPECIAL REPORTS:**

**Vice President for Academic Affairs & Provost** Graham Spanier reported to the Senate; he also distributed a written handout enumerating topics currently being handled by the Academic Affairs staff. Spanier's comments included the following:

**New Vice Presidents:** Both Dr. Ed Coate, Vice President for Finance & Administration, and Dr. William Slater, Vice President for University Relations, have arrived on campus and complete the new appointments in Administration.

**Summer Term & Continuing Education:** Dr. Rob Phillips has agreed to assume the position of Interim Director of Summer Term & Continuing Education due to the resignation of the current Acting Director. Dr. Phillips previously served as Director of Summer Term from 1965 to 1977.

**International Programs:** Dr. Vic Neal, Assistant Vice President for International Programs, has accepted a Fulbright Fellowship, effective January 1, 1987, for research in Chile. He will be vacating the position of Asst. Vice President. A decisions will be made in the next few weeks regarding the leadership of the international programs area.

**1986 Fall Term Enrollment Highlights:** Enrollment increases occurred in the categories of: Oregon Freshmen, Out-of-State Freshmen, total New Students, Foreign Students and Graduate Students. Seventy-eight percent of last year's students returned, non-resident and community college enrollment held steady. However, there was a continuing decline in the total number of Oregon students enrolled: 12,291 (down from 12,425 in 1985). Total enrollment for Fall Term was 15,199 (15,216 in 1985).

**Legislative Planning:** President Byrne has appointed a Legislative Review Committee to coordinate OSU support and assistance to Gov. Atiyeh, Governor-Elect Goldschmidt, the 1987 Legislature, and Chancellor Davis. The members of the Committee are: VP William Slater, Dean Fred Burgess, Extension Service Director O. E. Smith, Faculty Senate President-Elect Sally Malueg, CLA Business Manager Carolyn Davis, and ASOSU President Nick Van Vleet. Keith Mobley, Assistant to the President, will serve as Coordinator for the Committee.

**OECC Data Bulletin, "Salaries & Staffing in Oregon Education, 1985-86:"** The Vice President wrote to the Director of the OECC to protest the inclusion of the 6% PERS pickup in their salary statistics which compare Oregon salaries with other universities.

**Honors Program:** A Task Force to restructure the OSU Honors Program has been appointed. The target date for submission of the Task Force report is the end of Winter Term 1987. Members of the Task Force are: Ron Cameron, Botany (Chrm.); Susan Hanna, Agr & Res Econ; Jonathan King, Bus.; Joanne Leong, Micro; Tom McClintock, History; Geraldine Olson, Family Res Mgmt; Robert Schwartz, English; Len Weber, ECE; Kerry Ahearn, Honors Program Acting Director, Ex-Officio.

**Reduction of University Paperwork:** The Vice President has appointed a Committee specifically to focus on finding ways to reduce personnel and travel paperwork, with the goal of making recommendations as soon as possible. Members of the Committee are: Pete Fullerton, Acad. Affairs (Chrm.); Fred Burgess, Engineering; Robert Newton, Bus. Affairs; Kathy Meddaugh, Acad. Affairs; Linda Nealy, Personnel; Carolyn Davis, CLA.

**Board of Visitors for Minority Affairs:** A Board has been appointed to explore minority issues and concerns at OSU. The Board is an advisory body consisting of 25 representatives from four ethnic minority groups throughout the State of Oregon. They will be called upon to assist the University in its efforts to retain and increase the number of minorities on campus - Students, Faculty, and Staff.

**Long-Range Plan:** The leaders of the 24 major "planning units" will be discussing their Long-Range Plans individually with the President beginning November 17. The PRLPC is scheduled to complete the preliminary draft of the University's Long-Range Plan in January.

**Retirement Event for Dean Nicodemus & Vice President Parsons:** Senators were invited to attend the retirement function for Dave Nicodemus, retiring Dean of Faculty, and Tom Parsons, retiring Vice President for Finance & Administration.

The event is to take place Saturday, November 22, at the Elks Lodge at 7:00 p.m. Tickets and information can be obtained from the University Relations Office.

