

# Faculty Senate

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## 1991 Minutes

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# FACULTY SENATE MINUTES

1991 No. 480

Oregon State University

December 5, 1991

## FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:03 pm by President Zoe Ann Holmes. Approval of the November minutes was postponed until January. President Holmes reviewed parliamentary procedures regarding roll call, secret ballot and a physical count for voting. Holmes also noted that a Faculty Forum Paper was distributed which contained remarks Provost Arnold would have made had there been more time during the November Faculty Senate meeting.

## HIGHLIGHTS

Reports were given by the following individuals: Mike Martin, Faculty Salary Structures & Trends; Ed McDowell, Election Results; and Mark Nelson, Association of Oregon Faculties Executive Director.

## SUMMARY OF SENATE ACTIONS

The following item was approved: Motion to table everything pending regarding IFS Senator Representation [Motion 91-480-03]

## ROLL CALL

### Members Absent With Representation:

Danielson, R. Henderson; V. Farber, B. Hogg; Grace, J. Glenn; Harding, C. Chi; Kinch, E. Brazee; Ladd, I. Hagen; Morris, B. Taylor; and Muir, M. Mix.

### Members Absent Without Representation:

Beschta, Boyle, Burke, Burrill, Coblentz, Crisp, L. Davis, Duncan, P. Farber, Flaherty, Holleman, Kauffman, Lederman, Levine, Lombard, Love, Mitchell, Mundt, Myrold, O'Connor, Peterson, Rackham, Reed, R. Rice, Robbins, Rudd, Runciman, Sechrest, Selivonchick, Sherr, Shibley, Slocombe, S. Smith, Trehu, Vanderveen and Weber.

### Faculty Senate Officers/Staff Present:

Z. Holmes, President; K. Heath, President-Elect; T. Doler, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

## Guests of the Senate:

R. Arnold, Academic Affairs; S. Francis, AIHM; C. Kerl, Legal Advisor; M. Nelson, AOF; D. Nicodemus; and S. Woods, Academic Affairs.

## REPORTS FROM THE EXECUTIVE OFFICE

Provost Roy Arnold stated that he has a serious intent to interact with faculty on campus. His report included the following items:

University Strategic Plan - A review and update will soon be underway in accordance with the plan to update every two years. Included will be a review of the 1990 external and internal assessments, a review of the 1990 revision which will note accomplishments and changes, and identification of areas for more detailed planning and development. It is expected that the outcome will be in the form of a vision statement which would: reaffirm OSU's mission, focus on what is distinctive about OSU, determine how OSU's mission could be differentiated from other OSSHE institutions, and identify specific areas for further planning and development. The intent of the planning process is not to identify specific programs for elimination, reduction, consolidation or other changes. It will be useful as a reference in future budget deliberations, which is consistent with the intended and actual use of planning documents in previous budget cycles.

The process will involve a small group to be appointed by President Byrne, under the leadership of Bruce Shepard, and will consist of faculty members, a staff member, a student, several Deans, and one or two distinguished external representatives. This group will be expected to involve others in developing a draft vision statement which will be distributed widely for comment and input which will help shape the final version.

Administrative Review - OSBHE has appointed a committee called BARC (Board's Administrative Review Committee) which is composed of three Board members and six private sector business leaders. Their charge is to give leadership to a broad, overall study and review of the administrative structure and organization of OSSHE, as well as each institution. OSU will be used as a pilot for the institutional reviews. There will be an internal committee at OSU which will provide oversight, identify



issues, and monitor and provide review of discussions. There may be an external review team or external consultants involved.

Budget - There will not be an infusion of new dollars which would allow restoration of programs which have previously been eliminated or reduced.

Promotion & Tenure Implications - There are no changes in the guidelines or processes which were distributed in late summer. Arnold will strive to ensure that Promotion and Tenure decisions are based on demonstrated excellence in accordance with established guidelines.

Computing - The main frame FPS computer has not met the performance requirements under which it was acquired. The vendor has been notified of the University's rejection of this equipment and they are expected to remove it beginning the week of December 9. The University Computing Center is arranging interim computer support for users. The University is proceeding with acquiring a permanent replacement using the same operating system.

Provost Arnold acknowledged the Senators and officers who are completing their terms this month and thanked them for their commitment and service. Since this was Thurston Doler's last meeting, Arnold also recognized him for his many years of service as Parliamentarian, Executive Secretary and Senate President.

## **SPECIAL REPORTS**

### **FACULTY SALARIES STRUCTURES AND TRENDS**

Mike Martin reported that a project to assess salary structures was undertaken while he was Faculty Senate President which resulted in a report which is available in the Kerr Library Reserve Book Room titled, "Faculty Salary Structures and Trends: How We Currently Track Them." President Holmes asked Martin to Chair an Ad Hoc Committee to determine whether the recommendations made in the report could be put in place.

The committee looked at salaries, particularly, in relation to gender and minority status. In the past, after each salary adjustment, the Associate Vice President for Academic Affairs and Director of Affirmative Action would look through the adjustments and bring discrepancies to the attention of the appropriate dean or unit head. The committee felt that a better way of compiling data on how salaries are structured and the trends on campus was needed. The committee met with John Dunn and Allan Mathany and asked that after each pay raise, or at least once per year, a salary report be prepared using a new format which will indicate, by unit, the salaries from top to bottom by: rank, gender, race, salary, recent adjustments, how salaries relate to the mean in each

rank, the highest salary in each rank, tenure status, time in rank, and time of service at OSU. It will now compute all individuals who are ten or twenty percent below either the mean or the highest salary which can be correlated with gender and race to determine which percentage faculty who fall below one of those standards are either females, minorities or both. This information is the beginning of a data base which will allow salaries to be tracked over time.

Martin noted that the process resulted in a new report, primarily developed by Allan Mathany, which will report salary changes so that unit heads can compare the before and after status of those faculty whose salaries are changing.

It was discovered that part-time and fixed term salaries have never been tracked and the committee feels that the same data should be available for these individuals.

Martin commended Mathany and Dunn for their cooperation.

### **ELECTION RESULTS**

Ed McDowell, Ballot Counting Committee Chair, announced that Carroll DeKock, Chemistry, had been elected Faculty Senate President-Elect and Sally Francis, Apparel, Interiors, Housing and Merchandising, had been elected Interinstitutional Faculty Senate Representative. Other committee members assisting in the ballot counting were Paul Farber, Larry Griggs, Bill Smart and Mariol Wogaman.

President Holmes thanked Joe Hendricks and Ron Hathaway for also running on the ballot.

### **ASSOCIATION OF OREGON FACULTIES**

Mark Nelson, Executive Director of AOF, reviewed current AOF priorities regarding a replacement revenue package to alleviate the impact of Measure 5 and the problem of low faculty salaries.

Replacement Revenue Package - Nelson noted that AOF immediately lobbied the Legislature, unsuccessfully, to go into special session to formulate a replacement revenue package when Measure 5 was approved. AOF felt that the best time to have a replacement measure proposed was 90-150 days after the passage of Measure 5, during the period he termed "voter remorse." Nelson stated that, "By not focusing on a specific advantage, we have lost the real advantage." He noted that Oregonians are furious that increased property assessments offset property tax cuts and they are scornful of gloom and doom predictions by the government which have not come true.

AOF has developed two strategies which have been



adopted by most of the public employee groups. The first plan is to prepare alternative initiatives in case Governor Roberts "Conversation with Oregon" does not produce a replacement package. The second plan is dubbed "Vote Early, Vote Often." If the Governor submits a measure which is defeated, AOF would try to force the Legislature to call a special session to prepare another proposal to be referred to the voters. If the referral is defeated, it would be fine-tuned based on exit polls and continue to be put before the voters until approved.

Nelson feels that if replacement revenue is not secured by November 1992, there will be additional cuts of \$1.7 billion.

Salary Distribution - The \$20 million access and retention package is broken down as follows: \$2.2 million assigned to state-wide programs, \$3.9 million for faculty retention, \$3.9 for faculty support, and \$10 million for access.

AOF discussed access with the Chancellor's Office and asked if faculty can obtain this access money through some type of, possibly, non-recurring stipend if, as a result of returning students, there is an increased workload for existing faculty. The Chancellor's Office told AOF this is possible. Nelson is concerned that this information has not filtered down to the campuses.

Cost of Living/Inflation Protection Dollars - This is part of a \$66 million state employee salary package and was never subject to debate in the Legislature. AOF was told there was enough money to fund this. The Chancellor's Office and the Executive Department agreed that money for faculty salaries would be used to fund a 3% plus 3% increase on January 1, 1992 and January 1, 1993. However, an error was made when figuring the package and there is only enough money to fund a January 1, 1992 and May 1, 1993 increase. The shortfall comes to \$2.4 million. AOF persuaded OSBHE to only approve a one-year budget for 1992 rather than for the biennium until the salary package is straightened out.

AOF is working to try to secure an agreement for funding from a variety of different sources to meet the promise made by the State and OSSHE regarding salaries. If an agreement cannot be reached, AOF will appear before the Emergency Board to discuss how the Executive Department incorrectly allocated the dollars, inform them that faculty are being denied an agreement which was reached and tell them that a solution must be found. AOF will then try to obtain a second appearance before the Emergency Board and try to secure a vote from them to obtain the dollars since the Executive Department will not allow OSSHE to make the request.

Reallocation money - Usually described as \$7.9 million, but actually is \$15.6 million. These monies have been reallocated within the System as a result of reductions which were anticipated, but did not actually happen.

This includes \$3 million for studies which are required within the budget notes of OSSHE's budget, and there are questions as to whether that amount is needed. Merit dollars account for \$7.9 million. It is up to the local campuses as to whether more than 50% of the faculty at each institution receives merit pay, however, OSSHE will not accept 100% of the faculty receiving merit. This is a local issue between faculty and administration. In response to a question of who imposed the salary limitation at OSU, Provost Arnold replied that each institution was asked to submit a salary plan to the Chancellor's Office. The outcome was that a 50-60% figure would be allowed. Assoc. VP Dunn noted that the Faculty Economic Welfare Committee discussed the plan and thought that 50% was too narrow, and the Chancellor's Office sent word that the figure could be broadened. Dunn feels that OSU will end up around 66%, which is the figure being used at the U of O.

Athletics - AOF expressed great concern about funding athletics. They feel that if dollars can be found to fund athletics, then money should be found for salaries to keep the promise made to fund the 3% plus 3% in January and January. AOF believes in the role of athletics, but doesn't believe that academics should suffer as a result of the deficit within the athletic system.

Thurston Doler asked what measures AOF is prepared to put before voters. Nelson replied that a sales tax is the only measure which would pass through the Legislature. According to all the polls conducted by AOF, the only sales tax measure which has a chance would contain the following components: the maximum tax limit written into the state constitution, no more than 4 percent to 5 percent, taxed on goods only (not services), a link to the sales tax which would immediately reduce property tax, and it must contain a "sunset" clause. The "sunset" clause would allow voters to vote on the measure three or four years after implementation so Oregonians would have an option to return to the property tax system of funding state services or keep the sales tax.

Nelson implored faculty to be involved in every program whether it be the "Conversation" or "Vote Early, Vote Often."

## ACTION ITEMS

### EXECUTIVE COMMITTEE ELECTION

While the ballots were being distributed, President Holmes recognized the Executive Committee members whose terms expire in December: Joel Davis, Mina McDaniel and Court Smith. Holmes also recognized Dianne Hart who served until her sabbatical began in September. The continuing members are Larry Curtis, Larry Griggs and Joe Hendricks. Holmes thanked these individuals for their commitment to the faculty at OSU.



The following individuals were elected to a two-year term: Janet Nishihara, EOP; Laura Rice, English; and Tony Wilcox, Exercise and Sport Science.

Special thanks to Court Smith and Larry Curtis who distributed and counted the ballots.

## **INFORMATION ITEMS**

January Faculty Senate Meeting - The regular January meeting will be January 9, 1992, NOT the first Thursday of the month as regularly scheduled.

New Senator Orientation - New Senator Orientation will be held January 9, 1992, preceding the regular Senate meeting, in the Agricultural Production Room in the LaSells Stewart Center.

## **REPORTS FROM THE FACULTY SENATE PRESIDENT**

President Holmes recognized Mike Martin, Immediate Past Senate President, and Arnold Appleby, outgoing IFS Senator, for their contributions to the faculty during the past three years. She also recognized Thurston Doler for his continued support of faculty governance and thanked him for agreeing to again serve as Parliamentarian during her year as President. On behalf of the Senate, Holmes presented Doler with a gift of a travel alarm clock which calculates various international time zones.

President Holmes report included the following items:

AIDS Awareness Week - She encouraged all faculty to participate in AIDS Awareness Week which will be the week of January 27 and is being sponsored by ASOSU. A memo listing activities was available at the meeting.

Martin Luther King, Jr. Day - She reminded everyone that Martin Luther King Day is January 20 so that they would remember to incorporate it into their schedules.

Grades - Since finals are coming up, she reminded faculty of the Academic Regulations regarding "I" grades, "E" grades, early finals, etc. Early withdrawal and "I" grades will be discussed at the January meeting.

Athletic Taskforce - The Executive Committee is still discussing exactly what the charge of the taskforce should be. Faculty need to accept responsibility for the actions of athletics, which means faculty involvement.

Review Process - The Budgets and Fiscal Planning Committee, with the agreement of the administration, has initiated a review process of the five Vice President's and the units which report to them. The review of University Relations is complete and a summary will appear in the

January agenda. The next area to be reviewed is Finance and Administration, which will include a review of the finances of the Athletic Department.

## **NEW BUSINESS**

### **IFS SENATOR REPRESENTATION**

The Executive Committee prepared the following resolution [motion 91-480-01] which was available at the meeting:

In that the Interinstitutional Faculty Senate represents the faculty of the Oregon State System of Higher Education, the Oregon State University Faculty request that the representation in this senate be made on the basis of number of faculty at each institution.

This resolution is in response to plans by the IFS to vote on December 6 to change the representation from two regional college IFS senators and three university IFS senators to two institutional representatives from each institution so there will be equal representation. The Executive Committee believes that it changes the concept of faculty representation to base the numbers on institutional criteria.

Senator Hashimoto, Agriculture, questioned whether anyone had looked at the impact which would be created if the number of representatives were to change. President Holmes responded that data was not available.

Mary Kelsey, IFS Senator, stated that the proposed change was due to a perception at some of the colleges that the representation was not fair. All IFS Senators present at the October meeting agreed that they feel they are representing the faculty of Oregon, not just one university.

Senator Schwartz, Liberal Arts, proposed the following substitute motion [motion 91-480-02]:

The Faculty Senate at Oregon State University opposes changing current representation in the IFS.

Senator Tiedeman seconded the motion. As a former IFS Senator, he went on to state that the justification for the two vs. three representatives involved the notion that universities were made up of multiple colleges and were entitled to greater representation. He spoke in support of the substitute motion.

Senator Hendricks, Liberal Arts, questioned if it would be appropriate to suggest another substitute motion which would instruct IFS Senators to table the proposal when presented on Saturday. The motion was not made.

Jim Pease, IFS Senator, mentioned that this topic came up very briefly at the October meeting with little discussion. He doesn't feel that it is a pressing issue nor that



IFS would have a problem with tabling it until more information is obtained. Kelsey noted that the topic was originally presented at the June IFS meeting when neither she nor Pease were present. Arnold Appleby, IFS Senator, pointed out that each time it has been discussed very briefly.

Senator Lee, Science, felt that the IFS Senators got a clear picture of the situation from the OSU Faculty and moved to adjourn. There was no second.

Senator Hashimoto moved to table the motion which would table everything pending with the motion being seconded [motion 91-480-03]. Motion to table the original motion and substitute motion passed by a show of hands with some dissenting votes. In order for this issue to be discussed again, there must be a motion to take it off the table.

Senator Tiedeman questioned what would happen to Sally Francis, the newly elected IFS Senator, if the IFS voted to change the representation. Kelsey noted that IFS did discuss this issue and decided to let the change occur by attrition so Francis would be able to serve for a three-year term beginning in January 1992.

The meeting was adjourned at 4:46 pm.

## NEWLY ELECTED SENATORS

The newly elected Senators and their department are listed below by apportionment unit. The year that their term expires is in parenthesis.

Agricultural Sciences - Marilyn Canfield, Botany & Plant Pathology (94); Steve Davis, Animal Sciences (94); Bruce DeYoung, Agricultural Communications (94); Tom Gentle, Botany & Plant Pathology (94); Russell Ingram, Botany & Plant Pathology (94); Lynn Ketchum, Agricultural Communications (93); Randall Knight, Crop & Soil Science (92); Terry Miller, Agricultural Chemistry (94); Philippe Rossignol, Entomology (94); Bernadine Strik, Horticulture (94); and David Williams, Food Science & Technology (94)

Associated - Janet Nishihara, Educational Opportunities Program (93); Christine Sproul, International Education (94); and Lita Verts, Educational Opportunities Program (94)

Business - John A. Drexler, Jr., Business Administration (94)

Education - Meg Savige, Post Secondary Education (94)

Engineering - Ed McDowell, Industrial & Manufacturing Engineering (94) and Roy C. Rathja, Dean's Office

Extension - Teresa Hogue, Juvenile Justice Alliance (94); Jim Hermes, Yamhill CO (94); Lillian Larwood, Lane CO (94); Fred Lundin, Clatsop CO (94); and Pat Swan, Polk CO (94)

Forestry - Steve Daniels, Forest Resources (94) and Marvin Pyles, Forest Engineering (94)

Health & Human Performance - Vicki Ebbeck, Exercise and Sport Science (94)

Home Economics - Leslie Burns, Apparel, Interiors, Housing and Merchandising (94)

Library - Judy Glenn, Documents (94)

Liberal Arts - Janet Lee, Women Studies (94); William Lurch, Political Science (92); Michael Oriard, English (94); and Lex Runciman, Writing Intensive Curriculum (94)

Oceanography - Tim Cowles (92) & Robert Duncan (92)

Science - Joseph J. Beatty, Biology (94); Philip Brownell, Zoology (94); Steven Esbensen, Atmospheric Sciences (94); Wilbert Gamble, Biochemistry & Biophysics (94); Steven Gould, Chemistry (94); and Michael Mix, General Science (93)

Student Affairs - Tom Scheuermann, Student Housing (92) and Beth Strohmeier, Recreational Sports (94)

Veterinary Medicine - E. Duane Lassen (94)



# FACULTY SENATE MINUTES

1991 No. 479

Oregon State University

November 7, 1991

## FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:00 pm by President Zoe Ann Holmes. President Holmes remarked that the small turn-out (33 present) was probably due to the lack of available parking. The October minutes were approved as published.

