

Faculty Senate

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1992 Minutes

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FACULTY SENATE MINUTES

1992 No. 489

Oregon State University

December 3, 1992

For All Academic Staff

The meeting was called to order at 3:03 pm by President Kathleen Heath. There were no corrections to the November minutes.

President Heath announced that the report from Phyllis Lee, listed in the agenda, would be postponed until January, if time permits, due to illness.

Meeting Summary

- Special Reports were presented by the following individuals: Larry Curtis (Faculty Senate Election Results) and Annie Popkin (Difference, Power and Discrimination).
- Action Items - The following item was approved: Category I Proposal - Master's of Public Health [Motion 92-489-01]. Executive Committee Elections were also held.
- New Business consisted of postponement of an ROTC resolution regarding sexual orientation [Motion 92-489-02]

Roll Call

Members Absent With Representation:

Grace, L. Maughan; Harding, C. Hafner-Eaton; Hoag, M. Zabriskie; Hogue, E. Husted; Matzke, K. Muckleston; Messersmith, M. Kelsey; and Strohmeyer, K. Conrad.

Members Absent Without Representation:

Ahrendt, Beatty, Burke, Burrill, Calder, Coakley, Cowles, Daniels, DeYoung, Duncan, Hanna, Haskell, Jensen, Kauffman, Lombard, McDowell, Muir, Peterson, Robbins, Rudd, Savige, Sherr, S. Smith, Strik, Strub, and Vanderveen.

Faculty Senate Officers/Staff Present:

K. Heath, President; C. DeKock, President-Elect; D. Krause-Yochum, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

J. Dunn, Academic Affairs; R.C. Loudd, Affirmative Action; and S. Sanford, Affirmative Action.

Special Reports

Faculty Senate Election Results

Larry Curtis, Ballot Counting Committee Chair, reported that Michael Oriard was the 1993 Faculty Senate President-Elect and Anthony Wilcox was the new Interinstitutional Faculty Senate Representative. Oriard will serve as President-Elect in 1992 and become President in January 1993. Wilcox will serve a three-year term and joins two continuing OSU IFS Representatives: Jim Pease and Sally Francis.

Other committee members assisting in the ballot counting were Helen Berg, Nancy Bryant and John Drexler.

Curtis and Heath thanked the candidates for agreeing to have their names placed in nomination. Heath also thanked the ballot counting committee for their service.

Annie Popkin - Difference, Power and Discrimination Acting Director

Popkin described the summer seminar, outlined activities for the remainder of this year and displayed the criteria for the Difference, Power and Discrimination courses, as follows:

[Approved: implementation pending course development]

Difference, Power and Discrimination courses shall:

1. be three credits;
2. be grounded in one or more academic disciplines;
3. address a wide range of historical and contemporary examples of difference, power and discrimination across sociopolitical systems;
4. study the origins, operation and consequences of different types of discrimination, including structural and institutional discrimination;
5. focus on the United States, referring to other societies for comparative purposes;
6. concentrate on two or more groups that have or are currently experiencing discrimination, discussing similarities and differences between these groups and others.

Ten faculty from different disciplines participated in the summer seminar. They exhibited a great deal of enthusiasm for the concept. The participants learned how to deal with anger, guilt and hostility in the classroom. They also received reinforcement for what they are already doing well and learned how to expand their teaching. The group evolved into a "community" and agreed to continue meeting throughout the year to support each other and exchange ideas.

Popkin is in the process of setting up a small resource center in Social Science 201 containing syllabi, articles and books on multicultural programs. She is meeting with faculty and generating a list of those interested in developing courses.

On January 14 Elizabeth Higginbotham from Memphis State University will present a colloquium on "Rethinking the Curriculum."

In response to a question from President Heath, Popkin replied that there are currently 6-7 courses in the process of being approved and several courses from the summer seminar have already been taught. The goal is to have 20 classes implemented by Fall '94.