#### **INFORMATION ITEM REPORTS:**

**ASSISTANCE TO DISABLED FACULTY AND STAFF:** A new policy statement regarding assistance to disabled Faculty and Staff has been approved. The Faculty Status Committee is currently reviewing the statement.

**D. CURTIS MUMFORD FACULTY SERVICE AWARD:** Nominations are now being accepted for the Mumford Award for Distinguished Service to OSU Faculty. Although the award is not necessarily given by the Senate on a yearly basis, nominations are invited and encouraged. More information can be obtained from the Senate Office and through a direct mailing to all OSU Faculty that will be made in mid-November.



**FACULTY SENATE ELECTION SCHEDULE:** Information and vitae will be distributed in a Memo to all Faculty, as well as in the Staff Newsletter, regarding the Senate and IFS election.

**PROVISIONAL ADMISSIONS POLICY FOR FOREIGN STUDENTS:** A "Provisional Admissions Policy for Foreign Students" has recently been approved. The new Policy raises the TOEFL level to 520 or above for unrestricted admission, and provides a provisional status for others. Information can be obtained from the International Education Office.

**RECEPTION WELCOMING NEW ADMINISTRATORS:** The new Vice Presidents and Dean will be welcomed by the Faculty Senate immediately following the December 4 Senate meeting. All Senators will be invited to attend, as will our other Vice Presidents and Deans.

**DEAN OF AGRICULTURE SEARCH COMMITTEE:** Rod Frakes reported for the Dean of Agriculture Search Committee. He noted that the committee consists of seventeen members (announced in the Staff Newsletter); that position announcements have been published; that January 6 is the deadline for applications; January 15 is the deadline for the committee to have selected candidates for interviews, and that names of finalists should be in the Provost's Office by March 15.

**INTERINSTITUTIONAL FACULTY SENATE:** Gary Tiedeman reported that the IFS met at EOSC on October 10 and 11. Among the items discussed by IFS are: Larry Pierce, Vice Chancellor for Academic Affairs, reported on the Chancellor's plan to move Faculty salaries to the top one-third of public doctoral granting institutions by 1992. The Plan is to match comparators with an annual 6.5% increase and top that with an annual 1.85% increment, making annual increments average 8.35%.

**OSBHE Retreat Agenda items:** Among the projected agenda items for this retreat are: a) Athletics & the PAC-10 economic plight, with the prospect that OSU, UO, and WSC will be thrown out of the PAC-10 within the next two years; b) another look at a semester system for the OSSHE (also under consideration by a Committee of the Board, who will make a recommendation at the January 1987 Board meeting, and c) identifying areas of duplication in the System (i.e., areas such as computer science, tourism, foreign languages, etc.).

Regarding submission of new academic programs, Pierce stressed the current Board's perspective that approval will be denied without documentation of full and proper support already being provided to the submitting campus's existing programs.

Pierce cautioned that Gov. Atiyeh's first-round budget is likely to look very pessimistic for Higher Education, but that dollars will be added later from a "big bundle" Atiyeh will hold back during the first round as standard operating procedure.

OSBHE Chairman Jim Petersen spoke at the Friday night dinner. "We were impressed by Mr. Petersen's sincerity, interest, candor, and openness," Tiedeman reported.

Other Board members will be invited to speak to IFS from time to time as part of its basic strategy.

IFS took no position on the issue of the Semester System, but did pass the following Resolution:

"The Interinstitutional Faculty Senate recommends that the Oregon State Board of Higher Education come to a timely decision concerning the quarter-semester issue; that such decision, whatever it be, place the matter at rest for the foreseeable future; and that, if the decision is to change to the semester system, the change take effect in the academic year 1989-90."

The IFS Finance Committee continues to work on encouraging an early retirement policy which is uniform throughout the System and equally accessible to all, Tiedeman reported.