## HIGHLIGHTS

Reports were given by the following individuals: Barbara Balz, Registrar; Joan Gross, Affirming Diversity Course Development Committee Chair; and Mary Kelsey, IFS Senator.

## SUMMARY OF SENATE ACTIONS

The following items were approved: 1991-92 apportionment table; closing nominations for President-Elect, Executive Committee and IFS Representative; amendment to the Executive Committee athletic motion to add a fifth item; amendment to item #3 of the EC motion; move all previous questions regarding athletics; and substitution of IFS motion for EC motion. [Motion 91-479-01 through 91-479-10]

## ROLL CALL

### Members Absent With Representation:

Conrad, B. Strohmeyer; V. Farber, B. Hogg; Hart, L. Runciman; Kinch, S. Scott; Slocombe, J. Hermes; Stone, J. Harris; and Warnes, R. Paasch.

### Members Absent Without Representation:

Ahrendt, Bell, Bolte, Burrill, Calder, Carson, Clarke, Coakley, Crisp, Curtis, Danielson, Duncan, Engel, Flaherty, Haskell, Huddleston, Kanury, Lederman, Lomax, Lombard, Love, McCubbin, McDaniel, Mitchell, Moore, Muir, Mundt, Myrold, Pahl, Pearson, Peterson, Rackham, Reed, R. Rice, Riebold, Robbins, Selivonchick, Sherr, Shibley, S. Smith, Trehu, and Weber.

### Faculty Senate Officers/Staff:

Zoe Ann Holmes, President; Kathy Heath, President-Elect; Thurston Doler, Parliamentarian; and Vickie Nunnemaker, Senate Administrative Assistant.

## Guests of the Senate:

B. Balz, Registrar; D. Baughman, Athletics; D. Bella, Civil Engineering; E. Coate, Finance & Administration; S. Francis, AIHM; J. Gross, Anthropology; J. Hall, Fisheries & Wildlife; B. Krause, *OSU THIS WEEK*; K. McCreight, Financial Aid; S. Malueg, Liberal Arts; A. Mathany, Budgets & Planning; D. Nicodemus; B. Staebler, WOSC (IFS President); R. Youmans, WRDC.

## SPECIAL REPORTS

### MARY KELSEY, INTERINSTITUTIONAL FACULTY SENATE REPORT

Mary Kelsey's report from the October Interinstitutional Faculty Senate meeting held in Klamath Falls included the following:

- Over half of the IFS Senators are serving on the governor's "Conversations with Oregon."
- Each four-year college currently has two Senators while universities have three. A vote will be taken at the December meeting to decide whether each institution should have only two Senators.
- Board members asked IFS for an opinion on the athletic "bail-out" issue. After much discussion, a resolution was drafted and passed unanimously (see page five) which says that OSBHE should not spend dollars that would otherwise fund academic programs.

Kelsey assured Kathy Heath, Senate President-Elect, that they did discuss the use of state funds for athletics at the colleges, but did not vote to discontinue funding.

### BARBARA BALZ, SIS/BANNER REPORT

Barbara Balz, OSU Registrar, reported that Banner implementation is about two-thirds complete and gave a brief summary of each phase of Banner implemented to-date: early 1990, Banner project began; spring and summer 1990, recruiting module completed; fall 1990, admitting functions operational; winter 1991, scheduling and location modules completed (91-92 schedule of classes produced from Banner); spring 1991, started building student files; summer 1991, students were registered using Banner, and began recording electroni-



cally the first academic history; fall 1991, handled schedules and registrations, housing assignments were also entered. She explained that problems have been encountered in the following areas: billing; accommodating the needs of housing and residence halls; and inadequacy of present mainframe system, but noted that an upgrade has been recently installed.

Ed Coate, Vice President for Finance and Administration, presented a break-down of Banner expenditures over the past four years, shown below. Coate explained that some of the recurring costs would have occurred anyway since there was a similar system operating prior to Banner. The non-recurring costs are all new.

| <u>Year</u> | <u>Non-recurring</u> | <u>Recurring</u> |
|-------------|----------------------|------------------|
| 1988-89     | \$ 316,000           | \$219,000        |
| 1989-90     | 306,000              | 213,000          |
| 1990-91     | 57,000               | 263,000          |
| 1991-92     | 613,000              | 269,000          |
| Total       | \$1,292,000          | \$964,000        |

Senator Coblenz, Agriculture, questioned whether there were systems in the nation that we could have patterned ours after. Coate replied that they investigated other systems and found this to be the best there was. The problem lies with the software vendor, not the hardware vendor. An attempt is being made to service the demand as the need grows.

Senator DeKock, Science, noted that departmental machines will probably need to be upgraded to take advantage of the system and questioned whether the administration had set aside money to help departments with the upgrades. Coate replied that no requests have yet been made and no money has been set aside. Tony White, Computing Services, said that the cost of a terminal and software would be about \$500.

Barbara Balz announced that Tony White will no longer be working on the Banner project. Phil Isensee, Integration, Training and Support Manager, has been working with White and will replace him.

#### DR. JOAN GROSS, CULTURAL DIVERSITY COURSE DEVELOPMENT COMMITTEE REPORT

Dr. Gross reported that the committee is now being called "Affirming Diversity" vs. "Cultural Diversity." She explained that the committee is meeting every other week to formulate a course to be implemented next fall. Copies of the rationale and criteria were available at the meeting.

Gross noted that the committee is collecting models of diversity courses from other institutions and feels that the following items are important:

- The course should deal with broad-based issues rather than have a cafeteria-style approach.

- The course should be localized as much as possible by addressing specific problems at OSU, Oregon and the Pacific Northwest.
- All students should feel that this course has relevance and the material should be presented in a non-alienating fashion.
- The course format cannot depend strictly on a lecture format - there must be an experiential component as well.
- A consultant has been contacted and will meet with the group.
- Need for broad-based faculty and student input.

The committee is hoping to have an idea of how the course will be laid out by the end of winter quarter and have a prototype course in place for spring quarter for a sampling of students.

Senator Matzke, Science, questioned how this course fits into the Baccalaureate Core Committee (BCC). Gross replied that the committee feels that the best place for this course is for it to occupy three of the six flex credits in the BCC so that no new credits would be added. Holmes noted that this course will be approved through the traditional curriculum process which means it will go before the Senate for approval. In response to a question from Senator Davis, Engineering, President Holmes replied that there is nothing which says this course must be a part of the BCC.

Senator Wilcox, Health & Human Performance, suggested that positive wording replace negative connotations in the rationale, e.g. intolerance and insensitivity.

The committee members are: Bess Beatty, History; Mary Chandler, Counseling; Carroll DeKock, Chemistry; Jim Foster, Political Science; Janet Lee, Women Studies; Janet Nishihara, EOP; Narcie Rodriguez-Smith, EOP; Alexis Walker, Human Development and Family Science; and LaVerne Woods, EOP. Gross urged faculty to contact any committee member if they have questions, concerns, ideas or comments. She also welcomed all faculty to read the committee minutes which are located in the Office of Multicultural Affairs.

#### ACTION ITEMS

##### 1991-92 FACULTY SENATE APPORTIONMENT TABLE

Motion 91-479-01, to accept the revised table distributed at the meeting showing a total of 1644.926 FTE as the basis of apportionment, passed by voice vote.

#### REPORT OF COMMITTEE ON BYLAWS AND NOMINATIONS

President-Elect - Nominees recommended for Faculty



Senate President-Elect for 1992 are: Carroll DeKock, Chemistry, and Joe Hendricks, Sociology. There were no nominations from the floor. Motion 91-479-02 to close the president-elect nominations passed by voice vote.

Faculty Senate Executive Committee - Nominees recommended for a two-year term to begin in 1992 were: Bruce Coblenz, Fisheries & Wildlife; Gordon Matzke, Geosciences; Cliff Michel, Counseling Center; Janet Nishihara, Educational Opportunities Program; Laura Rice, English; and Tony Wilcox, Exercise & Sport Science. Senator Burke, Agricultural Sciences, nominated Joe Zaerr from Forestry and Senator Krane, Science, nominated Walter Rudd from Computer Science. Both nominators indicated they had received approval from both Rudd and Zaerr to be nominated. Motion 91-479-03 to close the Executive Committee nominations passed by voice vote.

Interinstitutional Faculty Senate Representative - Nominees recommended for a three-year term to begin in 1992 were: Sally Francis, Apparel, Interiors, Housing and Merchandising; and Ron Hathaway, Klamath County Extension. There were no nominations from the floor. Motion 91-479-04 to close the IFS nominations passed by voice vote.

#### FUNDING OF INTERCOLLEGIATE ATHLETICS

President Holmes noted that it seemed imperative that the OSU Faculty Senate make some type of statement regarding the funding of athletics. She stated absolutely that the Faculty Senate Executive Committee (EC) is not saying they feel that athletics should be funded before academic programs. The EC proposed motion 91-479-05 which was printed in the agenda as follows:

The Oregon State University Faculty Senate agree:

1. Information included in the Chancellor's preferred proposal is inadequate for faculty to make a judgment.
2. We do support intercollegiate athletics as part of the University.
3. University support should not exceed \$1.5 million in 1991-92 for scholarships and/or coaches salaries, and this situation should be reviewed by the faculty for future years, based on the experience of this fiscal year.
4. That the Athletic Department should be operated without encumbering any additional debt.

VP Coate presented several slides outlining the following financial information for the Department of Athletics. He stated that the debt incurred from 1984-1990 was covered by using excess Auxiliary Funds, e.g. parking and housing fees, at the state system level. Although the debt was repaid by Auxiliary Funds, OSU had to pay interest on the debt. The debt for this last year was covered by -050- funds which must be paid back.

#### Operating Dept History

| Year    | Operating Gain (Loss) | Loss Coverage | Accum. Fund Bal. | Interest Paid on Deficit |
|---------|-----------------------|---------------|------------------|--------------------------|
| 1981-82 | 182,719               |               | 83,292           | 0                        |
| 1982-83 | 29,575                |               | 112,867          | 0                        |
| 1983-84 | 261,244               |               | 374,111          | 0                        |
| 1984-85 | (467,239)             | OSSHE         | (93,128)         | 0                        |
| 1985-86 | (293,838)             | OSSHE         | (386,966)        | (6,985)                  |
| 1986-87 | (1,141,818)           | OSSHE         | (1,528,784)      | (29,022)                 |
| 1987-88 | (376,980)             | OSSHE         | (1,905,764)      | (114,659)                |
| 1988-89 | (822,550)             | OSSHE         | (2,728,314)      | (142,932)                |
| 1989-90 | (273,022)             | OSSHE         | (3,001,336)      | (204,624)                |
| 1990-91 | (420,252)             | OSU           | (3,421,588)      | (225,100)                |

Coate explained a Summary of Revenue and Expenses slide which showed that the actual 1990-91 revenue and expenses equalled \$10,516,214 while the budgeted 1991-92 amount is \$11,577,996. The actual breakdown of revenue and expense categories is available for viewing from a Senator or in the Faculty Senate Office. Dutch Baughman, Athletic Director, responded to a question that there are about 100 individuals in the Athletic Department and none are tenured.

The next slide outlined the Educational and General Funds support. Coate stated that, last year, OSU was directed by OSBHE to not incur additional athletic debts and was authorized to spend money for university facilities, student services and tuition and fee waivers. The total -050- budget support for 1990-91 was \$1,209,862 and the budgeted 1991-92 amount is \$436,000. An operating loss of \$420,252 is scheduled to be repaid. The total -040- budget support for 1990-91 was \$272,070 and the budgeted amount for 1991-92 is \$1.5 million.

Coate also presented a slide which showed detailed Shut-Down Costs for the next ten years and the totals through the year 2021. He noted that if the Board did not give OSU \$1.5 million, and the athletic program was discontinued, there would still be costs of \$1 million per year to be paid out of -050- accounts. The totals are as follows: Bond Retirement, \$13,158,577; Operating Debt Retirement, \$5,062,870; Total Debt Retirement, \$18,221,447; Mothball Costs, \$7,550,328; and the total cost would be \$25,771,775.

OSU President John Byrne noted that the proposal from the Chancellor's Office has safety valves involved and is a stop-gap measure. He also stated that 70% of athletic programs in Division I schools are operating in the red. Byrne explained that two major areas in the NCAA where members are trying to change rules are cost containment and academic performance of the student athlete.

Senator Hanna, Agriculture, noted that the Chancellor's staff report is missing analysis and does not list the cost in terms of options. President Byrne stated that the \$1.5 million proposed by the Chancellor was earmarked to



shut down intercollegiate athletics only and would not be available for any other use. Senator Hashimoto, Agriculture, questioned whether OSU knew that the funds retained in the Chancellor's Office would be used for athletics when they were developing their budget. Byrne responded that he didn't think OSU knew what the "reserve" was in the Chancellor's Office although it was known that there was money set aside as a contingency due to the uncertainty of the financial situation. It was noted from the floor that the funds are now available because they were taken away from academic, forestry, extension and experiment station programs, etc., last year.

Senator Matzke reminded the Senate that this is not the Chancellor's money being talked about, but is the money of the people of Oregon. When questioned why this matter has not been taken to the Emergency Board of the Legislature, Coate responded that the Chancellor has that option, but has chosen to handle it in a different manner.

Senator Tiedeman, Liberal Arts, noted that the IFS resolution ended with a statement that they were opposed to transferring dollars which would otherwise fund academic programs and questioned whether his understanding was correct that the proposed money from the Chancellor's Office would not be used for academic programs if it was not used for athletics. Coate responded that his understanding was correct.

Jim Pease, IFS Senator, explained that the IFS spent a great deal of time discussing their resolution and felt the money could find its way back into academic programs in times of fiscal crisis. He stated that IFS is not opposed to intercollegiate athletics, but they are not convinced that there are only two options and feel that other options should be explored. In response to Pease's question of what would happen if OSBHE does not authorize the Chancellor's recommendation for athletics, Coate stated that OSU would be given approximately \$1 million to close down the operation.

President Byrne reminded everyone that the budget is constantly changing and doesn't anticipate that we will be ordered to close down intercollegiate athletics. Even if OSU is ordered to discontinue intercollegiate athletics, it will still cost money for coaches contracts, scholarships, etc., so the savings would not be realized for some time. Byrne felt it was important for the faculty to take a position on the Chancellor's proposal and commended the Executive Committee for doing that.

Mike Martin, Immediate Past Senate President, asked Byrne if he would be willing to appoint a blue ribbon panel which would look at all options and determine what OSU can support as far as athletics, at what level and in which conference. Byrne said he had no problem with the recommendation and would talk with President Holmes about putting together a joint panel if that is the

sense of the Senate.

Senator Tiedeman asked whether OSU would gain or lose strategically in the eyes of the Legislature by accepting \$1.5 million. Byrne responded that it may be right strategically since Oregon is the only state in the PAC-10 which doesn't support athletics.

In answer to a question from Senator Strub, Oceanography, President Byrne replied that colleges in the lower athletic divisions are in the same financial situation and gave Portland State as an example. VP Coate pointed out that Oregon colleges are using -050- funds for athletics, but the universities are not allowed to do that.

Senator Hashimoto expressed his feelings that intercollegiate athletics adds to the university and promotes artistic and athletic talent, and the faculty should try to work out a solution that keeps the whole in perspective.

Senator Schwartz, Liberal Arts, moved to amend the EC motion and add a fifth item. Motion 91-479-06, which was seconded, follows:

5. No dollars that would otherwise be used to fund academic programs would be used to fund athletics programs.

Senator Morris, Science, felt that the amendment was nonsensical since the funds have already been dedicated to athletics.

Senator Hashimoto questioned whether the 1991- budgeted amount of \$436,000 from -050- accounts would be returned to OSU's budget if the \$1.5 million is approved. Byrne indicated that was correct.

President Holmes reiterated that the intent of the EC motion is to address the issue of the Chancellor asking for \$1.5 million for this year only from OSBHE.

Motion 91-479-06 to approve the amendment, which added a fifth item, passed by a standing vote with 34 in support and 31 in opposition.

Senator Lee, Science, moved to substitute the IFS motion with the following preamble: The OSU Faculty Senate agrees with and supports the following IFS motion. Motion 91-479-07 to substitute the IFS motion for the EC motion was seconded.

The Parliamentarian explained that the procedure at that point was to continue discussing and amending the original motion, discuss and amend the substitute motion, vote on whether or not to substitute and then vote on whichever remains.

Senator Schwartz moved to amend #3 of the EC motion to read "State system support..." rather than "University support..." Motion 91-479-08 to amend the phrasing in #3 was seconded. Pease noted that he interpreted the Chancellor's proposal as having no limit on the university



portion, but that the Chancellor would put in \$1.5 million to offset whatever the university contributed. Motion 91-479-08 to amend #3 passed by a show of hands.

Senator Shepard, Liberal Arts, moved the previous question on all pending motions (which would cut off all debate, amendments and cause a vote to be taken). Motion 91-479-09 to move the previous question on all pending business was seconded and passed by a standing vote.

Motion 91-479-07 to substitute the IFS motion for the EC motion passed by standing vote.

The Parliamentarian clarified for the Senate that further debate was not allowed since the previous question cut off all debate. Motion 91-479-07, as printed below, was adopted by standing vote. President Holmes informed the Senate that the motion would be conveyed to all Board members.

The IFS shares the Oregon State Board of Higher Education's frustration that it should be forced to consider bailing out university intercollegiate sports programs at a time when valuable academic programs have been cut. While IFS is cognizant of the symbolic value of athletics in higher education, we reaffirm the value of academic programs to the State of Oregon. Therefore, we heartily encourage the creative and thorough search for alternative dollars to fund university intercollegiate sports programs. However, we are unalterably opposed to the transfer of any dollars that would otherwise fund academic programs.

## INFORMATION ITEMS

All starred (\*) items included in the Senate agenda may be viewed by contacting a Senator from your unit.

D. Curtis Mumford Faculty Service Award - Nominations will now be accepted for 1992 nominees for the D. Curtis Mumford Faculty Service Award for Distinguished Service to OSU Faculty. This award is not necessarily given yearly. Nominations are due in the Faculty Senate Office by January 24, 1992. The award is traditionally presented at University Day which will be September 17, 1992. (Guidelines may be obtained from the Faculty Senate Office or via electronic mail addressed to "Faculty Senate Office" or "fso@ccmail.orst.edu".)