President-Elect DeKock expressed concern that there may not be a good cross-section of people in the summer program and questioned if she had ideas of how to make the program more attractive or more available. Popkin replied that it is sometimes hard for people in the summer to participate, but it seems to be the most feasible time. There are plans to have some mini-classes during the school year.

Applications for faculty who are interested in participating in the summer 1993 program will be available in January. If you would like to apply or need more information, call Annie Popkin at 737-6136.

Action Items

Executive Committee Election

While the ballots were being distributed, President Heath introduced the nominees: David Hardesty, Bill Lunch, Terry Miller, John Morris, David Williams and Jon Root.

The three people elected for a two-year term ending in December 1994 are: Bill Lunch, Political Science; Terry Miller, Agricultural Chemistry; and John Morris, Zoology. The continuing Executive Committee members are: Janet Nishihara, Educational Opportunities Program; Laura Rice, English; and Tony Wilcox, Exercise and Sport Science.

President Heath thanked all those who agreed to have their name placed on the ballot.

Category I Proposal

Ken Krane, Curriculum Council Chair, presented a Master's of Public Health degree joint proposal from OSU, PSU and OHSU. The proposal was prepared in response to a directive from the OSBHE and Chancellor's Office to provide a coordinated delivery of public health education throughout the State of Oregon.

The degree proposal has two stages. Stage I allows only the Department of Public Health authorization to grant the degree at OSU. In Stage II, additional departments will be authorized to offer the degree.

The proposal was reviewed by the Graduate Council, Budgets & Fiscal Planning Committee and Curriculum Council. Each of these bodies agreed that Stage II was slightly ambitious at the present time since it posed curricular, administrative and financial problems which needed additional time to resolve. They all agreed that it was politically advantageous to proceed with Stage I at this time and recommended its adoption.

Senator Mukatis, Business, pointed out on page 11 of the proposal (page 16 of the agenda) that section 5.a. calls for five courses, but six are actually listed. President Heath (Health & Human Performance Head Advisor) noted that Environmental Health (H 5XXX at OSU) was a typographical error and should be deleted.

Krane explained that four of the five core courses are currently being offered and the fifth has been proposed to the Curriculum Council. He went on to say that a number of the program concentrations are not yet available, but have been proposed to the Curriculum Council.

Motion 92-489-01 to accept the Category I proposal for a Master's in Public Health was approved by voice vote with no dissenting votes.

Discussion Item

Baccalaureate Core Minimum Grade Requirements

Jim Foster, Baccalaureate Core Committee Chair, explained that the Committee is currently undertaking the solicitation and review of core courses and monitoring the core curriculum. Foster asked if there was interest in the Faculty Senate to impose minimum grades for either skill courses in the curriculum and/or the entire Baccalaureate Core itself? He provided a brief historical context: from initial conversations about curricular reform through this body's adoption of the Baccalaureate Core Curriculum, the whole question of minimum grade requirements simply got lost in the shuffle. In part it was ignored and in part it was not brought up due to the

difficulties in trying to get curricular revisions in place. Current practices do enforce minimum grade point averages. There are currently specific gpa's: 1) the University requires that graduates maintain a 2.0 average overall; 2) OSU graduates must maintain a 2.0 in all work done in residence at OSU; 3) a 2.0 gpa must be maintained in the last 45 graded hours of work; 4) a 2.0 gpa must be maintained in 2 of the last 3 terms in residence. In addition, some departments require a 2.0 minimum in the major and some require a minimum gpa in specific courses.

Foster mentioned that head advisors in several colleges currently require students to obtain a minimum grade of "C" in Writing I (the old Writing 121). Senator Shepard, Liberal Arts, stated that Writing 121 did require a minimum grade of "C" under the old general education requirements, but does not under the new core.