Finally, the IFS Faculty Affairs Committee presented the interim results of its investigation of Interinstitutional comparisons on four matters: Sabbatical leaves, fixed-term positions, part-time employees, and Merit pay. The committee found that, of the four, only Sabbatical Leaves appear to be working well and consistently across campuses. There is much variability on fixed-term positions, with SOSOC's rollover contracts at one extreme and OSU's intended Fixed-term phase-out at the other. From a System-wide perspective, the trend is to minimize the use of Fixed-Term contracts. Part-time employment is highly variable, ranging from approximately 10 to 20% of a given campus's teaching staff, and allowing great flexibility and ample economy for all users, but concomitant exploitation in ways thought by the committee chair to detract from the professionalism of what we're doing in Higher Education. Merit pay processes, distributions, and amounts also show much variability, not only across but within campuses, including our own, but with WOSC veiled in "the greatest shroud of mystery and constituting the most flagrant example of administrative secrecy," Tiedeman noted.

The next IFS meeting will be December 5 & 6 on the UO campus.

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

Thurston Doler  
Recording Secretary

Shirley Schroeder  
Editorial Assistant

On Campus Faculty FTE - Rank of Instructor and Above  
FOR FACULTY SENATE APPORTIONMENT FOR 1987

<u>College/School</u>	<u>1986 Total FTE</u>	<u>1987 Total FTE</u>	<u>1986 Number of Senators</u>	<u>1987 Number of Senators</u>	<u>Gain or Loss</u>
Agricultural Sci.	298.30	316.70	21	23	+2
Business	61.71	64.53	4	5	+1
Education	43.87	42.27	3	3	
Engineering	90.64	93.34	6	7	+1
Forestry	78.17	77.56	6	6	
Health & Phys. Ed.	44.86	45.51	3	3	
Home Economics	40.08	45.59	3	3	
Liberal Arts	207.11	207.30	15	15	
<del>Oceanography</del>	<del>77.95</del>	<del>66.49</del>	<del>6</del>	<del>5</del>	<del>-1</del>
Pharmacy	24.33	25.05	2	2	
Science	244.06	238.36	17	17	
Vet. Medicine	33.11	38.39	2	3	+1
Library	31.68	32.50	2	2	
ROTC	28.00	30.00	2	2	
Unassociated Fac.	<u>165.76</u>	<u>175.79</u>	<u>12</u>	<u>13</u>	<u>+1</u>
	1469.63	1499.38	104	109	+5

# staff newsletter

Appendix

Minutes of

## The Faculty Senate of Oregon State University

FOR ALL ACADEMIC STAFF

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Vol. 26, #14 - December 11, 1986

1987 Meeting 434 - December 4, 1986

The meeting was called to order by President Robert McMahon, at 3:06 pm, in the LaSells Stewart Center. The Minutes of the November 6 Senate meeting were approved as printed and distributed as the Staff Newsletter Appendix.

**1986 Senate Membership:** Deborah Allen, David Andrews, Loren Appell, Chris Bayne, Michael Beachley, Richard Bell, Ralph Berry, Robert Beschta, Jacqueline Bobo, Peter Bottomley, Arthur Boucot, William Brennan, H. D. Brunk, Dwight Bushnell, John V. Byrne (Ex-Officio), David Carlson, Kenton Chambers, Mark Christensen, Neil Christensen, Bruce Coblentz, Kay Conrad, Curtis R. Cook, Wayne Courtney, Gene Craven, Robert Dale, Joel Davis, Gary Delander, Carroll DeKock, John Dunn, Leslie Dunnington, David Eiseman, David Enfield, Paul Farber, Francis Flaherty, James Funck, Wil Gamble, Ralph Garren, Louis Gordon, Jeffrey Grass, Lawrence Griggs, Dahlia Gray, Dianne Hart, Kathleen Heath, Martin Hellickson, Doyle Hensley, David Hibbs, Robert Holman, Warren Hovland, Adrianna Huyer, Marshall Jennings, George Kerekgyarto, Harold Kerr, Robert Kiekel, Janice Kimpel, Michael Kinch, David King, Jonathan King, Gerald Kling, Robert Krahmer, James Krueger, Sheldon Ladd, Milton Larson, John Lee, Barbara Loeb, Greg Look, George Martin, Michael Martin, Donald E. Mattson, Tom McClintock, Mina McDaniel, Robert McMahon, Cliff Michel, Stanley Miller, Terry Miller, Robert Mrazek, Gary Musser, David Nicodemus (Ex-Officio), Priscilla Newberger, Janet Nishihara, Michael Oriard, Miriam Orzech, Jean Peters, Roger Petersen, David Philbrick, Mary Powelson, Nancy Powell, Steven Radosevich, Fred Rickson, Jon Root, Lisa Sarasohn, Thomas Savage, Henry Sayre, Richard Scanlan, Richard Schori, Jane Siebler, Dale Simmons, Courtland Smith, Margaret Smith, John Stewart, Gary Tiedeman, T. Darrah Thomas, Nancy Vanderpool, Charles Vars, Len Weber, Hollis Wickman, Robert Wilson, and George M. Zinck.