\* 1991 Election Schedule - Schedule of deadline dates for the Faculty Senate elections to be conducted in November and December 1991.

1990/91 Annual Reports - The following annual reports have not yet been received: Committee on Committees, Terry Miller, Chair; and Special Services Committee, Donald Unger, Chair

\* Senator Attendance Summary for 1990/91 - Summary of Senator attendance by unit for academic year 1990/91.

\* Executive Office Response - Attached is Provost Arnold's response to the action taken on October 3, 1991.

## REPORTS FROM THE EXECUTIVE OFFICE

Due to the considerable length of time spent discussing athletics, Dr. Arnold agreed to have a summary of his prepared remarks placed in the minutes. However, his remarks appeared to be of interest to all faculty, thus, Dr. Arnold agreed to have them appear as a Faculty Forum Paper which should be distributed the week of December 2.

## NEW BUSINESS

There was no new business.

Meeting was adjourned at 5:21 pm.



# FACULTY SENATE MINUTES

1991 No. 478

Oregon State University

October 3, 1991

## FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:03 by President Zoe Ann Holmes. The June minutes were approved as published.

## HIGHLIGHTS

Reports were given by the following individuals: Dr. Graham Spanier, OSU Provost; Dr. Shirley Clark, Vice Chancellor for Academic Affairs; Dr. Sally Malueg, OSU NCAA Faculty Athletic Representative; and Dr. Lyle Brown, OSU Parking Committee Chair.

## SUMMARY OF SENATE ACTIONS

The following item was approved: Proposal to change the titles of the faculty ranks "Research Assistant" and "Senior Research Assistant" to "Faculty Research Assistant" and "Senior Faculty Research Assistant" passed by a show of hands. [Motion 91-478-01]

## ROLL CALL

### Members Absent With Representation:

Grace, J. Glenn; Hashimoto, E. Tice; Sanford, E. Wells; Sherr, B. Sherr; and Slocombe, J. Hermes.

### Members Absent Without Representation:

Beschta, Boyle, Burrill, Crisp, Curtis, Danielson, Duncan, Engel, P. Farber, V. Farber, Hellickson, Hemphill, Huddleston, King, Lev, Matsumoto, Mitchell, Mukatis, Mundt, Myrold, O'Connor, Pyles, Reed, R. Rice, Robbins, Shibley, S. Smith, Trehu, Vanderveen, and Weber.

### Faculty Senate Officers/Staff:

Zoe Ann Holmes, President; Thurston Doler, Parliamentarian; and Vickie Nunnemaker, Senate Administrative Assistant.

### Guests of the Senate:

R. Arnold, Agricultural Sciences; G. Beach, Budgets & Planning; E. Coate, Finance & Administration; C. Kerl, Legal Advisor; S. Malueg, Liberal Arts; R. Pabst, RA Committee; G. Ramathilagam, Nutrition & Food Management; and T. Scheuermann, Student Housing.

## SPECIAL REPORTS

### GRAHAM B. SPANIER, PROVOST & VICE PRESIDENT FOR ACADEMIC AFFAIRS

Since Dr. Spanier has accepted the position of Chancellor at the University of Nebraska-Lincoln, these were his last remarks to the Senate as OSU Provost. He stated that he had "...enjoyed very much working with all of you at the university during the past five years." and noted that it had been a great honor and privilege to be a part of Oregon State University. Dr. Spanier expressed his hope for a happy ending to the current Ballot Measure 5 situation. He also reported that faculty governance at OSU, and the manner in which the Executive Committee represents the faculty, truly is a model for any university.

President Holmes presented Dr. Spanier with a myrtlewood plaque with the following engraving: *Graham B. Spanier, Provost & Vice President of Academic Affairs, 1986-1991, by the OSU Faculty Senate, in appreciation of resolute commitment to excellence and of distinguished service to Oregon State University, its students and its faculty.* The quote was provided by Benjamin Desraeli, "The secret of success is consistency of purpose." Dr. Holmes also presented the Provost with an OSU football jersey with his name printed on the back and the number "43" representing his age.

### DR. SHIRLEY CLARK, VICE CHANCELLOR FOR ACADEMIC AFFAIRS

Dr. Clark feels that the System is relatively healthy and expressed the view that those in OSSHE are living the ancient curse, "May we live in interesting times."

She noted that the essential goal is intact, which is to sustain our capacity to serve and enhance that capacity. Future predictions are that 24%-25% more high school students will be ready to enter college and we need to be ready. The System goals, which all have resource implications, are as follows:

1. The need to balance concerns for quality in relation to what Oregonians are willing to support.
2. Responding to and managing fiscal concerns after Ballot Measure 5.
3. Doing more with less.
4. Organizational streamlining and efficiency includes a legislatively mandated System administrative review.



5. Agency level program review in late November or early December.
6. Responding to various task forces which are focusing on restructuring of state government.

Dr. Clark mentioned that a system-wide task force on Assessment and Accountability is being chaired by OSU's Bruce Shepard. Hopefully, this assessment process will result in a better preparation of students who come to the state system. Current data suggest that 11% of first-time freshman need developmental or remedial assistance in writing and 30% of incoming students are not prepared to start college algebra.

She informed the Senate that enrollment figures compiled by Continuing Education directors throughout the state system show that there are enough Continuing Education students for a ninth OSSHE institution.

#### DR. SALLY MALUEG, OSU's NCAA FACULTY ATHLETIC REPRESENTATIVE

Dr. Malueg explained that the OSU Faculty Athletic Representative is appointed by President Byrne to represent the faculty and work with the president to guard academic interests. Her duties are very broad and include: attending athletic meetings, certifying eligibility of student-athletes, initiation of petitions for exceptions to rules and regulations, assistance in investigating any possible infractions, and nominating students for post-graduate NCAA scholarships.

Malueg read the NCAA's basic purpose, "The competitive athletics programs of member institutions are designed to be a vital part of the educational system. A basic purpose of this Association is to maintain intercollegiate athletics as an integral part of the student body and, by so doing, retain a clear line of demarcation between intercollegiate athletics and professional sports." There are currently 298 institutions in the NCAA which belong to Division I, OSU's classification. OSU's four institutional representatives are Dutch Baughman, John Byrne, Patti Drapela and Sally Malueg.

Her report included the following items:

Institution presidents are ultimately responsible for the intercollegiate athletics programs on each campus and she commended Dr. Byrne for accepting that responsibility.

The NCAA is stressing initial academic eligibility to help ensure that athletes have the appropriate background to succeed. Preliminary data on OSU's graduation rate for incoming freshman in 83/84, after six years, show 49% for the general student body. Of the recruited student athletes in that same group, 53% graduated. There are quite a few student-athletes who go on to do graduate work directly after graduation. OSU is striving to run

sound programs with integrity and with an emphasis on academics. Consequently, our athletic programs have rarely been in trouble in recent years.

A recent survey indicates that there is, perhaps, no other land grant institution without funding for athletic programs.

Malueg ended her presentation by stating that the Institution Representatives are on campus to help and encouraged faculty to contact them for additional information or with concerns.

#### DR. LYLE BROWN, PARKING COMMITTEE CHAIR

Dr. Brown explained that the OSU Parking Committee was, until recently, called the Traffic Committee and handled both parking and traffic issues. The Parking Committee is advisory in nature, is composed of faculty, staff and students and reports to the VP for Finance and Administration. The philosophy of the Parking Committee is to limit the number of tiers of parking classes which now consist of faculty/staff and student parking. The purpose of the Committee is to provide for everyone a top quality facility which can be maintained within the operating budget. The Committee must also recognize that the community serves a large number of constituents, e.g. access for residents living near campus.

He noted that the Committee has been concerned with adequate lighting around residence halls and reducing the demand for parking. It now costs about \$3000 per paved parking space.

Brown's report included the following items:

The Committee has tried to move into the role of an oversight committee with fiduciary responsibilities to constituents and has been charged with the following specific items for the coming year:

1. Review existing parking facilities for vehicles and bicycles, determine future needs for additional parking and make recommendations for site locations.
2. Review and comment on a five-year plan for parking needs, including new construction, maintenance of existing lots, lot lighting, transit agreements and alternative programs to reduce parking demands.
3. Review transit agreements and make recommendations as to continuation, cost and possible routes.
4. Review parking rules annually, provide recommendations and state reasons for change.
5. Review existing lot designations.

The following categories indicate the number of permits purchased in 1990/91: staff - 2,452; students - 5,188; cycles - 416. The ratio of permit issuance does not exceed 1.5 staff permits per space or between 1.8 - 2 permits per space for students.



1990/91 Parking Revenue:

|                  |             |
|------------------|-------------|
| Staff & students | - \$336,175 |
| Miscellaneous    | - 17,681    |
| Expected revenue | \$350,006   |

(Miscellaneous includes pay parking lot and contractors permits)

The 1990/91 inventory of 4,344 improved spaces included: 101 improved spaces not available due to construction; 166 improved spaces removed near Parker Stadium; and 34 improved spaces returned to inventory from the Family Studies Center. There are currently 976 graveled spaces near Parker Stadium. It is estimated that 5,221 spaces will be available in 1991/92.

Brown outlined recent changes in the OSU parking bank:

| <u>Lot</u>            | <u># Added</u> | <u># Lost</u> |
|-----------------------|----------------|---------------|
| ECE                   | 0              | 0             |
| Art Annex             | 0              | 6             |
| Family Studies Center | 13             | 0             |
| Child Care            | 34             | 0             |
| Dixon                 | 0              | 0             |
| Parker                | 75             | 166           |
| Burt Hall             | 38             | 26            |
| OSU Theater           | 0              | 0             |
| Ag & Life Sciences    | 29             | 4             |
| Seed Lab Relocation   | <u>2</u>       | <u>0</u>      |
|                       | 191            | 202           |
| Net                   |                | <11>          |

The Committee is considering recommending that a policy be adopted which requires that new construction costs provide sufficient dollars to replace any improved parking which is lost.

Traffic Enforcement Summary - The Summary indicates that 27,660 total citations were issued last year. This figure includes 1,837 successful appeals and 3,262 voided citations which netted a total revenue collected to-date of \$268,305 with \$41,055 uncollected. The total revenue of \$309,360 roughly equals the amount generated from permits.

Non-fee parking permits - There are 1,200 purple stickers printed for the Presidents Club annually, but the Parking Committee has no available figures as to the amount actually issued. Retired workers receive 403 blue stickers per year. The Committee is monitoring purple and blue stickers on a daily basis to determine how many are on campus at one time.

Corvallis Transit System (CTS) - This is the third year that individuals displaying OSU identification cards can ride the city bus free of charge. This program was instituted in response to the need to limit parking demand on campus and is subsidized out of parking fees. OSU now constitutes about 48% of the total CTS ridership. The following is a breakdown of the yearly cost and ridership on city buses:

| <u>Year</u> | <u>Cost</u> | <u>Bus ridership</u> |
|-------------|-------------|----------------------|
| 89/90       | \$20,000    | 78,400               |
| 90/91       | 30,000      | 165,400              |
| 91/92       | 35,500      |                      |

Senator Verts, Associated, questioned the loss of handicapped spaces near Parker Stadium. Brown replied that he understood that they were being relocated South of Gill Coliseum on Ralph Miller Drive.

Senator Michel, Student Affairs, requested an accounting of expenditures, as well as income, be included in the agenda prior to the report next year.

## ACTION ITEMS

### RESEARCH ASSISTANT NAME/RANK CHANGE

President Holmes explained that a proposal to rename OSU Research Assistants (RA's) has been discussed for a number of years by various committees. The following motion was submitted by the Faculty Senate Executive Committee:

*The Faculty Senate recommends that Oregon State University change the titles of the faculty ranks "Research Assistant" and "Senior Research Assistant" to "Faculty Research Assistant" and "Senior Faculty Research Assistant."*

Senator Krane, Science, questioned whether other wording options were considered. President Holmes replied that the Faculty Status and Executive Committees considered several options, including developing three new ranks. The proposed titles would be working titles at OSU only and would not require approval from OSBHE, but would help in solving the problem of differentiation between the faculty rank of Research Assistant and that of graduate students.

Senator Morris, Science, noted that the letter in support of the proposal which was included in the agenda seemed to have received lukewarm enthusiasm from RA's. Rob Pabst, Research Assistant Committee representative, stated that this issue has been ongoing for at least seven years and many different suggestions have been made. Pabst acknowledged that, although the RA's agreed with the proposed titles, they are not totally satisfied but feel that this issue needs to be resolved.

Senator Pearson, Science, feels that a distinction already exists since students are typically called "Graduate" Research Assistants. Senator Sechrest, Engineering, explained that some faculty do not treat RA's as faculty members since they are often grouped together with Graduate RA's and this change would help RA's feel more like they are faculty. Senator Coblentz, Agriculture, remarked that if RA's truly "feel" that they are lesser, then



a name change will not make them feel any differently.

Associate VP John Dunn outlined an additional perception problem with the current titles since the RA's now have to explain that they are actually faculty and it would help them to have the word "Faculty" in the title to avoid misunderstandings. Senator Berg, Agriculture, stated that OSU benefits very much for having the RA category, which is not civil service. She felt that a title that helped the RA's would be well worth the change.

Senator Krane noted that there is a need to differentiate between RA's and GRA's, but did not support this proposal of adding "Faculty" to the title. Senator Love, Agriculture, spoke in opposition to the proposed names.

**Motion #478-01 to add the word "Faculty" to Research Assistant and Senior Research Assistant passed by a show of hands with some dissenting votes.**

## **INFORMATION ITEMS**

All starred (\*) items included in the Senate agenda may be viewed by contacting a Senator from your unit.

Faculty Senate Nominations - The Bylaws and Nominations Committee is accepting nominations for: President-Elect, three Executive Committee members and an IFS representative. Please forward nominations to the Faculty Senate Office.

\* 1991 Early Retirement Agreements - Associate VP John Dunn provided a summary table and analysis.

\* 1990/91 Graduation Statistics - Barbara Balz, Registrar, provided the Faculty Senate Office with the final graduation statistics for Commencement.

\* 1991/92 Faculty Senate Meeting Calendar

\* 1991/92 Faculty Senate Committee Membership - Senators are encouraged to insert this list in their Faculty Senate Handbooks.

Dr. Phyllis Lee, Multicultural Affairs Director, was introduced.

Dr. Joan Gross, Anthropology, has agreed to chair the Cultural Diversity Course Development Committee.

## **ANNUAL REPORTS**

Included in the agenda were 1990/91 reports from the Academic Regulations and Promotion and Tenure Committees.

## **REPORTS FROM THE FACULTY SENATE PRESIDENT**

President Holmes made the following comments during her report:

10th Annual Ava Helen Pauling Lecture for World Peace - The lecture will take place on October 30 at 8 pm. Fr. Petra K. Kelly, co-founder of Germany's Green Party and three-time member of the West German Bundestag will speak on "Green Politics in New Europe: Hope for Change."

Resolution - The following resolution, passed and prepared by the Faculty Senate Executive Committee, was read:

*"Whereas Graham Spanier has served with distinction as Provost and Vice President for Academic Affairs at OSU for five years, and Whereas he has respected the traditions of faculty governance at OSU, and Whereas he has guided the University through difficult and stressful program eliminations and reductions, and Whereas he has understood the complexity of the University and introduced a number of important changes. RESOLVED, the Faculty Senate of Oregon State University extends its sincere appreciation for his service and wishes him many future successes as he assumes his new position of Chancellor of the University of Nebraska-Lincoln."*

University Day - The Faculty Senate Office felt that the event was very successful this year and has scheduled the next University Day for September 17, 1992. The reason an interpreter for the hearing impaired was not present at University Day, as was advertised, was because she had been playing football the previous night, injured three fingers and could not sign.

Library Fundraiser - Faculty should have received a request for funds from the Library Fundraising Committee for the new Library Building. Holmes encouraged all faculty to participate and help achieve the goal of 100% faculty involvement.

## **NEW BUSINESS**

There was no new business.

Meeting was adjourned at 5:01 pm.



# FACULTY SENATE MINUTES

1991 No. 477

Oregon State University

June 6, 1991

## FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:00 by President Zoe Ann Holmes. The May minutes were approved with one correction. The following underlined portion of the Summary of Senate Actions labeling a Category I proposal was omitted: "Transfer of the B.S. Radiation Health Program from General Science to Nuclear Engineering and to Transfer the B.S. General Science (Radiation Health) Degree to Nuclear Engineering as B.S. Radiation Health Physics. The programs were correctly labeled in the body of the minutes.

## HIGHLIGHTS

Arnold Appleby presented a summary of the June Inter-institutional Faculty Senate meeting held at WOSC and Barbara Balz, Registrar, presented a summary of degree candidates.

## SUMMARY OF SENATE ACTIONS

The following items were approved: Faculty Consideration of Degree Candidates; Faculty Consultative Group Recommendations; Report on Parking at the October meeting. [Motions 91-477-01 through 91-477-03]

## ROLL CALL

### Members Absent With Representation:

Gregerson, T. Skubinna; Messersmith, M. Woodburn; Muir, M. Mix; and Slocombe, S. Rakha.

### Members Absent Without Representation:

Akyeampong, Bolte, Boyle, Brodie, Burke, Calder, Carson, Coakley, Coblenz, Danielson, Duncan, Engel, P. Farber, V. Farber, Flaherty, Hellickson, Hoag, Huddleston, Jensen, Kanury, Krane, Kinch, Lee, Leong, Lombard, Lunner, McDowell, Matzke, Mitchell, Moore, Mukatis, Mundt, Myrold, O'Connor, Pahl, Pearson, Peterson, Rackham, Reed, R. Rice, Robbins, Rose, Rudd, Sanford, Selivonchick, Sherr, Shibley, S. Smith, Trehu, Vanderpool, Vanderveen, Weber and Zaerr.

### Faculty Senate Officers/Staff:

Zoe Ann Holmes, President; Kathy Heath, President-Elect; Thurston Doler, Parliamentarian; and Vickie Nunnemaker, Senate Administrative Assistant.

### Guests of the Senate:

Barbara Balz, Registrar, and Bob Bruce, University Relations.

## SPECIAL REPORTS

### INTERINSTITUTIONAL FACULTY SENATE REPORT

Arnold Appleby, Interinstitutional Faculty Senate Representative, reported on the June IFS meeting held in Salem and Monmouth.