Senator Gamble questioned the rationale of having a different requirement for the core than one has for graduation. Foster replied that the three people who contacted him feel that a level of performance should be demanded in the core courses which is indicated by a certain grade. Some feel that, in addition to earning a 2.0 overall, you must earn a grade of "C" in certain specified courses, whether they are skills courses in total, portions of the skills courses or the entire core curriculum. In response to Gamble's questioning of the rationale, Foster stated that it would require students to demonstrate a certain level of performance in the core courses. Gamble felt that the message which would be sent to students is that the core courses are more important than the courses in their major.

Senator Tiedeman, Liberal Arts, suggested adding to the existing requirement that there be a 2.0 average for the sum total of all Baccalaureate Core courses. Foster agreed that this may be another option.

Senator Curtis, Agricultural Sciences, spoke against additional requirements on grades, felt that students are in college long enough and strongly opposes anything that would cause students to stay in school longer than four years. He felt it would be a tremendous waste of their time and a waste of the State's resources.

Senator Michel, Student Affairs, spoke in opposition to the minimum requirement and felt that students will quickly determine which courses they can take and earn a "C." He preferred giving them the opportunity to experiment in areas that interest them and take classes in which they are not guaranteed a "C."

Senator Pyles, Forestry, opposed additional requirements and felt that students should be encouraged to be adventuresome and be able to experiment. He also felt that minorities would be most penalized by this type of requirement.

Senator Browne, Business, asked how many faculty were prepared to fail 25% of their class if they knew the students were required to earn a "C" and asked how many faculty would actually give students a "C" instead of a lower grade to allow them to pass.

President-Elect DeKock echoed Senator Browne's feelings and felt that it would put the instructor in a very awkward position.

Foster stated that the divided comments on the Senate floor was indicative of the discussion within the committee and which prompted the request to discuss this issue in the Senate. He asked if the committee was safe in assuming that the Senate had no sentiment in favor of proposing any additional requirements, other than those he had addressed. The majority of those present indicated, informally, that his assumption was correct.

Information Items

- Affirming Diversity - Included in the agenda was a three-page list of affirming diversity resources available on campus.
- New Senator Orientation - New Senator Orientation will be held January 7, 1993, preceding the regular Senate meeting in the Agricultural Science Room in the LaSells Stewart Center.
- Faculty Senate Handbooks - If your term as Senator will be completed on December 31, 1992, and you were not reelected in your unit, please return your Faculty Senate Handbook to the Faculty Senate Office.
- Retiring Executive Committee and Interinstitutional Members - President Heath thanked Larry Curtis, Larry Griggs, Joe Hendricks and Zoe Ann Holmes (EC) and Mary Kelsey (IFS) for their service on behalf of the faculty. Each of their terms expire on December 31, 1992.

Reports from the Executive Office

Provost Arnold's report included the following remarks:

- Proposal Update - There were no items on the OSBHE action agenda in November. However, there were two items discussed and endorsed at the Academic Council meeting: 1) Apparel, Interiors, Housing and Merchandising Master's and Ph.D. proposal - post external review discussion and 2) Western Center for Community College Development. Both were endorsed and will be on the January OSBHE action agenda. The review team report for the Master of Arts in English proposal has been received and forwarded to the Chancellor's Office. It is anticipated it will be discussed at the Academic Council meeting in January.

Provost Arnold commented that the quality of the

proposals from OSU and excellence of the work are consistently of the highest quality which greatly helps when presented to the Academic Council and, ultimately, considered by the Board. He thanked all those responsible for preparing the proposals and acknowledged their commitment.

- ROTC Discrimination Policy - The Executive Committee asked Provost Arnold to provide an update on action taken since the Faculty Senate's approval of a resolution on discriminatory policy by ROTC in June 1990. He began by giving a chronological history:

May 1990 - adoption of resolution by Faculty Senate Executive Committee.

May 1990 - Letter jointly submitted to Dick Cheney from the Presidents of the NASULGC organization, the Association of American Universities, Association of American State Colleges and Universities and the American Council of Education concerning ROTC policies.

June 1990 - Faculty Senate approval of resolution and development of OSU position statement.