**ROLL CALL: Members Not Present were Represented as Follows:** Coblentz, Jarvis; Davis, Anselone; Griggs, Mobley; Hovland, Hosoi; King, Kingsley; Ladd, Huyes; Lee, Burton; and Miller, Eleveld.

**Members Absent were:** Berry, Bobo, Bottomley, Boucot, Brennan, Byrne, Christensen, Enfield, Gordon, Gray, Hensley, Huyer, Kerr, Kinch, Rickson, M. Smith; and Vars.

**Faculty Senate Officers/Staff:** Robert McMahon, Senate President; Sally Malueg, President-Elect; Thurston Doler, Recording Secretary/Parliamentarian; Shirley Schroeder, Administrative Asst.

**Guests of the Senate were:** David Long, CAS; Brad Smith, Vet Med; Loren Koller, Vet Med; Vic Brookes, Chrm., B&FPC; Norman Hutton, Vet Med; Jim Hall, Chrm., Registration & Scheduling Comm; Nick Van Vleet, President, ASOSU; Kent Boden, ASOSU; Whitney Knickrehm, ASOSU; Steven Pearce, ASOSU, Don Armstrong, Plant Physiology Prog.; Solon Stone, Engineering; William Slater, VP for University Relations; Caroline Kerl, Legal Advisor; Marti Andrews, Home Ec.; Jeanne Dost, Women Studies; Ed Coate, VP for Finance & Adminis.; Graham Spanier, VP for Academic Affairs, Pete Fullerton, Assoc. VP, Academic Affairs; Fred Horne, Dean of Science.

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### ACTION ITEMS:

**RECOGNITION OF DAVID B. NICODEMUS, DEAN OF FACULTY:** The Senate presented to retiring Dean of Faculty David B. Nicodemus a Myrtlewood gavel. The gavel had an engraved band which bore an inscription stating: "To Dean of Faculty David B. Nicodemus, From the Oregon State University Faculty Senate, 1986." The gavel was presented by Thurston Doler, Executive Secretary of the Faculty Senate. Doler briefly reviewed Dean Nicodemus' many years of active participation and support of the Senate in the capacities of Dean of Faculty, Presiding Officer (Chairman) of the Senate, and Ex-Officio member of the Senate and its Executive Committee. Dean Nicodemus came to OSU in 1950. He has been here for 36 years, and has had 21 years of active involvement in the Senate through several phases of involvement. Doler noted that "No one else deserves the title of 'Mr. Faculty Senate' more than Dave Nicodemus." Nicodemus has served since 1978 in the capacity of Ex-Officio member of the Senate and the Executive Committee. He is an encyclopedia of knowledge, facts, and figures.

The Senate recognized the Dean with a standing ovation and lengthy applause. Dean Nicodemus responded with brief remarks, thanking the Senate for recommending the title of "Dean of Faculty Emeritus" for him. He remarked, in addition, that he considered the Senate to be "the best thing we've got going for us on this campus; the best opportunity we have for the Faculty to assist the University in getting the job done. I recommend it to you individually and collectively for your continued support..." He stated further, that "I think it's worth every bit of time and effort you put into it." The Dean received a second standing ovation and resounding applause.