- Senate President John Kitzhaber and Representative Tony VanVliet met with IFS and talked primarily about budgets. They reported that there should be about a \$53 million "putback" with \$10 million earmarked for reduction in tuition surcharge and \$43 million to help restore programs. There will be *some* money for faculty salaries and \$20 million earmarked for "faculty retention and student access."
- Vice-Chancellor Shirley Clark indicated that the Chancellor's Office has begun planning for an overall "vision statement" to approximate objectives over the 10 years ahead.
- Vice-Chancellor Clark is urging people to think 8-10 years in the future. The objective is not to dismantle the whole system to meet a 2-4 year crisis, rather to continue to have optimism that higher education in Oregon will survive.
- IFS Representatives indicated that there are some immediate problems with common course numbers. The numbers are being made uniform, but the courses are not.
- IFS representatives have been attending OSBHE and Academic Council meetings for about two years and indicate that IFS is now viewed with much less wariness and members are called upon to participate in discussions.
- Newly elected officers include President, Bonnie Staebler, WOSC; Vice President, Jim Pease, OSU; and Secretary, Janis Jackson, PSU. Since the term of



office has been changed to correspond with the calendar year and the term of Representatives, these new officers will serve for 1-1/2 years.

## **ACTION ITEMS**

### **FACULTY CONSIDERATION OF DEGREE CANDIDATES**

Barbara Balz, Registrar, recommended for approval the proposed lists of degree candidates. There are 3,632 students who are candidates for 3,733 degrees which include: 2,920 Bachelors, 610 Masters and 203 Doctorates. These numbers reflect 725 Baccalaureate candidates for Senior Honors; 119 for Highest Scholarship and 606 for High Scholar. (This will be the last year that these two distinctions will be used due to the Faculty Senate approving alternate language in May 1990.) There are 97 candidates to receive two degrees and 2 candidates to receive three degrees.

**Motion 91-477-01 to approve the proposed candidates passed by voice vote with no dissenting votes.**

Balz thanked faculty for their extra effort in submitting early grades for graduates.

### **PROPOSED CONSOLIDATION OF THE ADVANCEMENT OF TEACHING AND ACADEMIC ADVISING COMMITTEES**

The Faculty Senate Executive Committee determined that this item had been placed on the agenda prematurely and withdrew it to be sent to committees for further consideration.

### **FACULTY CONSULTATIVE GROUP (FCG) RECOMMENDATIONS**

President Holmes briefly outlined the document "Suggested Changes in the Criteria for Program Reduction and Redirection at OSU" that was available at the meeting. An FCG subcommittee identified several changes that they feel must be made in the criteria and procedures used by the FCG and administration.

**Motion 91-477-02 to direct the Faculty Senate Executive Committee to initiate discussion with the Provost's Office and the Dean's Council on the areas listed below for specific changes in the "Guidelines for Program Reduction" passed by voice vote with no discussion and no dissenting votes.**

1) The Criteria and procedures do not specifically address the role to be played by the Deans, individually or collectively, in suggesting and justifying program cuts and redirection.

- 2) It is essential that we revisit the question of confidentiality imposed upon the FCG and other participants in the process.
- 3) The specific criteria used for program reduction and/or redirection must be fully articulated with respect to each reduction or redirection.
- 4) The program reduction and redirection process must be cast in a larger University and political context.

Copies of the document containing these suggestions and an explanation of each are available from the Faculty Senate Office.

## **INFORMATION ITEMS**

Waiver of Access Faculty Forum Paper - The results of the straw vote on the Waiver of Access that was included with the recent Faculty Forum Paper are as follows: 334 in favor of retaining the current system allowing waiver of access of outside letters and 331 in favor of discontinuing the current system.

Category II Addendum - The Category II addendum is available in the Faculty Senate Office and the Kerr Library Reserve Book Room.

## **REPORTS FROM THE EXECUTIVE OFFICE**

Provost Spanier's monthly report included the following items:

Committee Structure - Dr. Spanier expressed appreciation for the excellent work accomplished by the Faculty Senate committees. He noted that the level of cooperation has been very high and that the structure seems to be working.

Promotion & Tenure - Spanier reported that the Promotion & Tenure process was finished on June 6. He noted that 108 dossiers were submitted on April 24 which resulted in: 155 separate decisions; 102 promoted (11 minorities); 53 tenured (7 minorities); 94% agreement rate; and 7 women promoted to Professor. The statistics were forwarded to the Faculty Senate Promotion & Tenure Committee for review. A summary of the 1990-91 Promotion and Tenure Review was distributed at the meeting.

In response to a query from Senator Crisp, CLA, Associate Vice President John Dunn replied that 75% to 80% of faculty opted to sign the waiver of confidentiality. This figure reflects about the same percentage as in previous years.

Faculty Reduction - Individuals are continuing to change their status on a daily basis, but the current number



of affected faculty is approaching 100 which includes: 49 reassignments within OSU; 7 resignations; 5 retirements; and 5 tenure relinquishments. No faculty with indefinite tenure have received Letters of Timely Notice, but 8 annual tenured faculty have received notice. There were also 22 faculty on fixed-term appointments who will not be reappointed. Dunn distributed a document, titled "Analysis of Faculty in Units Affected by Budget Reductions," which can be obtained from the Faculty Senate Office.

Athletic Department - It is anticipated that the year will end with another budget deficit for intercollegiate athletics. OSU has been asked to prepare information and recommendations regarding the system policy for intercollegiate athletics for the June OSBHE meeting. Last year OSBHE mandated all institutions to balance intercollegiate athletics budgets due to accumulated deficits. OSU will have to determine the level of competitiveness necessary to maintain an NCAA Division I intercollegiate athletics program. The prospects look good for Sports Action Lottery money to aid in funding athletics but, if approved, the initial use of the money will be to deal with the existing deficit. OSU expects to utilize state funds to help balance the budget and, probably, use internal loans. Tuition waivers were authorized last year but have not yet been reauthorized this year.

Institution costs have customarily been paid by other institutions, but OSU has not previously paid for items such as NCAA or PAC-10 dues, physical plant facilities, academic advising or non-revenue women's sports. Intercollegiate athletics has been required to pay for these items in the past, but OSU is considering paying a portion.

Spanier stated that a report would be available in the Fall regarding the athletic budget status at year-end, campus-wide decisions or proposals, and the outcome of the June OSBHE meeting. Active involvement will be sought from faculty by administration when the matter is discussed in the Fall.

OSU has been selected for an on-site Office of Civil Rights Compliance Review which will look at whether the balance between women's and men's sports is appropriate. There are currently eight women's sports and seven men's sports.

Future Budget Cuts - No clear position has evolved for the next round of budget cuts. Spanier's personal assessment is that there will be no clear guidance from the current legislative session as to the next cuts, nor do we know whether there will be any help in gaining an extension of time for the decision-making process.

Legislative Add-Backs - When asked if there were plans for money coming back from the State, Provost Spanier called upon President Byrne who answered

that the proposed add-backs do not provide funds directly for reinstatement of programs. The legislature is considering giving back \$53 million which includes the following approximate figures: \$6 million, or 1%, is the portion which is held back from every state agency budget and will be put back in; \$20 million is for retention and access, which includes faculty salary increases; \$10 million is tuition related; \$4.5 million in State-wide services will be returned to Agriculture, Forestry and Extension; \$2.5 million is targeted for Portland and, specifically, with creating a library network; and \$5 million for a joint graduate program in Engineering in the Portland area with OSU possibly receiving a significant portion. There is also money directed toward handling accreditation problems in the College of Veterinary Medicine at OSU as well as deferred maintenance.

Ballot Measure 5 - Dr. Byrne noted that there are no figures on those individuals who are choosing not to accept jobs in Oregon due to the negative climate toward Higher Education. If faculty know of cases where this has occurred, he urged them to contact administration with this information so it can be forwarded to the Chancellor's Office.

Dr. Byrne noted that there is a possibility of a special legislative session sometime this fall to develop a replacement revenue ballot measure which would, probably, be on the May ballot. The assumption is that the best chance for passage will be the first time it is presented.

## **REPORTS FROM THE FACULTY SENATE PRESIDENT**

Rumor Control - President Holmes noted that the Faculty Senate Office is open during the summer and encouraged faculty to check out rumors through the office.

Faculty Morale - Holmes reminded faculty who will be returning next year that they can approach it positively in two ways: "We're either hired to help improve Oregon State and make it the best university possible, or we're hired and we want to position ourselves in the job market." Either way, faculty should approach the coming year positively and do the best job possible.

Computer Access - Holmes thanked John Sechrest, Computer Science, for his assistance in making Faculty Senate materials accessible through individual computer stations. To reduce paper consumption, only Senators and the Kerr Library Reserve Book Room will receive hard copies of minutes and agendas beginning next Fall. Faculty Senate minutes, agendas and most other materials will be accessible via computer network access.



Committee Appointments - Holmes thanked all outgoing, continuing and new committee members for their willingness to serve on Faculty Senate and University committees.

University Day - Holmes announced that University Day will be held the morning of September 19 in the LaSells Stewart Center.

## **NEW BUSINESS**

Arnold Appleby, IFS Representative, presented the following motion:

I move that one of the agenda items for the October meeting of Faculty Senate be a report on parking. This would include, but would not necessarily be limited to, discussion on parking permits issued without reimbursement and policies on loss of parking to construction.

**Motion 91-477-03 to approve the above motion was passed by voice vote with one dissenting vote.**

Meeting was adjourned at 4:05 pm.



# FACULTY SENATE MINUTES

1991 No. 476

Oregon State University

May 2, 1991

## FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:00 pm by President Zoe Ann Holmes. The April minutes were approved as published.

## HIGHLIGHTS

Arnold Appleby summarized the recent Interinstitutional Faculty Senate Meeting; four Category I Proposals were approved; Faculty Senate President Holmes explained Faculty Consultative Group representation and recommendations from the recent process and Provost Spanier reviewed the current budget status.

## SUMMARY OF SENATE ACTIONS

The following Category I proposals were approved: Combine the Departments of Animal Science & Poultry Science into One Academic Unit; Initiation of a New Instructional Program Leading to the Bachelor of Science in Bioresources Research; Consolidate and Rename Majors in Human Development, Family Studies, Family Finance and Consumer Studies & Home Economics Communication to Human Development and Family Sciences; and Transfer of the B.S. Radiation Health Program from General Science (Radiation Health) Degree to Nuclear Engineering as B.S. Radiation Health Physics. [Motions 91-476-01 through 91-476-04]

*to Nuclear Engineering + to Transfer the B.S. General Science*

## ROLL CALL

### Members Absent With Representation:

Conrad, C. Robandt; Ede, B. Hogg; Harding, R. Tricker; and Hashimoto, E. Tice.

### Members Absent Without Representation:

Ahrendt, Borgir, Burrill, Crisp, Danielson, Duncan, Engel, Hathaway, Huddleston, Jensen, Kauffman, Kocher, Ladd, Larson, Lee, Lomax, Love, McDaniel, Matsumoto, Moore, Muir, O'Connor, Pahl, Pearson, Reed, R. Rice, Robbins, Rose, Rudd, Schwartz, Shibley, Slocombe, S. Smith, Trehu, and Weber.

## Faculty Senate Officers/Staff:

Zoe Ann Holmes, President; Kathy Heath, President-Elect; Denise Krause, Substitute Parliamentarian; and Vickie Nunnemaker, Senate Administrative Assistant.

## Guests of the Senate:

Alan Acock, Human Development & Family Sciences; Roy Arnold, Agricultural Sciences; Brian Dodd, Radiation Center; Michael Murphy, Education; Clara Pratt, Human Development & Family Sciences; Alan Robinson, Nuclear Engineering; and Bud Weiser, Horticulture.

## SPECIAL REPORTS

### INTERINSTITUTIONAL FACULTY SENATE REPORT

Arnold Appleby, OSU IFS Representative, included the following items in his report from the April meeting held at PSU:

- Larry Large, Chancellor's office, reported on the current legislative session and noted that a great deal of work has been done to improve legislators "understanding" of special requirements of higher education to give one year's notice to terminated faculty. Legislation is being introduced to provide this "safety net."
- Ron Anderson, Chancellor's office, reported that over 100 bills concerning retirement have been introduced in the legislature.

The group held a lengthy discussion of whether faculty had appropriate input into Measure 5 cuts. There was a wide range of opinions among the various campuses.

## ACTION ITEMS

### CATEGORY II SUMMARIES/CATEGORY I PROPOSALS

Kathleen Heath, Curriculum Council Chair, commented on Category II requests and presented Category I proposals for Senate approval.

Heath noted that the Curriculum Council acts on behalf of the Senate on all Category II proposals which include: new courses; dropped courses; and changes in



permanent courses including changes in prerequisites, corequisites, number, description, grading, title, credit, and prefix. The summary of Category II requests is available in the Reserve Book Room in Kerr Library or in the Faculty Senate Office.

The following Category I proposals were included in the May 2 Faculty Senate agenda and may be viewed by contacting a Senator from your voting unit, in the Kerr Library Reserve Book Room or in the Faculty Senate Office.

Combine the Departments of Animal Science and Poultry Science into One Academic Unit - Heath noted that there is no financial impact and this is part of the reorganization of the College of Agricultural Sciences.

Senator Mukatis, Business, questioned why the departments were being combined if there was no financial impact. Dean Arnold, Agricultural Sciences, replied that there is no additional financial impact and actually results in savings by combining the two. Arnold went on to say that one of the units is very small in terms of students and faculty members. Heath pointed out that this proposal has nothing to do with budget cuts since the proposal was "in the works" prior to the passage of Measure 5.

**Motion 91-476-01 to combine the Departments of Animal Science and Poultry Science into One Academic Unit was approved by voice vote with no dissenting votes.**

Initiation of a New Instructional Program Leading to the Bachelor of Science in Bioresources Research - Heath commented that this is definitely an innovative program and one of the most unique programs in the country. The essence of the program is a mentoring process which takes place between students and research faculty in the College of Agricultural Sciences.

Senator Burke, Agricultural Sciences, mentioned that this proposal is part of an overall restructuring of teaching programs within the College. It involves a different way of teaching and allows interaction of many research faculty with undergraduate students.

Senator Matzke, Science, thought it was an interesting program but felt that the title was mislabeled. Since the program is in Agricultural Sciences, he thought that the program would contain courses in areas such as Fisheries & Wildlife and Range Management. However, he found that it included lab and research experience. He knows of no place where a Bachelor's Degree is a research degree. John Hays, Ag. Chemistry, noted that people who are hired as Research Assistants must have a Bachelor's Degree.

Senator Coblenz, Ag. Sciences, had several comments on behalf of himself and Fisheries & Wildlife colleagues:

- They felt that the curriculum was fine but are very concerned about the title. A more appropriate name would be "Agricultural Resources Research."
- References in the proposal are repeatedly made to agriculture, but the only aspect of environment which would apply is Environmental Chemistry. All references are to cultural vs. natural systems.
- The biology portion consists of a three-term sequence of General Biology and Genetics for a total of 19 credits whereas Agriculture is a minimum of 36 credits. There is not a wide range of biological resource courses specifically included in curriculum.
- It appears to be a scam to entice students into the program.

Senator Morris, College of Science, spoke on behalf of some of the biological science departments.

- They felt that the idea of the proposal is excellent, however
- The program appears to be too broad. He presented two alternatives: 1) rework the title, and 2) go back to the biological science departments and make this a broader program.
- There are not really any environmental courses in program. He feels that there should be one course in ecology.
- There are nine options listed but only two are described which makes it difficult to judge what the options will be. Some options are quite broad.
- Objectives should be made clearer.

Senator Burke responded to the comments:

- Many of the biological science departments were involved in the creation of the program to make it broad-based.
- Options - The options are not all developed. He anticipates that some of the options would have ecology courses required.

Bud Weiser, Horticulture and Chair of the committee that prepared the proposal, commented that the committee agonized over the name, but were trying to attract those students whose interests were in science.

- The committee sees this program as having potentially broader applications and, possibly, other colleges would like to expand upon it.
- A call was put out to researchers to ask if they would be willing to mentor an undergraduate student for two years in their lab and involve them with graduate students. In response, 68 OSU educators and scientists indicated their willingness to participate. The nine areas of concentration grew out of the response by these 68 individuals.
- The two options outlined in the proposal are only examples. The actual options will be developed by the educators in each specific area.

Senator Beschta, Forestry, expressed concern about the terminology of "training undergraduate students." Hayes responded that the single best thing he has done for



undergraduates is to have them in his lab as proteges. He didn't feel that he "trained" them, rather he "educated" them to think for themselves, ask questions and communicate results in a real world vs. classroom setting and helped them identify with a research community.

Senator Shepard, Liberal Arts, found this degree proposal to be very exciting and strongly supported it. He views it as a shift toward a more general education for undergraduate students. He also expressed a hope that it will break ground and set a model for other colleges to follow in the future.

Senator Davis, Engineering, feels there is a benefit to be involved in research at the undergraduate level. He also feels that there is a danger that the student may become nothing more than a technician to the researcher directing the project.

Senator Curtis, Agricultural Sciences, agreed that there was a lack of emphasis on ecological systems and suggested that conservation biology could be added. He also noted that it would be up to the faculty to make it an educational rather than technical experience.

Senator Coakley, Science, expressed strong support of the concept. She noted that her department has had considerable experience with undergraduates in the laboratory and, with few exceptions, it has been a very positive and inspiring experience for the students.

Senator Smith, Liberal Arts, questioned why the word "Bioresources" couldn't be taken out of the title. Weiser replied that it defines the specific type of research.

Senator Clarke, Liberal Arts, suggested that the title be changed to "Agricultural Bioresources Research." Senator Burke stated that "Agricultural" would confine the program within one college and limit the degree of freedom in the future.

Senator Shepard commented that the program would be known by what it does, not what it is known as. He reminded the Senate that if this proposal is approved, committees will begin development of the nine options. Once the options are finalized, they will still have to be approved by the Curriculum Council and Faculty Senate before they can be put in place.

**Motion 91-476-02 for the Initiation of a New Instructional Program Leading to the Bachelor of Science in Bioresources Research passed by voice vote with dissenting votes.**

Consolidate and Rename Majors in Human Development, Family Studies, Family Finance and Consumer Studies & Home Economics Communication to Human Development and Family Sciences - Heath noted that all were once individual majors and the proposal is now to consolidate all into one major. She mentioned that this

was another proposal which was begun prior to the passage of Measure 5. Clara Pratt, Home Economics, commented that they had been working on the proposal for 18 months.

There was no discussion.