June 1990 - President Byrne sent a letter to Secretary of Defense Cheney with copies to the President of NASULGC and the Governor of Oregon, and a blind copy to the Faculty Senate President. Excerpts from the letter which Arnold read stated that OSU has a proud history of association with ROTC and is also proud to list sexual orientation among the categories we protect for the purposes of equal opportunity. The letter went on to point out that ROTC policies are a conflict with OSU policies, but recognizes they are a federal law and policy and are not within the exclusive purview of OSU and stated that OSU is committed to seeing that efforts be made to have that law changed.

June 1990 - Letters similar to the one above, but asking each of the members of the Oregon Congressional Delegation to act from their vantage points in Congress to see that the laws governing ROTC are changed.

June 1990 - President Byrne sent a letter to the President of NASULGC, Robert Clodius, presenting arguments similar to the above and enclosed a copy of the Faculty Senate Resolution and OSU position statement.

Responses were received from the following individuals: Lt. Gen. Donald Jones, Deputy Secretary of Defense for Military Manpower and Personnel Policy (7/3/90) detailed the Department of Defense policy and rationale; Congressman Les AuCoin (7/6/90) pointed out his agreement with OSU's position and his commitment to work towards a change; and a copy of a letter from NASULGC President Clodius to Dick Cheney (12/19/90) expressing concern that ROTC may be eliminated from universities if the issue is not resolved.

There has been continued attention of this issue by NASULGC and other higher education organizations.

NASULGC has continued their lobbying efforts through appropriate Congressional committees to work toward change of this policy.

Copies of the correspondence referred to by the Provost are available by contacting him.

- '93-'95 Budget - Governor Roberts presented three versions of budget recommendations:

1) a mandated \$633.6 million budget which is based on the current revenue projection of \$1.2 billion less than the cost of continuing the current level of services and programs; it assumes a 7% tuition increase per year rather than 15% originally requested - the lower tuition increase is accomplished by tightening the residency rules; acknowledges the need to set aside \$4 million annually for tuition waivers for low income resident students; and an additional \$5.6 million would be allocated to take 770 students above the agency request level which is still an OSSHE reduction of 4,460, or about 7%, to a level of 56,000.

2) a mandated-plus budget of \$633.6 million includes modest additional revenues generated from specific taxation changes, such as a beer and wine tax and a health provider tax, targeted for health services and drug and alcohol related programs; and

3) a recommended budget of \$670.6 million includes replacement revenues through a tax reform package with the goal being to provide stable, long-term funding for schools and to address inequities in Oregon's tax system.

Governor Roberts indicated that her intent was to start with the mandated budget and work with the legislature to decide priorities for the limited funding which will be available.

Higher Education is the only major sector of general funded programs that is proposed to receive lower levels of dollars in the next biennium than currently being received. Placing limits on grants and contract funding is no longer an item of discussion in any budget recommendations. An item which will receive considerable discussion in the Legislature is increasing faculty productivity by 15%. Governor Roberts is not recommending the closure of any institutions due to the need to maintain capacity to accommodate future growth and demands.

Academic program changes call for regional colleges to move away from more specialized fields and maintain a regional emphasis and universities would generally retain current structure with reduced enrollments. Provost Arnold quoted, "the most significant instructional program eliminated in the budget is the College of Veterinary Medicine at Oregon State University."

Governor Roberts has proposed a series of additions or investments, possibly in response to decision packages, which would use lottery funds rather than general funds as follows: \$2 million to develop new

graduate engineering programs in the Portland area through the Oregon Joint Graduate Schools of Engineering; \$2 million to strengthen business programs at the U of O, OSU and PSU through the Oregon Joint Professional Schools of Business; \$1.2 million to help train faculty and counselors who will implement the 21st Century Schools Act; and \$3.1 million for a rural health initiative which includes access to the nursing program in the area of the Health Education Center mostly coordinated out of OHSU.