**PROMOTION & TENURE COMMITTEE,** Kathleen Heath, Immediate Past Chairman, reporting: The Report before the Senate was the 1985-86 Annual Report (authored by Prof. Heath). Prof. Heath presented

the report and the seven recommendations contained in it and answered questions. The recommendations of the committee are as follows:

1. (Motion 86-434-1): That each academic unit, school, or college be encouraged to establish departmental and/or school/college P&T committees which involve collective evaluation of candidates and use a consistent set of criteria.

2. (Motion 86-434-2): That the Leave Without Pay policy be referred to the Faculty Status Committee for their study and recommendation.

3. (Motion 86-434-3): That a procedure be implemented which will allow communication of the discussion at the executive level back to the candidate being considered for promotion/tenure.

4. (Motion 86-434-4): That a procedure be implemented by which candidates are notified of promotion and/or tenure decisions in a timely manner.

5. (Motion 86-434-5): That the Office of Academic Affairs continue the workshops on Dossier preparation and invite all interested faculty and administrators to attend.

6. (Motion 86-434-6): That the Office of Academic Affairs prepare a Handbook on Dossier Preparation.

7. (Motion 86-434-7): That the length of appointment for a committee member on the Promotion & Tenure Committee be studied by the Committee on Committees.

The P&T Committee recommendations were approved individually by voice vote.

**AWARDING OF EARLY DIPLOMAS**, President McMahon reporting: In order to assist students graduating mid-year who have a need to receive their Diplomas at that time, the following recommendation was presented to the Senate for approval (Motion 86-434-8):

"Students completing degree requirements can receive diplomas following the term in which all requirements have been satisfied. Diplomas will ordinarily be awarded at June Commencement unless a graduating student submits a written request to the Registrar to have the diploma issued prior to Commencement.

Students graduating after the previous year's spring deadlines are eligible to attend the June commencement exercises. Students not in attendance at Commencement may indicate, on a form provided by the Registrar, whether they will pick up their diploma at the Registrar's Office or whether it should be mailed to them.

The June Commencement Bulletin will list all graduates receiving diplomas subsequent to the last Commencement."

The preceding recommendation (Motion 86-434-8) was approved by voice vote.

**"STUDY NOTES," AN ASOSU PROGRAM**: President McMahon introduced ASOSU President Nick Van Vleet to discuss with the Senate the question of a new student sponsored program, "Study Notes;" a campus Notetaking Operation. Van Vleet described the notetaking service, which purports to take notes in classes in which consent of the instructor has been received, and to produce said notes for sale to anyone who wants to buy them. A notetaker, who is required to be someone who has previously taken the class and received a grade of "A" in that class, takes notes, transcribes them, has them checked by a qualified editor for composition and by the instructor for accuracy prior to offering them for sale. He

presented further arguments in support of the program.

Several Senators spoke on the issue; some supported it and some opposed it. After preliminary discussion, the Senate voted on the following statement:

"Shall the Faculty Senate of OSU (1) condone, (2) condemn, or (3) remain neutral regarding this ASOSU program of Notetaking in classes?"

Items 1-3 were subjected to a "Yes/No" vote. "Condone" and "Condemn" both received majority negative votes. Item 3, "Remain Neutral" received a majority affirmative vote. Thus, the Senate voted to "remain neutral" on the practice. (Motions 86-434-9, 10, and 11).

**CURRICULUM COUNCIL**, Jonathan King, Chrm., reporting: The Curriculum Council, in compliance with the revised rules for curricular proposals approved by the Senate in Spring 1986, reviewed the most recent Category I & II Proposals.

Chrm. King presented the proposal from H&PE (86-434-12) recommending adoption of a new instructional program leading to the Master of Science Degree in Special Movement Studies. The proposal was approved by voice vote with little discussion.

Chrm. King presented a proposal from the College of Home Economics (86-434-13) to change a department name to "Apparel, Interiors, and Merchandising." The proposal was approved by voice vote following brief discussion.