**Motion 91-476-03 to approve the above consolidation was approved by voice vote with no dissenting votes.**

Transfer of the B.S. Radiation Health Program from General Science to Nuclear Engineering and to Transfer the B.S. General Science (Radiation Health) Degree to Nuclear Engineering as B.S. Radiation Health Physics -

Senator Vanderpool, Student Affairs, questioned if this program had actually been a degree program. Heath responded that this was a degree in General Science with an option in Radiation Health.

Vanderpool asked why the Budgets & Fiscal Planning Committee had not seen the proposal to review any financial impact if it was moving from an option to a degree. Alan Robinson, Nuclear Engineering, responded that there was no financial impact on the department. He also stated that he had spoken with Andy Hashimoto, Budgets & Fiscal Planning Chair, and had explained that there was no financial impact. Hashimoto told him there was no need for it to go before the committee.

**Motion 91-476-04 to approve the above transfers was approved by voice vote with no dissenting votes.**

## **DISCUSSION ITEM**

Faculty Consultative Group Representation - President Holmes referred to the Faculty Consultative Group Report that was distributed at the February 7 Faculty Senate meeting. The report gave a brief overview of Faculty Consultative Group (FCG) discussions during their participation in the process. In response to a number of questions directed to the FCG as to how faculty were represented in the process, President Holmes offered the following explanation:

- Representation is outlined under the document "Guidelines for Program Redirection" which was approved by the Senate on May 5, 1988, and revised in January of 1989. According to the Guidelines, "The Faculty Consultative Group shall consist of the Executive Committee and the Chair of each of the following Faculty Senate Standing Committees: Budgets and Fiscal Planning, Curriculum Council and Faculty Status." A copy of the document can be obtained by calling the Faculty Senate Office, 7-4344.

- The current FCG was initially convened on January 7, 1991, and met until February 7, 1991. Provost Spanier presented proposals to the FCG and received questions



and opinions from the group.

President Holmes advised the Senate that the FCG may have to reconvene if no revenue package is approved in November. She offered three recommendations for changes in procedures and guidelines for program reductions, eliminations and cuts to minimize frustrations for the next FCG:

- 1) Relationship of "Arnold" Criteria to budget reductions/eliminations/cuts and need to define and/or reevaluate criteria - The short timeline did not allow adequate time to properly apply Arnold criteria.
- 2) Faculty involvement at all levels - Faculty involvement varies between Colleges, and the guidelines do not address college or departmental level involvement.
- 3) Planning, priority setting and time and reflection in the future - Short timeline did not allow time for input from faculty.

Holmes noted that the FCG welcomes input and suggestions from faculty on ways to make the process work more effectively.

Mike Murphy, Education, encouraged the Faculty Senate to reevaluate the criteria and be particularly sensitive to the need for "checks and balances." He noted that some non-duplicated programs at OSU have been eliminated. He is also concerned that Oregon's future is left in the hands of individuals who act quickly without all the facts.

Holmes mentioned that the FCG may not have always asked the right questions, but that any questions were answered fully and completely by the administration.

Senator Mukatis asked if the FCG representation should be broader. Holmes responded that the FCG represents the university as a whole and not any particular unit. Dianne Hart, FCG member, stated that "broader representation" is misleading since there were three members from CLA, but none had a whole picture of the College.

Senator Mukatis noted that he was troubled by a phrase in the Guidelines which refers to "input from faculty and other experts." He feels that this means that the FCG gets answers to questions in whatever way they can prior to making decisions. Hart responded that this concern will be incorporated into their recommendations.

## **INFORMATION ITEM**

All starred (\*) items included in the Senate agenda may be viewed by contacting a Senator from your unit.

\* Executive Office Response - Responses to Faculty Senate actions taken at the March 7, 1991 meeting.

## **REPORTS FROM THE EXECUTIVE OFFICE**

Provost Spanier's monthly report included the following items:

Status of Higher Education Budget for Coming Biennium - Restorations or "add-backs" to Higher Education budget are wish-lists from the Education Sub-committee and none of the items may actually occur. All items under consideration were initially in the Higher Education budget. Spanier went on to outline some of them:

- 1) Restore \$1.6 million from a 1.01% reduction in education general programs. If this restoration does not occur, OSU will have to make additional cuts effective July 1.
- 2) Provide additional funds in lieu of all or part of the tuition surcharge. This would either reduce part of the \$200 increase for everyone or provide waivers to the most financially needy students.
- 3) Provide additional funds for increased enrollment access. There is a budget note which states that the State System should not reduce enrollment by 6,000, but does allow for a reduction of 2,000 students. There is currently no enrollment target. OSU will probably admit between 15,200 and 15,500 students in the fall.
- 4) The amount being discussed to improve faculty salaries is \$10 million which would provide a modest salary increase.
- 5) Restoration of funding for three state-wide services:  
Agricultural Experiment Station - \$4.1 million  
Cooperative Extension Service - \$3 million  
Forest Research Laboratory - \$400,000
- 6) Restoration of 1% reduction of dental clinics which amounts to \$120,000 and funding for CDRC programs at OHSU.
- 7) Fund instructional equipment and supplies. At this time it is vague what would be included.
- 8) Provide funding for the Oregon Joint Graduate School of Engineering in the Portland area of approximately \$3 million.
- 9) Provide funding for higher education in Portland - primarily a PSU initiative.
- 10) Provide additional funds to address restoration for maintenance of accreditation at the OSU College of Veterinary Medicine and U of O Law School.
- 11) Providing funds for deferred maintenance, \$5 million.
- 12) Rural health program initiative, OHSU.

Legislative Requests - Dr. Spanier reported that many people in administration have spent a great deal of time responding to the following legislative requests during the last month:

- Request for data on administrative costs down to the level of Assistant Deans.
- Accumulating data concerning the charge that too many courses are taught by Graduate Teaching Assistants. Administration has found that only 7.4% of all classes, largely labs and recitations, are taught by



GTA's at OSU. The U of O has GTA's teaching 18.9% of their classes.

- Faculty Travel - Major portion of all employee travel in the state is done at OSU. However, over 90% of OSU's travel is funded by the federal government, self-support accounts, external sources and grants. The actual amount paid by the state budget is minimal.

Measure 5 Wrap-up - Dr. Spanier feels that significant progress has been made in wrapping-up items in response to Measure 5:

- All affected faculty members have been notified of actions to be taken.
- The bumping process has commenced for the 85 affected classified employees. There may, ultimately, be others affected due to a ripple effect.

Tuition Revenues - State system estimates were off and OSU has a \$400,000 year-end bill for tuition shortfall.

Promotion & Tenure - The process is taking longer this year because more discussion is necessary since quite a few cases are considered to be marginal. There are also a larger number of cases than the last few years. However, the process should be completed in early June.

Mike Martin, Agricultural Sciences, questioned Dr. Spanier about the OSU financial report prepared by the Office of Budgets and Planning. He was concerned about two issues: 1) Parking has generated \$813,000 in surpluses, but he could find no reserve account; and 2) Athletics has a \$4.9 million deficit and wondered where the money comes from and if the two are related. The Provost assured the Senate that the two were not related! Spanier went on to say that parking is largely self-support and pointed out that many lots on campus are being paved and refurbished, but did not know how it is reflected on the budget sheets. He noted that the Intercollegiate Athletics budget is a problem and gave two reasons why it continues to be troublesome:

- 1) Potential tuition problems, and
- 2) Football and basketball revenues were below expectations. These two sports fund all the non-revenue and women's sports from the excess profits. The reason why the deficit is so large is that revenue generating operations are allowed to carry over both profits and deficits. OSU is currently on notice from the OSBHE that athletics is in a deficit pattern and must be corrected. They will not allow OSU to continue entering succeeding years with an accumulating deficit.

Senator DeKock, Science, requested information regarding the proposed laboratory fee. Dr. Spanier commented that the outcome is not optimistic even though it has the support of the State System Academic Council. Some members of the Chancellor's staff support it in principle but worry about whether it would place an undue burden on students. There are efforts to

obtain an open hearing on the proposal.

- All affected faculty members have been notified of actions to be taken.
- The bumping process has commenced for the 85 affected classified employees. There may, ultimately, be others affected due to a ripple effect.

Total Quality Management (TQM) - In response to a question of whether TQM would be implemented in administrative offices, VP Spanier noted that all of the Vice President's have some TQM activity within their area. A TQM presentation has been made to the Deans and many are interested, but they are not being required to implement the program. Spanier commented that he feels that the academic sector is not organized in a way which is appropriate for what TQM seeks to accomplish. He suggested an alternate approach which would bring the curriculum process into the program by having a faculty governance process participate, such as the Faculty Senate Curriculum Council. Administration will not require every College to have a TQM program.

## REPORTS FROM THE FACULTY SENATE PRESIDENT

TQM WORKSHOPS - If anyone is planning a project and would like to incorporate TQM, there are several workshops coming up that could help them. Sandy Lewis, x 7-3202, is facilitating the three-day workshops and will take reservations for any of these dates:

|                 |                      |
|-----------------|----------------------|
| May 21, 22, 23  | August 6, 7, 8       |
| June 11, 12, 13 | September 10, 11, 12 |
| July 9, 10, 11  |                      |

Policy & Guidelines for Nondiscrimination on the Basis of Disability - President Holmes encouraged all faculty to read this recent publication to better understand and become sensitive to the problems facing disabled individuals. Senator Sanford, Affirmative Action, stated that the policy relates to students, faculty and staff on campus.

Faculty Forum Paper - Faculty were thanked for their patience in dealing with the problems relating to the printing and distribution of the FFP. Holmes explained that the Waiver issue has been discussed on campus for quite a few years, and the Senate Executive Committee decided that they would present both sides. Dr. Spanier was asked to prepare a "pro" position and Court Smith to prepare a "con" position. Even though it appears that there was an imbalance in the numbers writing for each position, there was no intent for that appearance.

## NEW BUSINESS

There was no new business.

Meeting was adjourned at 5:00 pm.



# FACULTY SENATE MINUTES

1991 No. 475

Oregon State University

April 4, 1991

## FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:00 by President Zoe Ann Holmes. Page four of the March minutes were corrected to reflect that the Child Care Center is actually funded through the Student Building Fee rather than private donations. There were no further corrections.

## HIGHLIGHTS

Vice President Ed Coate, Finance and Administration, reviewed the current university budget status and updated the Senate on a number of ongoing and recently completed items and Dutch Baughman, OSU Director of Athletics, reviewed topics discussed at the NCAA annual meeting and current issues in the Athletic Department.

## SUMMARY OF SENATE ACTIONS

The following item was approved: A resolution encouraging the OSBHE to set general goals for higher education during the next 10 years and requesting the Legislature to develop funding to aid in achieving the goals. [Motion 91-475-01]

## ROLL CALL

### Members Absent With Representation:

Akyeampong, M. Verploegen; Grace, C. Piquett; Hart, B. McCullough; Holleman, T. Savage; Kelsey, L. Davis; Kinch, L. Maughan; Love, G. Perry; Morris, S. Potter; and Wilcox, C. Snow.

### Members Absent Without Representation:

Bell, Beschta, Bolte, Burke, Crisp, Curtis, L. Davis, DeKock, Duncan, Gregerson, Harding, Hashimoto, Hathaway, Hellickson, Hoag, Huddleston, Jensen, King, Ladd, Lederman, Lee, Leong, Lev, Levine, Lunner, McCubbin, McDaniel, Matsumoto, Mitchell, Muir, O'Connor, R. Rice, Robbins, Rudd, Selivonchick, Shepard, Sherr, Slocombe, S. Smith, Strub, Trehu, Vanderveen, and Weber.

### Faculty Senate Officers/Staff:

Zoe Ann Holmes, President; Thurston Doler, Parliamentarian; and Vickie Nunnemaker, Senate Administrative Assistant.

### Guests of the Senate:

Nancy Howard, Human Resources; Prema Kumari, Nutrition & Food Management; Allan Mathany, Budgets & Planning; Jacquelyn Rudolph, Human Resources; and Margy Woodburn, Nutrition and Food Management.

## SPECIAL REPORTS

### ED COATE, VICE PRESIDENT FOR FINANCE AND ADMINISTRATION

Dr. Coate began his talk with a review of the current university budget data which was included in the Finance and Administration Annual Report. The report was available to all Senators.

VP Coate spoke briefly on the following topics:

- TQM - Representatives of the 35 Total Quality Management (TQM) teams on campus will be explaining their programs during "Teamwork '91" which will take place April 23. Xerox Corporation is sponsoring the event. Faculty members are being asked to volunteer to form Total Quality Management (TQM) teams. If any faculty member is interested, please contact Dr. Coate's office.

- Progress reports on construction projects included the following:

Library Expansion - 125,000 square feet at a cost of \$28 million

Ag Sciences II - 177,000 square feet, 30% complete at a cost of \$25 million. Tours are given on Tuesday mornings if anyone is interested in viewing the progress.

Parker Stadium Phase III - estimated completion date is 8/31/91 at a cost of \$7 million

Family Studies Center - estimated completion date is 8/31/91 at a cost of \$2 million



Dixon Aquatic Expansion - \$5.5 million

Theater Relocation to Withycombe Hall - estimated completion date is summer '91 at a cost of \$810,000

EPA Office Building - 80% complete at a cost of \$2 million

- Facilities Condition Study - The university recently conducted a facilities condition study which revealed that \$154 million is needed to accomplish needed facilities repairs to reach adequate maintenance standards. The budget currently allocates \$1.2 million per year for facilities repair.
- Campus Master Plan - Any department that would like to be briefed on the recently completed Campus Master Plan should contact Dr. Coate's office to arrange a visit.
- Campus Lighting - A total of 120 lights were installed at a cost of \$300,000. The following three groups each paid \$100,000: ASOSU, OSU Foundation and the Office of Finance and Administration. Coate noted that the 120 lights represent about 1/3 of the total amount needed on campus. Each new building will be required to install the same type of lighting to adequately light the area around the building.
- Corvallis Transit Ridership - There are currently 35,000 riders (faculty/staff/students) per month who take advantage of the fare arrangement which OSU has with the Corvallis Transit System. OSU currently pays \$30,000 per year which allows OSU affiliated riders to ride free.
- Recycling - The university has reached the 50% white paper recycling goal which was set by the Faculty Senate last year. The goal was achieved one year early since the resolution stated "...by the end of the 1992-93 academic year."

President Holmes asked Dr. Coate about the status of the Secure Parking Resolution passed by the Senate in November 1990. The resolution was prompted due to a number of faculty members who expressed concern that their cars were being vandalized when left at the Motor Pool. This resolution called for "...creating a fenced, secure parking area for private vehicles left on-campus by faculty and staff using University Motor Pool vehicles while conducting university business." Coate stated that the Motor Pool Committee and the Traffic Committee both decided that, due to limited parking areas, they did not want to convert any parking to a fenced area at this time. The proposal is being monitored in terms of the number of people who are experiencing theft problems.

Senator Clarke, CLA, asked if the library project was being postponed due to fiscal crisis. Coate responded that plans are going forward, but that \$10 million must

be raised privately to match money pledged by the State. It is not likely that the Legislature will fund the project this year, but probably two years from now assuming tax restructuring occurs.

#### DUTCH BAUGHMAN, DIRECTOR OF ATHLETICS

Mr. Baughman reported on the recent NCAA meeting and on events related to the OSU Athletic Department.

Baughman included the following items in his report of the NCAA annual meeting:

- NCAA President - Noted that Dr. Judith Sweet will serve as NCAA president for the next two years. She is the first female president to be elected.
- NCAA Manual Changes - The delegates voted on legislative measures and amendments to the NCAA manual. Items of substance which were voted on pertained to cost containments and time demands placed on student athletes.

Time Demands - It was interesting that OSU athletes responding to a time demand survey felt that they were spending an adequate amount of time on their sport and, in some cases, not enough time. However, the Commission studying these survey results determined that the athletes were spending far too much time involved in sports. As a result, there is now a time constraint which designates the number of hours per day and week that a student athlete may be involved in their particular sport. The Athletic Department is now required to keep a log for each athlete which documents the amount of time spent on their respective sport. Failure to comply could result in an NCAA investigation.

Cost Containment - The total number of scholarships permissible in all sports has been reduced by 10%. The PAC-10 was not opposed to a 10% reduction in football and basketball but felt it was unreasonable to take away 10% from sports which already have fewer scholarships available, e.g., golf.

- Initial Eligibility - Baughman believes that the requirements which a student athlete must meet upon entering college will be an issue at the NCAA meeting next year. The PAC-10 and OSU have endorsed very strong legislative changes to the initial eligibility requirements, e.g., the number of units of core curriculum out of high school, currently 11, should be increased significantly.

- Knight Commission Report - In 1989 the Knight Foundation, which is not affiliated with the NCAA, commissioned a group of people to study intercollegiate athletics, as well as the framework of the NCAA. The report has been released and is available for viewing in the Athletic Department.



The following items pertained to the OSU Athletic Department:

- Drug Education Grant - Baughman believes that the respectability and credibility of the OSU athletic staff is partly responsible for the awarding of a grant from the NCAA to enhance existing drug awareness programs. This \$64,000 grant was awarded to only OSU and the University of Virginia. OSU's drug education program is mandatory for all incoming student athletes.
- Compliance Program - After being invited to OSU to view our existing athletic compliance program, an NCAA committee was so impressed that they are using our program as a model for other U.S. universities.
- Academic Prowess - The Athletic Department has created criteria to establish an Athletic Academic Honorary within the department. OSU prepared the program in charter form and sent it to the NCAA and the American College of Honorary System and received endorsements from both to proceed with the program. OSU has been requested to provide their charter to the NCAA who will then make the program available nationwide to any institution who would like to establish this program.
- World Cup Soccer - Corvallis is still being considered as one of the 9-12 possible U.S. venue sites for 1994 World Cup Soccer games. If Parker Stadium was chosen as a site, mandatory renovations would cost over \$2 million. The plan is that the State and National organizing committee will assist in funding the necessary facility improvements.

Student Athlete Graduation Rates - Mike Martin questioned a recently published article which stated that OSU athletes had an unusually low graduation rate. Baughman responded that the information submitted by OSU Sports Information was correct based on the questions asked by the NCAA and reported by the Chronicle of Higher Education. Baughman used the published example of a 28% graduation rate for student athletes who entered OSU in 1984 and graduated in five years. However, the statistics did not take into account student athletes who were in programs taking longer than five years; student athletes who changed majors and require more than five years of study; or student athletes who came to OSU in 1984 but left in good standing prior to graduation. When these additional three factors are added in, the graduation rate is 78.3%. Baughman noted that specific information regarding student athletes is available from the Academic Services Office.