Chrm. King presented a second proposal from Home Economics (86-434-14) for the initiation of a new instructional program leading to the Master of Science in Home Economics (to replace the current Master's in Home Economics). The proposal was approved by voice vote after brief discussion.

A proposal from the College of Science (86-434-15) for the initiation of an instructional program leading to the M.S. and Ph.D. degrees in Plant Physiology was approved by voice vote, contingent upon clarification of the listed Chemistry courses (one is no longer offered; the second is not listed as a course).

A proposal from the College of Veterinary Medicine (86-434-16) for the initiation of a Doctorate Degree in Comparative Medicine generated considerable discussion. Sen. Powell, Library, raised the question of the Library's ability to support the program. Vic Brookes, Chrm. of the Budgets & Fiscal Planning Comm. noted that the B&FPC assumed that the program had been cleared by the Library, since no statement to the contrary appeared in the materials they were provided for review. The point of issue, raised by Sen. Powell, revolved around the need for \$8,000 needed for the library to be able to support the program.

Various Senators expressed the point of view that the proposal should not be approved until the Library support issue was resolved; proponents of the program acknowledged the shortcoming of the OSU library's ability to support the program, but contended that materials available at the OHSU and the University of Washington (available through loan), coupled with their own departmental library, could support the program adequately.

Sen. McClintock noted that this kind of information used to be provided to the Senate prior to presenting a proposal for vote. Chrm. King noted that he would like to see a line added to the Category I Assessment Sheet regarding library

costs. He indicated the Council will discuss this issue at the next meeting.

Sen. Kiekel asked about the cost of Inter-library loans vs. having the materials here. Sen. Powell responded that it costs \$6.00 for every Journal borrowed.

Sen. Hovland, CLA, noted that one of the concerns of the University is to upgrade the Library to support a Ph.D. program. He indicated that he would hope we could use this as an example of the kinds of problems that need to be solved.

Sen. Powell indicated that she did not want to serve as a stopping point for these kinds of proposals, but wanted to point out that these issues are present and should be dealt with.

Several Senators stated that the proposal should be held until the matter of Library support was resolved; others felt that Vet. Med. should not be penalized at the cost of the program.

Sen. Larson, COE, moved (86-434-17) to postpone the matter until the library issue was resolved; seconded. Defeated on a split vote.

Sen. Grass, Publications, asserted that the Library would not be in the sorry state it is today if, during the past 20 years, courses had not been approved unless there were sufficient library resources provided to support high quality programs.

Senator Mrazek, COE, asserted that the Curriculum Council should not act to recommend programs until they have adequate answers to these kinds of questions and any other pertinent information required regarding these issues.

Motion 86-434-16, to approve the PhD in Vet. Med. was approved by the Senate on a division of the house.

Senator Gamble, COS, immediately following the vote, asserted that the Senate needs to address the question of where the \$8,000 is going to come from.

#### SPECIAL REPORTS:

ADDRESS TO THE SENATE BY VICE PRESIDENT FOR UNIVERSITY RELATIONS WILLIAM SLATER: Among the points he made were the following:

1. The office of University Relations does not have money to allocate.

2. The Office will not provide publicity for programs of questionable quality, nor can it make the press write up a report on something that may not be newsworthy.

3. The UR Office is charged with assisting to keep the institution viable through its alumni, its fund raising, its news and public relations, its government relations, and its conferences.

4. Institutional advancement is not solely the responsibility of the University Relations Office, it is also the responsibility of the professor in the classroom, the achievements in our research programs, how the staff treat visitors, whether or not we meet our United Way goals, the clarity of our admissions policies, the quality of residence hall life, and all the other activities of the University in which we interact with people and groups.

Practically everything that happens at or to a college or university makes some contribution toward its reputation and its image, good or bad.

Each action, program, policy, and performance becomes a part of the institution's total institutional advancement program.

The research accomplishments of many of the major institutions of this country have significantly affected how people feel about them; what grants are received from government, foundations, and corporations; and the quality of faculty and staff who are attracted to those institutions.