Pay Equity Committee - Martin also questioned whether the committee which was formed several years ago to study pay equity for coaches and athletic personnel would be reinstated. Baughman stated that the Athletic Department was internally adjusting identified problems.

He also noted that hiring practices were being carefully scrutinized by Affirmative Action to ensure that all personnel are at pay rates commensurate with responsibilities, abilities and other comparators within the Athletic Department.

Parking Compensation - Martin asked if users are compensated when parking lots are blocked off for Beaver Club activities. Baughman responded that no subsistence is returned to parking permit users. He reminded Senators that people who work in Gill Coliseum are also displaced when the lots are blocked off.

Baughman ended his presentation by stating that the Athletic Department is very proud of what is being accomplished. He invited anyone who is interested to sit down with the Athletic staff to discuss the programs or concerns they may have.

## **INFORMATION ITEMS**

**All starred (\*) items included in the Senate agenda may be viewed by contacting a Senator from your unit.**

\* Executive Office Response - Responses to Faculty Senate actions taken at the January 10, 1991, meeting.

Annual Reports of Committees/Councils Due - The May and June Senate agendas will include committee/council reports both with and without recommendations for Senate actions.

Faculty Senate Committee/Council Volunteers Sought - A volunteer form indicating willingness to serve on University and Faculty Senate committees and councils will soon be distributed to all faculty. During the month of May, the Executive Committee makes new appointments to the committees and councils of the Faculty Senate. Since a major portion of the Senate's work is accomplished through its committees, all faculty are urged to volunteer.

## **REPORTS FROM THE EXECUTIVE OFFICE**

Provost Spanier's monthly report contained many positive elements and included the following items:

OSU Faculty Receive National Attention and Exceptional Awards - Provost Spanier gave examples of five faculty members who have recently received national attention for their research projects. He also cited several others who have received honors and awards from National and American organizations.

Private Gifts to OSU Heading for Third Consecutive Record Year - At this time last year, more than \$9 million



in private funds had been given to OSU and the year ended with \$14.2 million in contributions. Already this year OSU has received \$16.5 million.

\$4.4 Million Endowment - In the last two months, OSU has received a \$4.4 million endowment which is the largest single outright gift in the university's history. The endowment was given to the OSU Foundation by alumni Martin and Lora Kelley of Omaha, NE.

Keck Foundation \$300,000 Grant - The Keck Foundation is providing a \$300,000 grant to assist the University in purchasing a state-of-the-art nuclear magnetic resonance spectrometer.

NASA Grants - OSU has received two NASA Grants. A \$10 million grant will enable OSU to contribute to an international study on global change. A second grant establishes OSU as one of the nation's Space Grant universities.

\$100,000 U.S. Department of Education Grant - This grant will enable 25 black, Hispanic and Native American underclassmen to experience special summer research assistantships on campus.

Agreement with the Warm Springs Tribe - A long-term agreement between OSU and the Warm Springs Confederated Tribes will open opportunities for cooperative research and educational programs.

College of Liberal Arts Endowed Professor - An announcement will soon be made to identify the first CLA person to hold an endowed professorship. The professorship will be known as the Oregon Professor of English and was made possible through an anonymous gift to OSU and matched by the State of Oregon as a last part of the endowment matching program.

Reallocated Space - There will be 125,000 square feet of space reassigned in Cordley, Winegar, Strand and Education Halls when Ag Sciences II is completed and departments are relocated to the new building.

NASA Projects - OSU's College of Oceanography has been selected by NASA as a site for data analysis in its Earth Observing System project. This project is the largest science mission ever undertaken. More data will be gathered in the first 30 days than has been gathered in the total history of space exploration.

Accompanying the EOS project is an additional project which will provide \$21 million for OSU over a ten-year period and is designed to change the way scientists and engineers work. An advanced technology satellite to be launched in May 1992 will provide unprecedented high-speed communication to researchers.

IBM/OSU Partnership - IBM is currently negotiating a partnership with OSU that would generate \$4 million.

The partnership would bring the latest developments in massively parallel computers and software to OSU and would include a professorship in Environmental Modelling.

Parking Permits - Arnold Appleby, IFS Representative, questioned if it was true that the Presidents' Club annually gives out about 1,200 parking permits. Spanier responded that he didn't know the exact number, but stated that if an individual makes a one-time contribution of \$10,000 to the university or a deferred contribution of \$25,000 they do receive parking permits as allowed under the parking policy. He noted that hardly any of these individuals come on campus more than once or twice a year. However, an exception is faculty members who have given \$25,000 and park daily. All the money contributed goes toward support of the university programs with none going toward parking fees. Appleby suggested that the Parking Committee explore the possibility of diverting the amount of a parking permit from the \$25,000 contribution for those faculty members who park on campus every day and who are members of the Presidents' Club receiving parking permits. Dr. Spanier responded that he would refer the concerns to the Parking Committee.

Senator Coblenz, College of Agricultural Sciences, appreciated Dr. Spanier sharing the news of good things happening on campus but, due to recent events, he compared it to being given first-class accommodations and complimentary meals on the maiden voyage of the Titanic. Dr. Spanier responded that he would be back next month with bad news!

Marketing OSU - Senator Kanury, College of Engineering, asked what is being done by the Executive Office to apprise legislators and others across the state of accomplishments at OSU. Spanier informed the Senate that Dr. Byrne spent the last several weeks in Salem talking to Legislators and that the OSU Department of News and Communication Services is hard at work disseminating information. Unfortunately, the media makes the final determination of what will be printed.

Senator Browne, College of Business, questioned what is happening to OSU marketing and suggested that items being disseminated to the media could be better packaged. Spanier stated that funding for university marketing, as well as for video news information, had been cut from the budget. He went on to say that the Department of News and Communication Services sends out about 100 news releases per week. Any marketing efforts which take place will occur with a substantially reduced budget and will fall under the auspices of Sylvia Moore, Director of the LaSells Stewart Center and Director of Conferences and Special Events.

Budget Reduction Process - Senator Matzke, College of Science, inquired if it would be an open or secret process if there are budget cuts next year. He gave an



example of people and departments being cut but faculty not knowing that it was coming. Spanier responded that the process is designed to be very open and the reason it wasn't as open as it should have been was due to time constraints. An attempt will be made in the future to allow more time for discussion. It is up to each college to determine how much discussion occurs when a department is slated to be reduced or eliminated.

In response to a question from Senator Shibley, Extension, Spanier said that efforts are not being directed to planning for the next round of budget cuts. Instead, efforts are being directed toward fighting the possibility that a next round would happen.

Class Size - Senator Davis, College of Science, explained that he was having a difficult time alleviating concerns of parents regarding large classes at OSU. Spanier responded that some classes will continue to be large, but that most of the classes are very small.

## **REPORTS FROM THE FACULTY SENATE PRESIDENT**

President Holmes' report consisted of the following:

Committee/Council Reports Due - Dr. Holmes reminded all Committee/Council Chairs to submit their yearly reports. All reports should be submitted in time to be included in the May and June Faculty Senate Agendas.

Library Fund Raiser - President Holmes noted that in each of the 21 years she has been here, faculty have indicated the importance of the library. The committee charged with raising funds for the library will be contacting faculty and asking them to show their support and concern by contributing to the fund. All contributions, small and large, will be appreciated.

Waiver of Access - Each faculty member will be receiving a Faculty Forum Paper containing pros and cons regarding the Waiver. After reading both sides, please take a few minutes to complete the survey on the back page and return it to the Faculty Senate Office.

## **EXECUTIVE SESSION**

Senators, proxies, ex-officios and elected officials discussed the D. Curtis Mumford Faculty Service Award nominee. A copy of the proceedings are available for viewing by Senators in the Faculty Senate Office. The award will be presented at University Day.

## **NEW BUSINESS**

The following resolution was presented:

*Whereas, A mandate for higher education, satisfactory to Legislative, Executive, and State Board of Higher Education interests, has not been forged;*

*Whereas, Concern for the "special status" of higher education and attempts to "get higher education under control" led to the underfunding of higher education through much of the 1970s, such that the ratio of the State budget going to higher education declined;*

*Whereas, In 1980 program cuts were made at Oregon State University and the first department was closed since the Great Depression;*

*Whereas, During the 1980s, the OSU Colleges of Forestry, Agricultural Sciences, Home Economics, Health and Human Performance, and Education were reorganized to better meet Legislative, Executive, and State priorities;*

*Whereas, In 1989 additional cuts were made that resulted in program closures, layoffs, and severe disruptions in University services;*

*Whereas, In 1991 and 1992 more program cuts are planned that eliminate several departments and a college; and*

*Whereas, Uncertainties facing higher education hurt students, disrupt the delivery of University services to the people of Oregon, harm retention of quality faculty, and are injurious to the long-term needs of Oregon;*

**Resolved, The Faculty Senate of Oregon State University encourages the State Board of Higher Education to set general goals for higher education to achieve during the next 10 years;**

**Resolved, The Faculty Senate of Oregon State University requests that the Legislative and Executive branches of government develop funding that will support achieving these goals; and**

**Resolved, The Faculty Senate of Oregon State University favors any effort that reduces tensions between the Legislature, Executive, and State Board of Higher Education.**

*For consideration by the Faculty Senate  
From the Faculty Senate Executive Committee  
April 4, 1991*

In response to a question from Senator Tiedeman, CLA, President Holmes stated that the third resolved is implicit.

Senator Kanury, Engineering, questioned what the resolution was intended to accomplish. President



Holmes responded that this would be a vehicle to take to the Chancellor and ask that they have a plan in place. Senator Hendricks, CLA, added that some individuals felt that the leadership provided by the Chancellor's Office lagged behind the rest of the state and this was a way to encourage shortening of the lag time.

Senator Mukatis, Business, asked if this approach has been used in other states. There was no knowledge of it being used.

**Motion 91-475-01 to approve the resolution passed by voice vote with no dissenting votes.**

Meeting was adjourned at 4:45 pm.



Faculty Senate Executive Session  
April 4, 1991

An Executive Session was called to consider the nominee for the 1991 D. Curtis Mumford Faculty Service Award.

Joel Davis, who chaired the sub-committee to screen nominees, thanked the other members on the committee, Mina McDaniel and Court Smith.

Davis referred to the award guidelines which were sent to all faculty in October when nominees were solicited. He noted that the committee does not initiate searches for the award, they only consider individuals who are nominated. The Committee considered six candidates and looked for service in the following areas: to the Faculty Senate, to the faculty as a whole, to students, to the academic community in the form of publications and articles, and to the community outside of the university. The Committee found Dr. Patricia B. Wells to be very strong in all categories.

There were no questions regarding procedures or the nominee selected.

Voting took place after the meeting was called back into regular session. Dr. Wells received a majority of votes in support of her nomination.



# FACULTY SENATE MINUTES

1991 No. 474

Oregon State University

March 7, 1991

## FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:00 by President Zoe Ann Holmes. The February minutes were approved as published.

## HIGHLIGHTS

Ms. Jacquelyn Rudolph, Human Resources Director, reviewed options for laid off employees and possible layoff scenarios which could take place due to budgetary cuts and Arnold Appleby reported on the February Interinstitutional Faculty Senate meeting.

## SUMMARY OF SENATE ACTIONS

The following items were approved: Category I Proposal to change the name of the *Climatic Research Institute* to *Center for the Analysis of Environmental Change* and approval of amended Undergraduate Admission and Retention Standards. [Motions 91-474-01 through 91-474-03]

## ROLL CALL

### Members Absent With Representation:

P. Farber, W. Winner; Grace, R. Goins; Hathaway, J. Thompson; and Leong, J. Trempy.

### Members Absent Without Representation:

Ahrendt, Bell, Beschta, Borgir, Boyle, Burke, Coblenz, Crisp, Curtis, Danielson, L. Davis, Duncan, Ede, V. Farber, Gregerson, Haskell, Hellickson, Huddleston, Jensen, Kanury, Kauffman, Ladd, Lee, Lomax, McDaniel, Mukatis, Mundt, O'Connor, Pearson, Pyles, R. Rice, Rose, Rudd, Smart, S. Smith, Stone, Tiedeman, Trehu, Vanderveen, and Weber.

### Faculty Senate Officers/Staff:

Zoe Ann Holmes, President; Kathy Heath, President-Elect, Thurston Doler, Parliamentarian; and Vickie Nunnemaker, Senate Administrative Assistant.

### Guests of the Senate:

Dave Nicodemus.

## ACTION ITEMS

### CATEGORY I PROPOSAL

The Curriculum Council submitted a proposal to change the name of the *Climatic Research Institute* to *Center for the Analysis of Environmental Change*. President Holmes noted that the proposal had been reviewed by the Budgets and Fiscal Planning Committee and they found no fiscal impact.

**Motion 91-474-01 to approve the name change to *Center for the Analysis of Environmental Change* passed with no discussion and no dissenting votes.**

### UNDERGRADUATE ADMISSION AND RETENTION STANDARDS

President Holmes mentioned that this proposal has been in process since last year and is not connected with the passage of Measure 5.

Senator Verts, Associated, asked for an interpretation of #1 under "Other Factors:" in the proposal, which read as follows:

*Any proposed admission/retention standards must discuss mechanisms designed to alert and assist students who are having difficulty or who need to change to another major.*

Verts questioned if it meant that the department must discuss other mechanisms with students. Kathy Heath, Curriculum Council Chair, explained that proposed admission/retention standards must address the issues and mechanisms in place to help students who have difficulty or need to change majors.

Verts then amended #1 to strike the word "discuss" and replace it with "provide." Senator Griggs, Associated, seconded the motion. **Motion 91-474-02, to amend #1 as indicated, passed by a show of hands with no further discussion and one dissenting vote.**

Senator Sechrest, Engineering, took issue with paragraph four which read, "Ideally, lack of resources for a program should be addressed through regular budgetary procedures." He pointed out that regular budgetary procedures do not work and that it is necessary to change programs to maintain academic quality when the money is not forthcoming. Heath noted



that is the reason the word "ideally" is included.

Senator Brown, Business, questioned how the selection of students to the university is made. Heath replied that the responsibility of selection is with the Admissions Office, not the Curriculum Council.

**Motion 91-474-03 to approve the amended Undergraduate Admission and Retention Standards passed by a show of hands with some dissenting votes.**

## **SPECIAL REPORTS**

### **POTENTIAL LAYOFF PROCEDURES**

Jacquelyn Rudolph, Human Resources Director, believes that most layoffs relating to program elimination will be effective June 30, 1991 with 10-15 more in June or September of 1992. If there are vacancies in classifications in which a layoff has occurred, an effort will be made to transfer an employee into the vacant position to avoid the bumping process.

Rudolph stated that an employee will receive 15 days advance notice prior to the effective date of the elimination of their position. She reminded Senators that there is a collective bargaining agreement, which is dictated by Oregon Statute, that governs the work environment for classified employees.

Rudolph described the options available to classified employees who are laid off and gave examples of each:

1) Bump within the same classification and employment category - Employee may displace another employee in the agency (OSU) with the lowest seniority in the same classification and employment category for which he or she is qualified in the same geographic area (radius of 15 miles) in the agency where the layoff occurs.

Seniority is no longer based on the most recent performance appraisal. It is now based on unbroken state service.

2) Demotion to a lower classification in the same employment category - Employee may demote and displace the employee in the lowest service credit position within the geographic area and for which the employee is qualified. Employee is placed on a layoff recall list for the geographic area of his or her choice for the classification from which they demoted.

3) Layoff - Employee chooses to be laid off rather than bump another employee. Employee is placed on a layoff recall list for the classification and employment category for any geographic areas specified by the employee.

When an employee chooses either option one or two, there is no opportunity for a supervisor to interview individuals. Employees will be placed in positions for

which Human Resources determines they are qualified; neither the employee nor the supervisor may choose the position. Employees will be expected to be able to fulfill the duties of the position and can be expected to meet specific position requirements after an orientation period of approximately two weeks. If, after two weeks, the employee does not appear to have met the minimum requirements expected of a new hire, Human Resources will work with the department to begin progressive discipline.

Rudolph urged departments to review and update Position Descriptions to reflect the actual duties performed and send them to Human Resources. The Position Descriptions on file in Human Resources will be used as part of the process to determine whether an employee is qualified for a particular position.

Human Resources will work with departments if there is a funding problem as a result of an employee "bumping in" who is at the upper end of the pay scale.

Rudolph emphasized that supervisors should not attempt to counsel or advise employees as to what option they should choose when faced with a layoff. The employee could come back later and claim that they had been coerced into making a decision. If a supervisor feels there may be an option or opening that the employee could take advantage of, please call Human Resources and let them talk to the employee.

Rudolph explained that the Department of Human Resources recently underwent a self-examination and developed the following mission statement: to provide innovative human resource services and leadership to achieve the university's mission and goals. The Department believes that they provide service to the institution as a whole and not just to Classified and Management Service employees and their supervisors. She encouraged faculty to call and utilize the Department of Human Resources if they have questions or concerns.

### **INTERINSTITUTIONAL FACULTY SENATE REPORT**

Arnold Appleby, Interinstitutional Faculty Senate Representative, reported on the February IFS meeting held in Salem.

Appleby noted that the meeting was devoted almost entirely to a discussion of Measure 5 and how institutions would be affected. Mark Nelson, AOF, stated that they will be pushing for an alternative revenue source as rapidly as possible and urged all faculty to join the organization. Nelson mentioned that the resignation of Senator Mike Thorne, previous Ways and Means Chair will be detrimental to higher education until other legislators can be educated to look more favorably upon the special needs of higher education. Appleby urged all faculty to become involved in the political process.



## INFORMATION ITEMS

All starred (\*) items included in the Senate agenda may be viewed by contacting a Senator from your unit.

\* Executive Office Response - Responses to Faculty Senate actions taken at the February 7, 1991 meeting.

\* Honors Program Elimination - Eligibility for 1992 Honors graduation and recognition pending closure of the University Honors Program effective July 1, 1991.

\* Guidelines for Faculty Affected by Program Reduction/Elimination - Guidelines from Assoc. VP John Dunn regarding the welfare of faculty in affected programs.

## REPORTS FROM THE EXECUTIVE OFFICE

Provost Spanier's monthly report included the following items:

OSU Proposed Budget Reduction - The proposal presented to the Chancellor was approved by OSBHE on March 1 amid much discussion. OSU has received clearance to proceed with program closures and reductions.

Early Retirement - The proposed plan is very generous and includes a tenure relinquishment incentive of 50% of the faculty members' annual salary plus medical coverage, which may include family members, for a specified amount of time. The plan will, almost certainly, be available to any faculty age 55 or over and lowered to age 50 if a faculty member's position is directly affected due to budget cuts. For specific information, John Dunn should be contacted.

Transitional Personnel Procedures - A special fund is being established to provide support, including travel, for all affected faculty. Administration will begin the process of providing notice to people whose positions will be eliminated. Phase-out plans are being formulated for students in affected programs.

Alterations to OSU's Proposed Budget Reductions - The following three proposed program cuts were restored by the Chancellor with some financial support from his office:

- 1) Agricultural Programs at EOSC - Will remain at the current level and faculty will be retained
- 2) School Counseling - The Department of Counseling and College Student Services Administration is being eliminated. However, most of the faculty and staff will become part of the new Department of Education within the College of Home Economics and the School Counseling program will be retained.

The Department of Psychology will receive the authorization for, initially, masters and, potentially,

doctoral level work in the Human Services Agency Counseling portion of the program. The actual implementation will be dependent upon the resources available in the College of Liberal Arts.

3) Post-Secondary Education - Training and Development component involves three faculty positions which will become part of the new Department of Education. Two years of transitional funding will be received to keep the program operational with the proviso that OSU will discuss opportunities for cooperation with PSU. The program may, ultimately, be partially or totally relocated at PSU.

Plus/Minus Grading - Provost Spanier noted that administration has accepted the Senate's February recommendation to implement the change, which will be effective next year.

Admissions - The current student head count stands at, approximately, 16,000 with an anticipated transition to 15,000 next year and, ultimately, 14,000.

OSU has worked out a plan with the Chancellor's Office to retain the additional revenue generated from the difference between 14,000 and 15,000 students. The revenue will help ease the cash flow problem as a result of the budget cuts.

Kay Conrad, Admissions Director, stated that the Admissions Office is several weeks behind in processing applications due to the following:

- 1) The length of time it takes to enter information on the Banner System since the system has the capability of entering more information than has previously been allowed.
- 2) They had four vacancies and were unable to hire due to a hiring freeze. They were recently given approval to start rehiring.
- 3) The large volume of March 1 early applications for freshman.

Conrad publicly thanked the following offices for allowing their employees to work with the Admissions staff during the recent personnel crunch: Housing, Counseling Center and Academic Services.

Provost Spanier reminded Senator's that there were significant cuts in the administrative budget, which includes the Admissions Office. He noted that people are forgetting they were told that the cuts would affect services and he has already received complaints about reduced services.

Building Projects - Provost Spanier emphasized that the following building projects receive virtually no funding from the state budget:

Dixon Aquatic Center - funded by student fees



Parker Stadium Addition - funded by private donations and ticket receipts

Child Care Center and Family Study Center - both funded by private donations

Promotion and Tenure - The review process has begun centrally. Spanier anticipates that the process will take longer this year since there are a greater number of files.

ROTC Discriminatory Policy - Senator Wilcox, Health & Human Performance, questioned whether there has been any rethinking regarding the position taken by the Faculty Senate last year against discrimination within ROTC. Spanier noted that there has been an increased level of interest within the military to at least discuss the issue. Spanier suggested that the policy change would likely have to come from Congress and that OSU remains opposed to the policy since it is inconsistent with the overall university policy.

Committee on Racism - The Committee will be on campus April 24 to hear testimony. They hope to have a report by the end of this academic year.

Multicultural Affairs Office - A committee is being formed which will have seven or eight members consisting of representatives from the following areas: Faculty Senate Administrative Appointments Committee, Board of Visitors for Minority Affairs, Minority Affairs Commission, central administration, and Dean of Students. The Committee will make the following recommendations: location, office title, structure, mission and whether there should be an internal or external search for director; the group will then act as the search committee. It is anticipated that decisions will be made this spring so that the office can be opened by next fall. Funding for this office is in the budget.

Diversity Course - The Baccalaureate Core Committee and Curriculum Council are currently working on this course. The course will be phased in gradually with an experimental implementation next year and will become a required course the following year. Funding for this course is in the budget.

## REPORTS FROM THE FACULTY SENATE PRESIDENT

NCAA Representative - Sally Malueg has been appointed the interim representative.

Grievance Procedures - Newly revised *OSU Faculty Grievance Procedures* are available from the Faculty Senate Office. If you need additional information on grievances, contact Ron Miller, Faculty Mediator, or Ken Patterson, Faculty Grievance Committee Chair.

Faculty Senate Office Budget Reduction - The Faculty Senate Office is attempting to reduce printing and mailing costs by exploring ways to distribute minutes via electronic mail.

## NEW BUSINESS

There was no new business.

Meeting was adjourned at 4:33 pm.

per VPTrow on 3-25-91  
"The Child Care Centers is funded through the student Building Fee, not private donations."  
KN



# FACULTY SENATE MINUTES

## OREGON STATE UNIVERSITY

1991 Meeting 473 - February 7, 1991

### FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:00 by President Zoe Ann Holmes. The January minutes were approved as published.

### HIGHLIGHTS

Discussion of proposed Admission and Retention Standards.

### SUMMARY OF SENATE ACTIONS

The following items were approved: Plus/Minus Grading Change, as amended, and a resolution expressing support for teach-ins and educational events concerning the Middle East.

[Motions 91-473-01 through 91-473-03]

### ROLL CALL

#### Members Absent With Representation:

Beschta, D. Brodie; L. Davis, G. Reistad; Hart, B. McCullough; Huddleston, N. Christensen; Kelsey, J. Peters; Messersmith, S. Francis; Slocombe, T. Skubinna; Smart, P. Kia; and S. Smith, B. Gerding.

#### Members Absent Without Representation:

Burrill, Clarke, Coakley, Duncan, Flaherty, Hendricks, Kanury, Ladd, Lederman, Lee, Mitchell, Mukatis, Mundt, Pyles, R. Rice, Robbins, Rudd, Shibley, Trehu, Vanderveen, Weber and Zaerr.

#### Faculty Senate Officers/Staff:

Zoe Ann Holmes, President; Kathy Heath, President-elect; Thurston Doler, Parliamentarian; and Vickie Nunnemaker, Senate Administrative Assistant.

#### Guests of the Senate Were:

Barbara Balz, Registrar; Tom McClintock, CLA; S. McMullen, Economics; Dave Nicodemus; and Shahid Yusaf, ASOSU.

### ACTION

#### PLUS/MINUS GRADE CHANGE

Mina McDaniel, Academic Regulations Committee Chair, presented this issue as a discussion item at the January meeting. The following recommendation, presented for approval, lists specific plus/minus letter grades with corresponding increment values which would change portions of the Academic Regulations Sections 17., 18. and 19.:

*The grading system at Oregon State University should be changed to a "plus and minus" system. An A or 4.0 should be the highest grade, and pluses and minuses would be at 0.3 increments from the whole grade. Grades and numerical equivalents should be as follows:*

|    |     |    |     |    |     |
|----|-----|----|-----|----|-----|
| A  | 4.0 | B- | 2.7 | D+ | 1.3 |
| A- | 3.7 | C+ | 2.3 | D  | 1.0 |
| B+ | 3.3 | C  | 2.0 | D- | 0.7 |
| B  | 3.0 | C- | 1.7 | F  | 0   |

*Other grades currently in use (S,U,P,N,E,I,W,R) remain. Satisfactory or passing work for S/U option should require a minimum grade of C or 2.0. The grades of C- and below will be considered below average and therefore unsatisfactory (U) or not passing (N)\*.*

*This change should go into effect with the implementation of the Banner student information system.*

An amendment to Section 18a(3) of the Academic Regulations was submitted and voted on. The underlined portions are proposed changes based on the above recommendation; the "and" which is struck through is the amended portion:

*18a(3) A grade of S (satisfactory) shall be equivalent to grades A, A-, B+, B, B-, C+, ~~and C and C-~~. A grade of U (unsatisfactory) shall be equivalent to grades of D+, D, D-, and F.*

Discussion began with concerns relating to the amendment. Senator Brown, COB, questioned whether an individual could graduate from OSU with a 1.75 under the proposed system. Kathy Heath, President-elect, noted that there is a regulation which states that one must have a 2.0 to graduate.

Lita Verts, ASSOC., explained that the amendment is only addressing S/U grades. She stated that all other PAC-10



schools have been polled. It was found that seven have the plus/minus system, and six of those have C- as satisfactory. Vets believes that there is a limit on the number of S/U courses which can be considered for credit, so an individual cannot have primarily S/U graded courses with an equivalent of 1.7.

Senator Tiedeman, CLA, spoke in support of the motion because students currently receive satisfactory grades for C- work since there is no plus/minus system.

Senator Schwartz, CLA, was opposed to the amendment and explained that the OSU catalog defines a C as "average performance". The Advancement of Teaching Committee, of which he is Chair, didn't feel that a grade of satisfactory should be given to work that is below average.

Senator Matzke, COS, stated that the Geosciences faculty he has spoken with support the change. He feels that there should not be a problem with the C- being satisfactory since a D is currently considered to be a passing grade, but one cannot graduate with a D average.

Shahid Yusaf, ASOSU President, distributed an ASOSU resolution in opposition to the entire grade change proposal.

**Motion 91-473-01 to approve the amendment passed by a show of hands with some dissenting votes.**

Yusaf noted that students feel they are being punished for not being perfect but are not credited for outstanding grades since there is no A+ and that a C- should be considered as passing.

**Motion 91-473-02 to approve the plus/minus grade change, as amended, passed by a show of hands with some dissenting votes.**

## DISCUSSION

### ADMISSION AND RETENTION POLICY

Kathy Heath, Curriculum Council Chair, explained that last fall Mike Martin, Immediate Past Faculty Senate President, asked the Council to review student admission and retention standards on campus, partly in response to Home Economic's request for new standards and partly from increased pressures of enrollment in different colleges. The entire proposal is found on pages four and five of the February FS agenda. The Council does not want to put any pressure on anyone to change current policy. They felt that it is more humane to have admission standards rather than retention standards since all students would have equal opportunities to get into programs.

Senator Francis (vice Messersmith), HEC, questioned the level of approval. Heath responded that the recommendation is for proposals to receive approval from the Curriculum Council and the Faculty Senate.

Francis questioned criterion one and Heath noted that is only one criteria which may be used and that not all five criteria must be met.

Francis felt that criterion four is irrelevant to the issue.

Francis also felt that the narrative portion which addresses lack of resources is irrelevant. Heath responded that the Budgets and Fiscal Planning Committee more appropriately addresses lack of resources.

Heath agreed with Francis when she asked for clarification in her understanding that admission standards, rather than retention standards, could be used to control the size of a program.

Following is a portion of the proposal containing the criteria:

The Curriculum Council will consider the following criteria when evaluating the curricular or academic necessity for admission and/or retention standards:

1. A program that is a professional program which leads directly to employment. Often, professional programs must have specialized criteria.
2. A program that is accredited by an external professional accrediting organization with accreditation standards that bear upon the proposed admission/retention requirements.
3. Practica or internships that involve responsibilities that require exceptional competence or level of performance.
4. Demonstrated surplus of graduates relative to the demand for graduates.
5. Demonstrated need for a high level of performance required to successfully complete a certain program or certain courses. The Curriculum Council would routinely approve the requirement that students complete a course in the major with a passing grade of C or better. If a grade of greater than C is required, approval would be based upon the above criteria.

This item will be voted on at the March 7 Faculty Senate meeting. If you have any questions, please contact Kathy Heath.



## INFORMATION ITEMS

All starred (\*) items included in the Senate agenda may be viewed by contacting a Senator from your unit.

### \* Academic Calendar

Bruce Shepard, Assistant Vice President for Undergraduate Studies, provided information regarding how the academic calendar is determined and provided a draft for 1991-97.

### \* Promotion & Tenure Committee 1990 Report

This report addresses the Promotion & Tenure process, the Waiver of Confidentiality and a recommendation to ensure efficient functioning of the committee.

## REPORTS FROM THE FACULTY SENATE PRESIDENT

Academic Calendar - Noted that Dr. Shepard formally requested input on the draft "Calendar Proposals: 1991-97". Please contact your unit Senator to view this document and direct comments to Dr. Shepard.

Food Drive - President Holmes encouraged every unit to participate in the campus food drive. She noted that all food collected is distributed in the county.

Revenue Enhancement - IFS Senators are spreading the word that it is critical that private citizens write their legislators and encourage them to work toward revenue enhancement bills. Addresses of all legislators were available on the table outside the meeting room or can be obtained by calling the Faculty Senate Office, x7-4344.

McCall Lecture - President Holmes noted that Governor Roberts would be the guest speaker at the McCall Lecture and encouraged all faculty to attend on February 13.

Faculty Consultative Group - A report from the FCG was available as a hand-out prior to the meeting. President Holmes explained that the FCG appreciated the involvement, on behalf of the Faculty Senate, in the current budget process and noted that, as with others, they were not happy with the budget cuts required as the process proceeded.

## NEW BUSINESS

Senator Smith, CLA, moved that the Faculty Senate adopt the following resolution:

*Whereas, Campus dialogue to allow open discussion of diverse views is desirable;*

*Whereas, Broad faculty participation in these discussions is encouraged; and*

*Whereas, Teach-ins and educational events should be widely known to allow members of the University community to plan to participate in ways that they feel are appropriate;*

*Resolved, That the Faculty Senate of Oregon State University expresses support for the joint student, faculty, and staff sponsorship of teach-ins and educational events about the Middle East during Peace on Earth Day, Wednesday, February 27, 1991.*

*Introduced at the request of OSU Faculty and Staff for Peace*

There was no discussion on the item.

**Motion 91-473-03 passed by show of hands.**

Smith will convey passage of the resolution to the appropriate groups.

Meeting was adjourned at 3:27.



# FACULTY SENATE MINUTES

## OREGON STATE UNIVERSITY

1991 Meeting 472 - January 10, 1991

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### FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:05 by outgoing President Mike Martin. The December minutes were approved as published.

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### HIGHLIGHTS

Installation of elected officers and Senators; and special reports by Portland State University President Judith Ramaley on the role and mission of PSU and Provost Graham Spanier regarding budget cuts.

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### SUMMARY OF SENATE ACTIONS

The following items were approved: Thurston Doler as Parliamentarian; OSU Policy on Outside Activities; Grievance Procedures; and referring a resolution regarding the length of terms to appropriate committee(s). [Motions 91-472-01 through 90-472-04]

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### ROLL CALL

#### Members Absent With Representation:

Kingsley, S. Dodrill; Ladd, O. Gutbrod; Mukatis, M. Seville; Pyles, M. Reed; C. Smith, J. Young; S. Smith, B. Gerding; and Trehu, C. Miller.

Members Absent Without Representation: Berg, Burrill, Coblentz, Crisp, J. Davis, Duncan, Flaherty, Hanna, Haskell, Hellickson, Kanury, Krane, Lee, Lev, Mitchell, Moore, Mundt, O'Connor, Pearson, Peterson, R. Rice, Robbins, Rose, Rudd, Selivonchick, Shibley, and Weber.

Faculty Senate Officers/Staff: Michael Martin, Outgoing President; Zoe Ann Holmes, Incoming President; Kathleen Heath, President-Elect; Thurston Doler, Parliamentarian; and Vickie Nunnemaker, Senate Administrative Assistant.

#### Guests of the Senate:

Barbara Balz, Registrar; Leslie Dunnington, Academic Regulations Committee; Caroline Kerl, Legal Advisor; Kenneth Patterson, Faculty Grievance Committee; and Shahid Yusaf, ASOSU President.

### INSTALLATION OF ELECTED OFFICIALS

At President Martin's request, the following people stood as their names were announced and were declared installed: Executive Committee Members, Larry Griggs, Dianne Hart and Joe Hendricks; IFS Representative, Jim Pease; President-Elect, Kathleen Heath; and all newly elected Senators.

President Martin acknowledged and thanked the following people:

- \* the current and prior Executive Committee members for their service;
- \* a special acknowledgement to Gary Tiedeman, Past President, for his support, collegial enthusiasm for faculty governance and service during the past three years;
- \* the outstanding staff of the Office of the Vice President for Academic Affairs - in particular, Bruce Shepard and Mimi Orzech who have been open and energetic participants in faculty governance; the terrific staff in the outer office, in particular Marilyn Stewart and Nancy Hoffman who always told him the truth about "where the guys with neckties were"; John Dunn who was available and open and who, along with Graham Spanier, created access to the administration which makes faculty governance work "as well as it can under difficult times";
- \* Thurston Doler for his help as Parliamentarian;
- \* and Vickie Nunnemaker for her assistance to him during his year as President.

The one thing he has learned during the past year is that this faculty is outstanding, will continue to be outstanding, and problems facing the university and faculty will be solved because faculty governance works. He thanked the faculty for giving him the opportunity to serve, the education he has received, and their indulgence of his management of the Senate meetings.

President Martin then installed incoming President Zoe Ann Holmes. President Holmes presented outgoing President Martin with an engraved myrtlewood plaque.

Dr. Spanier related to the Senate that President Martin has been a truly outstanding advocate for the faculty, and administration has enjoyed including him in their meetings. Dr. Spanier then presented President Martin with a book titled, "Alexander and the Terrible, Horrible, No Good Very Bad Day" and noted that any good administrator should have this book.



## SPECIAL REPORTS

### PRESIDENT JUDITH RAMALEY, PORTLAND STATE UNIVERSITY

President Ramaley portrayed Portland State University as servicing an urban region which involves both high and low densities of people, urban and rural areas, and areas ranging from enormous growth to almost Appalachian-like which all blend together, causing the educational needs to take on a particular character. She mentioned that the need to articulate the various aspects of the Portland area with the rest of the state is critically important and that the hope of gaining national prominence will be achieved by supporting Portland first.

Ramaley noted that urban-based institutions are becoming a developed concept. PSU achieved university status in 1969, but did not have university functions. In the past 20 years, a graduate mission has been developed and a sense of a unique character and development of the institution has been ongoing.

Dr. Ramaley feels that there are specific and general elements which make up a state system:

- 1) Land grant institution
- 2) Research university
- 3) Urban based institution
- 4) One or more regional institutions
- 5) Something special which is important to that state, e.g. OIT

She related that there are elements in the Governor's Commission on Higher Education report which are "beautifully related" to the fundamental philosophy of the land-grant mission: both PSU and OSU need a core of the Arts and Sciences; and each has a cluster of professional and graduate programs which speak to a particular portfolio, OSU is a top research university and successful as a land grant while PSU is in the top 5% nationally in urban affairs and urban studies. Each institution has chosen to emphasize the nature of the land and the people served.