Institutional Advancement will occur:

5. If we change with the changing times.

6. By effective use of the electronic media to supplement the print media.

7. Through improvement of internal communications, promoted with an improved Staff Newsletter.

8. By continuing and persistent pursuit of promising, diversified sources of financial support.

9. By broadening participation of people and groups involved in fund raising efforts, and by diversifying the options available for contributions.

10. By having a permanent representative in Washington, DC. OSU generated in excess of \$80 million in federal grants and contracts last year. The representation would serve a two-fold purpose; to look out for our interests there, and to assist in the generation of even more federal contracts.

11. By cooperating with incoming Governor Neil Goldschmidt's "Oregon Comeback Plan." We are offering the resources of this institution to assist in the implementation of that plan.

12. By deeper involvement of our Alumni in matters of concern to them and to the University. Alumni are one of the greatest resources of OSU. As donors, alumni provide the margin of excellence that colleges & universities cannot secure from other areas. Alumni assist their children in the choice of a college or university; they can influence the nature of curriculum and programs in elementary and secondary schools. As employers, they provide suggestions for job qualifications, promotion criteria, and career choices. They are in a position to develop a wide range of internships in vocations and professions. As citizens and voters, they have an impact on the legislation that affects higher education.

Slater noted that, when asked what services an institution should provide for its alumni, he responded "at least the same services it provided when alumni were students" - continuing education, access to campus facilities, etc. We intend to involve Alumni in more activities, such as student recruitment. There will be revision in the Alumni publication, the Oregon Stater to provide more information about what is currently going on on the campus, and other vital information.

13. By having permanent OSU representation in Portland.

14. By having the highest quality publications which present our case to our many constituencies. Publications are basic to a modern and dynamic institutional advancement program. For all practical purposes, a publication is this institution. Publications mirror what an institution is, what it stands for, and what it believes in. They reflect the personality and image of the institution to its public.

Slater warned, however, to keep in mind that:

"If our colleges & universities are to measure up to the gigantic task confronting them, then the publications must be flawless mirrors, permitting no impediment, no distortion, to intrude. To change the figure, it is our obligation and responsibility to be perfect conductors of the message our colleges & universities have to give the world. Our publications must reflect accurately and perfectly--not the ambitions and ego cravings of those who hold the mirrors in their hands--but the noble human institutions we are privileged to serve."

15. By making our conference services much more active than in the past - we intend to solicit for business rather than wait for it. There is great untapped potential in this area.

**FACULTY SENATE ELECTIONS:** President McMahon reported that, in the November Faculty Senate elections:

A. **President-Elect:** Thurston Doler, Speech Communication was elected as President Elect. Doler will hold the President-Elect position in 1987 and assume the Presidency in 1988.

B. **Interinstitutional Faculty Senate:** Pat Wells, College of Business, was elected as the new IFS representative. She will assume the position in January 1987.

C. **Executive Committee election:** Candidates for the Executive Committee, in which three members were to be elected, are noted below with the number of votes received:

William Brennan, 24 votes

Carroll DeKock, 39 votes

Paul Farber, 49 votes

\*Jonathan King, 36 votes

Gerald Kling, 17 votes

\*Mary Powelson, 36 votes.

Total votes cast were 68. Thus, Farber and DeKock were elected by majority vote. The remaining position will have to be resolved by a revote of the Senate at the January meeting because of the tie vote (\*).

**NEW SENATOR ORIENTATION:** An orientation session for new Senators will be held on Wednesday, January 14, at Nendel's Inn. Packets of information will be available at the meeting for those who are able to participate.

**OREGON STATE BOARD OF HIGHER EDUCATION:** Sally Malueg, President-Elect, reporting: She attended the meeting and the following items were discussed:

1. In January 1987, the Board will act on a proposal regarding Intercollegiate Athletics. As previously reported, this proposal has the objective of making the Oregon institutions more competitive in PAC-10 sports by eliminating the situation in which football and basketball support all other sports.