Ramaley feels that PSU and OSU have a natural point of contact in the extension of services to people in different kinds of environments in the greater Portland area and through the rest of Oregon. There are common ties in the Arts and Sciences and some professions where there is an overlap due to the nature of the mission which is service to people through scholarship.

She conveyed the four components of the Governor's Commission report (there may be possible restructuring due to Measure 5):

- 1) Concept of urban grant mission
  - Building on Title 11 of the Higher Education Act
- 2) Concept of a shared university environment
  - The public universities (PSU, the three community

colleges serving Portland and OHSU) form the hub of an educational network which tie into OSU and the U of O in an integral way. Where appropriate, independent institutions (approximately 25) in and around the greater Portland area would blend in where there was a good fit programmatically.

- 3) Portland Education Network
  - The Network would address the following issues: lack of participation in schooling and higher education of the diverse people in the greater Portland area; 30% high school drop-out rate; continuation of college; and lack of availability of support and encouragement for preparing students for one form of post-secondary education.
- 4) Greater Portland area education trust
  - Would presumably function in response to an agenda established with the community by a council of presidents to develop a common agenda which would carry on the work of the Commission after March 31st.

President Ramaley has a particular interest in working with OSU due to the similarities of missions, hopes that PSU's scholarly measure will be advanced by OSU's advanced condition of scholarship and noted there is common ground in developing graduate and professional programs. She also feels that Measure 5 will have a positive effect which will bring PSU and OSU more closely together.

### NANCY VANDERPOOL, ASSISTANT DEAN OF STUDENTS

Senator Vanderpool urged the Senate to consider approaches that would aid in achieving cultural diversity.

Vanderpool suggested having less of a white cultural perspective presented to people of color; encouraged people who are not of color to play a larger role in finding solutions to the ethnic problem at OSU; and noted the need to increase the number of people of color campus-wide. Vanderpool proposed that we take responsibility within our particular realms and not wait for others to solve the problem; make yourself part of the solution and not part of the problem. Vanderpool suggested the following ways each of us could participate:

- Ask what you could do to encourage understanding, sensitivity and support
- Challenge racial discrimination
- Participate in the Martin Luther King, Jr., activities on January 21st
- Urge the Faculty Senate to draft a proposal or sponsor a forum
- Teach-ins
- Ask for time to participate in cultural awareness education or build courses which are culturally inclusive
- Ask Senate committees or Executive Committee to



discuss this matter further and make recommendations.

Vanderpool received no input when she asked for ideas from the floor on ways faculty could participate in tackling this problem. She encouraged faculty to forward ideas, in writing, to the Faculty Senate Executive Committee or to call her directly.

President Holmes encouraged faculty to use some of the time set aside by administration on January 21 to participate in planned activities.

MARY KELSEY, INTERINSTITUTIONAL FACULTY SENATE REPRESENTATIVE

The following items were discussed at the December meeting held at the University of Oregon:

- Shirley Clark, Vice-Chancellor for Academic Affairs, has reviewed Oregon Administrative Rules on tenure and determined that they are inconsistent within the system. One representative discussed the promotion and tenure differences between research and teaching; another felt that the OAR's should be consistent with the AAUP guidelines. This discussion will continue at another meeting. Each institution was asked to send tenure guidelines to Clark.
- Weldon Ihrig, Vice-Chancellor for Administration and Finance told the group that he is worried that the Legislature may give the system specific areas for budget cuts relating to Measure 5. He would prefer that each institution be given a total amount which must be cut and let each one deal with it. He feels the financial base needs to be maintained as well as obtaining \$50 million for teaching salaries and funding facilities repair. There will be no new tax revenues to help with the next biennium and the 10% system-wide cut will be a true cut, with no restoration.
- There was discussion of the IFS role in board meetings and Academic Council meetings. In particular, the possibility that IFS will request a representative on the Academic Council. The following items will be discussed by the Academic Council this year:
  - Will students in the new graduate teaching program pay undergraduate tuition?
  - Planning for 1993 increased enrollments
  - Assessment
  - WOSC: elimination of speech programs and addition of five new programs
  - Off-campus centers giving degrees
  - Non-traditional student issues

MINA McDANIEL, ACADEMIC REGULATIONS COMMITTEE CHAIR

The following recommendation to change the grading system to plus/minus, which was developed jointly by the

Academic Regulations and Advancement of Teaching Committees, was presented by Senator McDaniel as a discussion item. It is anticipated that this will be voted on at the February Senate meeting.

*Recommendation:*

*The grading system at Oregon State University should be changed to a "plus and minus" system. An "A" or 4.0 should be the highest grade, and pluses and minuses would be at 0.3 increments from the whole grade. Grades and numerical equivalents should be as follows:*

|    |     |    |     |    |     |
|----|-----|----|-----|----|-----|
| A  | 4.0 | B- | 2.7 | D+ | 1.3 |
| A- | 3.7 | C+ | 2.3 | D  | 1.0 |
| B+ | 3.3 | C  | 2.0 | D- | 0.7 |
| B  | 3.0 | C- | 1.7 | F  | 0   |

*Other grades currently in use (S,U,P,N,E,I,W,R) remain.*

*Satisfactory or passing work for S/U option should require a minimum grade of C or 2.0. The grades of C- and below will be considered below average and therefore unsatisfactory (U) or not passing (N).*

*This change should go into effect with the implementation of the Banner student information system.*

McDaniel reported that department heads were asked to survey their faculty last fall to determine how they felt about changing the grading system at OSU. There was a 2 to 1 response in favor of changing the grading system from the 37 departments which responded. About 7 to 1 preferred changing the system to plus/minus with the following reasons given: "fairness in dealing with borderline cases", "flexibility", "increased precision in grading", "to avoid grade inflation" and "to provide a more equitable system of grading." Problems may include confusion over the meaning of the "C-" which is a failing grade since it is below 2.0 and more grade changes may be recorded.

Shahid Yusaf, ASOSU President, noted that a recent ASOSU discussion on the proposal was evenly split between support and opposition. The discussion centered around the feeling that the plus/minus would decrease the chances of obtaining a 4.0, particularly for potential law and medical students, and felt that "C-" should be a passing grade. The ASOSU Executive Committee will propose an alternate plus/minus system at the next ASOSU meeting.

Senator Krane, COS, supports the system but feels that there is a serious problem if there are two students in the same course, each earning a C-, but the grade cards will be very different if one is taking it S/U. Krane asked the committee to consider striking the D+ and D- and, possibly, the C- also. He does not believe it is necessary to have finer gradations of a failing grade. McDaniel noted that grading systems from other universities were studied and all had D+ and D-. Senator Schwartz, CLA, remarked that no faculty member would be compelled to



use the D+ and D-; this system was an attempt to have the ability to award a grade which is more closely representative to the performance of each student.

Senator Tiedeman, CLA, suggested that a resolution to the "A" problem would be to have an A+ with a valuation of 4.3. McDaniel reported that several committee members were in favor of an A+, but felt that it should not be assigned a valuation above 4.0, partially to avoid grade inflation.

Senator Wilcox, HHP, questioned whether a faculty member would have the right to not adopt the plus/minus system if implemented. McDaniel stated that she felt they should have the right to do so.

Senator Hoag, PHAR, questioned the cost to convert software to the plus/minus system. Barbara Balz, Registrar, explained that the grading system would be incorporated into the new Student Information System being developed so the only change would be the grade sheet itself.

Senator Michel, Student Affairs, observed that the proposal is to change from a 5 point grading system to a 12 point system and feels that the current system should remain in effect so as to not increase the agony of faculty who have borderline students. McDaniel argued that this system should decrease the agony since it would allow faculty the flexibility to move within the same grade.

## **ACTION ITEMS**

### APPROVAL OF PARLIAMENTARIAN

**Motion 91-472-01 passed by voice vote approving Thurston Doler as Parliamentarian.**

### OSU POLICY ON OUTSIDE ACTIVITIES

This policy was presented as an information item at the December meeting with comments/ suggestions being solicited. As of today, no suggestions have been received. There was no discussion during the meeting. **Motion 91-472-02 to approve the OSU Policy on Outside Activities passed by voice vote with no dissenting votes.**

### FACULTY GRIEVANCE PROCEDURES

President Holmes introduced this item by stating that the recommended changes to the Faculty Grievance Procedures have been reviewed by the Faculty Grievance and Mediation Committees, and the Faculty Status Committee which felt that it looked acceptable, was particularly encouraged by it and had no objections since it will be reviewed by May 30, 1991.

Associate Vice President John Dunn explained that the Grievance Procedures were being reviewed in accordance with the guidelines established in 1989 for a two-year review and remarked that the guidelines are working well. As a result of the review, a recommendation is being made which would move from a Mediation Committee to a mediator. Since the proposed change falls under an Oregon Administrative Rule, it would require Senate approval as well as a formal hearing. If this change is approved, the formal grievance would still be brought to the Grievance Committee. Dunn remarked that the intent is to enact something which would better serve the faculty and the whole process of mediation as well as grievances.

President-elect Heath questioned why a mediator would be preferred over a Mediation Committee. Dunn responded that experience has shown that many faculty have used the Faculty Grievance Committee Chair, currently Ken Patterson, as a mediator. Patterson, added that the process seemed to be more workable with one person rather than a group.

Caroline Kerl, Legal Advisor, responded to Senator Tiedeman, CLA, that the change would comply with the State requirement since it calls for formal and informal procedures.

There was no further discussion. **Motion 91-472-03 to approve the change from Mediation Committee to mediator in the Grievance Procedures was approved by voice vote with no dissenting votes.**

## **INFORMATION ITEMS**

**All starred (\*) items included in the Senate agenda may be viewed by contacting a Senator from your unit.**

\* Executive Office Responses - Included were Provost Spanier's responses to Faculty Senate actions of November 1 and December 6, 1990.

Membership Roster - Included in the January minutes is a current roster of Senators from each unit. Senators are asked to place this roster in their Faculty Senate Handbooks in the section marked "Senate Officers and Senate Membership."

\* OSU Awards - This document provided summary information about various OSU awards.

## **PROVOST AND VICE PRESIDENT GRAHAM SPANIER**

Provost Spanier presented an update to the Senate on budget planning and noted that Administration has



initiated the following lines of communication regarding the budget process: a weekly report in OSU THIS WEEK from President Byrne; updates sent via the Dean's Council and electronic mail; and presentations by the Provost at each Senate meeting.

The Provost announced that the Faculty Consultative Group was reactivated earlier in the week. The group consists of the Faculty Senate Executive Committee and the chairs of the Budgets and Fiscal Planning and Faculty Status Committees and the Curriculum Council. Spanier will meet with them weekly to confidentially discuss the current status of the budget situation.

All budget hearings were originally scheduled to begin in late February and continue into March, however, Chancellor Bartlett has indicated that he would like to receive some decisions earlier, so all budget hearings will begin later this month and end by mid-February.

The Chancellor has given OSU a target of approximately \$10.2 million in budget reductions. This figure does not include the revenue which would be generated from a tuition increase. This also does not include any money for budget increases. It does, however, include an assumption of a 6.75% permanent tuition increase per year plus a \$600 per year tuition surcharge which, together, would equal a 40% increase in tuition per year. This increase would be devastating according to Spanier. The OSU figures include academic programs as well as the Agricultural Experiment Station, the Cooperative Extension Service and the Forest Research Laboratory.

Since administration does not expect the character of the institution to be changed, cuts will be considered very selectively. The magnitude of these reductions will mean that almost every unit will be affected in some way. An attempt will be made to concentrate the cuts in particular areas rather than looking at the university-wide perspective which will enable the majority of the remaining units to be strong.

OSU has elected not to institute a hiring freeze. There are currently about 100 each faculty and classified vacancies. Rather than institute a freeze, a position control exercise has been implemented. Deans have been asked to maintain flexibility and inform administration of vacancies. Searches are proceeding with the understanding that, prior to offering the position to an applicant, there would be further discussion between Academic Affairs, the Dean and Department about hiring for that particular position.

Budget cuts would be effective July 1. The intent is to not declare financial exigency. Most faculty involved in budget cuts would be entitled to a full year's notice which means that it would be very difficult to meet the mandated savings in the first year of the budget.

There are currently no plans for specific cuts. Administration is open to any ideas from faculty with regard to savings at OSU. Provost Spanier invited ideas to be sent to him or President Byrne. If you would like your name to be kept confidential, please indicate this desire. Administration will strive to be as open with faculty as possible during the upcoming process. If you hear rumors/speculation on specific cuts which cause concern, don't believe everything you hear. Spanier urged faculty to call their Dean or administration for clarification of the issue. Dr. Spanier noted that 90% of the university is probably going to remain after the cuts are made and most people will still have their jobs.

The figures related by Dr. Spanier refer to what would be effective on July 1. Certain costs are "rolled-up" which are currently included in the current budget, e.g. pay raises.

In response to Senator Curtis, COAg, Dr. Spanier replied that the cuts refer to the annual figure and not the biennium.

Senator Matzke, COS, stated that the Governor-elect is targeting Higher Education to lose approximately 500 positions, with one-half being in administration. He asked if the same ratio would apply to OSU. Dr. Spanier reported that it is hard to define what is meant by "administration" in Higher Ed as there are Department Chairs, Associate Deans, Student Affairs, etc. Spanier noted that OSU is committed to the concept of taking a hard look at administrative positions and expects to take some significant degree of cuts from administrative areas. He urged people to keep in mind that if there are fewer people at OSU, obviously there will be fewer administrators. Administration must be viewed as university-wide rather than just the sixth floor.

Senator Lombard, COAg, questioned whether the \$10.2 million equalled the suggested 10% cut. Spanier replied that the level of the cut is more than 10%, but it is difficult to determine at this time.

Senator Morris, COS, asked if there would be a restoration of funds. Spanier replied that any number of things could happen to moderate the proposed cuts.

OSU President John Byrne mentioned that the numbers are already changing, e.g. OSU has been working on the premise of a \$90 million cut for Higher Ed, but Governor-elect Roberts today gave the figure of \$74 million. The Chancellor has stated that the scope of each university will be reduced, but what remains of each institution will be stronger than they are today. Chancellor Bartlett is dedicated to ensuring that salaries will continue to be increased. Byrne feels that it is critically important to focus toward the future and not in the past. He reiterated that administration will try to be as open as possible with facts and urged faculty to verify rumors. Byrne reminded the Senate that OSU has some experience in budget



cutting and noted that the model established by OSU as a process two years ago is currently being followed by the State System.

Senator Miller (vice Trehu), OCN, asked where the tuition proposal is coming from. Spanier replied that it came from the State Board of Higher Ed upon the recommendation of the Chancellor, but is subject to change. Spanier explained that approximately 25% of any new revenue generated by a tuition increase is estimated to have to be fed back into financial aid for students. If there is a tuition increase, there will be more students requiring financial aid and the system tries to be responsive to the needs.

## REPORTS FROM THE FACULTY SENATE PRESIDENT

Budget Cuts - President Holmes reminded Senators to encourage colleagues to provide input to the members of the Faculty Consultative Group. The FCG is representing the faculty and needs to have a broad spectrum of input during the budget cutting process. Suggestions and recommendations should be addressed to the Faculty Senate Office.

Communication - All Senators were reminded that each one represents 14 FTE and should be communicating events which take place during Senate meetings to their colleagues.

## NEW BUSINESS

Senator Miller (vice Trehu), OCN, presented the following resolution, which was seconded by Senator Sherr, OCN, regarding degradation of education at OSU:

*Whereas the 27 MWF lectures allotted to most courses during winter quarter 1991 are not sufficient to cover the standard curriculum of a university quarter, and whereas the 29 lectures currently allotted to all quarters at OSU are insufficient for first-class educational effort by OSU students and faculty, the Oregon State University Faculty Senate recommends that in 1991-1992 and thereafter all academic quarters of this university should include at least 30 and preferably 31 MWF meetings.*

*In offering this resolution, I recommend that it be referred to appropriate Senate committees for thorough discussion and report to the Senate prior to its adoption or rejection.*

Miller stated that he had approached the Advancement of Teaching Committee regarding this subject and received an unsatisfactory response. He would like this committee to again consider the resolution and report back to the Senate.

Senator Beschta, FOR, was also concerned about the shorter term and questioned why the decision was made to shorten the quarter. Senator Shepard, CLA, replied that the proposed calendar came before the Senate several times last year and noted that the discussion centered mainly on the length of fall term. He believes that OSU followed the academic calendar set forth by OSBHE for winter term 1991, however, the calendar for next year consists of a full 10-week winter term with 48 instructional days. Shepard was opposed to the resolution and asked other Senators to consider the following: 1) he didn't think the resolution was necessary since the State System is aware of the difficulties created by a shortened term, and 2) if passed, it would lock in OSU to a particular number of days per term and would prevent flexibility.

Senator Schwartz, CLA, also Chair of the Advancement of Teaching Committee, summarized the Committee's findings when this topic was originally presented by Miller: they shared the concern of the shortness of terms this year; took the position that terms should be of equal length; urged administration to alter term length in the future only for academic reasons; accepted clarification offered by Vice President Shepard that the shortness was due to the actual calendar; didn't believe there is an ongoing problem; and didn't believe that faculty would be interested in making the year longer than it is now.

Senator Tiedeman, CLA, supported the sentiment of the resolution but would oppose it since it does not address Tuesday/Thursday classes, and because the section after the resolution itself does state the intent of referring it to a committee. Tiedeman then moved that the resolution be returned to committee or committees as determined by the Executive Committee. Motion was seconded.

Thurston Doler, Parliamentarian, clarified the motion by stating that it does not incorporate the idea that the committee is obligated to report back to the Senate.

Discussion on the motion then ensued. Senator Shepard, CLA, questioned the expectation of what the committee should do with the resolution. Senator King, BUS, suggested that the committee determine the number of faculty who would be willing to add 1-2 weeks to the academic year. Senator Sherr, OCN, remarked that the issue is asking students to pay more tuition for less teaching.

**Motion 91-472-04 to return the resolution to committee or committees as determined by the Executive Committee was approved by voice vote.**

Meeting was adjourned at 5:10.



FACULTY SENATE MEMBERSHIP, OREGON STATE UNIVERSITY

Underlined names are newly-elected or re-elected for a term starting in January 1991; names marked by an Asterisk (\*) are serving for a second consecutive term; year in parentheses, i.e., (87), after a name indicates year present continuous membership began, in January unless otherwise indicated. Term expires on December 31 of the year indicated at the head of each column.

| 1991  | 1992  | 1993   |
|---|---|--|
| <b>AGRICULTURE</b>  |   |  |
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