2. The future agenda for the Committee on Instruction, Research, and Public Service includes:

a. Review of the status of undergraduate education in the State, including a discussion of General Education as it now exists.

b. In December, it intends to discuss the "Early Semester System" and to provide the Board with a recommendation for action at the January 1987 meeting.

c. Will do a report on computer education.

d. Will review Tourism programs.

e. Will review OSU's and OHSU's Pharmacy programs.

f. Will explore further the relationship between Higher Education and Economic Development.

h. Will study the long range implications of enrollment increases.

**DEAN OF THE COLLEGE OF AGRICULTURAL SCIENCES SEARCH COMMITTEE,** Richard Scanlan, Chairman, reporting:

1. The search committee was formed October 1, 1986, and has 17 members (names were published in the Staff Newsletter).

2. The position announcement and screening criteria were prepared in October.

3. Advertising of the position occurred in November and December.

4. The closing date for nominations is January 6, 1987.

5. The closing date for applications is January 15, 1987.

6. March 1, 1987 is the target date for having the "short list" of candidates to VP Spanier.

7. July 1, 1987 is the target date for having a new Dean on the job.

8. The committee has a net number of ninety-seven candidates.

9. Nominations will be accepted.

**AD HOC COMMITTEE ON COMMENCEMENT AND FINAL EXAMS,** Robert Schwartz, Chairman, reporting:

Chrm. Schwartz noted that the Committee is collecting data and that a final report would be forthcoming early in the new year.

**REPORTS FROM THE EXECUTIVE OFFICE,** Vice President for Academic Affairs Graham Spanier reporting:

The Vice President's written report was presented to the Senate. He reviewed briefly some of its contents. The summary below is representative of the total report:

1. Over 300 people attended the retirement event held on November 22, 1986 for retiring Dean Dave Nicodemus and VP Theran Parsons.

2. The Child Care Advisory Committee has developed plans for child care services on campus. The University has provided land for a building, the funding for which is being sought.

3. The FOURSIGHT program, which is seeking funding for Advanced Materials Research, Gene Research, Marine Sciences, and Humanities Programs, is eighteen months ahead of schedule, having raised over two-thirds of the over ten million dollars sought.

4. Several OSU Faculty members are assisting Governor-Elect Goldschmidt in the implementation of various parts of his "Oregon Comeback" economic recovery program. The OSU committee is chaired by VP Bill Slater.

5. The VP and President Byrne meet regularly with Community College Presidents and their principal administrators in an information and concerns sharing program.

6. "Live" courses are being broadcast to Bend. Eight courses will be broadcast during Winter Term, 1987, on this two way audio, one-way video hookup.

7. Administrative organization of the International Programs should be announced soon.

8. Beginning in January 1987, the Communication Skills Center will be assigned to CLA under the acting Directorship of Barbara Hogg (Lisa Ede is on sabbatical leave)

9. Instructional and Faculty Development:

In order to more effectively integrate instructional development with new media techniques, and to increase administrative effec-

iciency, the IFD office will be tied administratively to the Communication Media Center. Effective January 1, 1987, Dr. Jon Root, CMC Director, will assume overall administrative responsibility.

10. The Faculty Senate has been asked to review current Promotion and Tenure Procedures and Guidelines, with recommendations requested by March 15, 1987. Among the topics to be addressed are general standards and criteria, issues of uniformity among units, standards and procedures for Unassociated Faculty, the possible roles of a University-wide Promotion and Tenure committee which would make recommendations on each dossier, and confidentiality or non-confidentiality of letters of evaluation.

11. Associate VP Fullerton has been asked to review the present guidelines for granting Emeritus status to retiring Faculty.

12. The titles of Distinguished Professor and Distinguished Teaching Professor have been proposed for awarding to Faculty with outstanding international reputations. The Senate and the Academic Council have been asked for their reactions to this proposal.

The meeting adjourned about 5:40 p.m. The meeting was followed by a Reception to welcome the new Vice Presidents and Dean of Science.

Thurston Doler  
Recording Secretary

Shirley Lindsey  
Editorial Assistant