State-wide public service budget proposals at OSU - Research programs will be smaller; Agricultural Experiment Station (AES), Extension Service and Forest Research Lab (FRL) will reduce programs; all of the remaining general funds for the FRL would be replaced with Lottery funds; an additional \$400,000 of general fund would be provided as an investment in integrated forest management systems work by the FRL; and an additional investment of \$4.1 million of lottery funds for AES programs in food, bioprocessing and natural resource management. Arnold noted that there is no proposed investment for programs of the OSU Extension Service.

Miscellaneous budget proposals - The additional student loan program would be continued, but at 80% of the current level of funding; dedicated lottery funding for athletic and academic scholarships is continued; and capital construction projects would be limited only to those which involve no general fund financing.

The document Provost Arnold was referring to during this presentation represented a record of what Governor Roberts has recommended and will be referred to the Legislature for consideration. Changes are expected in the specific dollar amounts, but not in the issues, such as faculty productivity.

Senator Rose, Forestry, asked the Provost how increases in productivity would be measured. Arnold replied that the Chancellor has appointed a committee to study this issue and Provost Arnold has been asked to serve on it. Rose noted that this issue creates an opportunity to educate legislators as to what faculty actually do and commented that if it is mishandled, it could backfire terribly.

Senator Curtis, Agricultural Sciences, presented the assumption that the proposed 15% increase in productivity will be due to a loss of faculty and questioned whether Arnold thought that the Governor and Legislature realize the negative impact this would have on research, and the associated positive economic benefits for local communities of the universities. Arnold disagreed with the assumption since the 900 cuts in Higher Education were to be from other than faculty directly involved in instruction, research or public service activities, so he felt that they do understand.

Reports from the Faculty Senate President

President Heath reported on the following items:

- Workload Issue - President-Elect DeKock has scheduled Shirley Clark, Vice Chancellor for Academic Affairs, to address this issue at the January Senate meeting.
- LIT Update - The Organization and Structures Committee will report their recommendations to the Leadership Implementation Team (LIT) General Committee on December 11. The LIT General Committee has until January 15 to submit the recommendations to President Byrne. Heath, along with Dean Parker, Business, co-chaired the Organization and Structures Committee and thanked everyone for the input received from group meetings and in writing.

New Business

Senator Wilcox, Health & Human Performance, presented a motion and information concerning sexual orientation policies for ROTC students. A hand-out was available containing two resolutions passed by the Faculty Senate: the June 1990 Resolution on Discriminatory Policy by ROTC and the October 1992 resolution affirming commitment to academic freedom and affirmative action.

Wilcox noted that there is a conflict of policy with regard to sexual orientation between the Department of Defense and the University. As a way of recouping scholarships, ROTC is now requiring students to sign a form stating that they may be disenrolled from the program if they have homosexual tendencies.

The motion is as follows:

The Faculty Senate directs the Air Force, Army, and Navy ROTC units at Oregon State University to immediately discontinue soliciting any information regarding the sexual orientation of students entering or participating in the ROTC programs.

Motion 92-489-02 was seconded by Senator Lee, Liberal Arts.

Senator Scheuermann, Student Affairs, supported the spirit and intent of the motion, but questioned whether the Faculty Senate can "direct" the military to discontinue the practice and what can be done if they don't discontinue. Wilcox responded that he didn't know the answers, but felt that by demonstrating publicly that this is still an important issue, it may provide the impetus for change.

Senator Harris, ROTC, raised a point of order that the motion was not appropriate to be considered since he didn't believe the Senate had the authority to enforce the motion. President Heath noted that the Bylaws state that

Faculty Senate recommendations go to the Provost. The Parliamentarian ruled that the point of order is in order and the motion would need to be amended.

Senator Gamble, Science, moved that the motion be amended to indicate that it is compatible with ordinary motions by this body and provided the following wording, which was seconded (motion 92-489-03):

That the Faculty Senate instructs President John Byrne to direct the Air Force, Army and Navy ROTC units at Oregon State University to immediately discontinue soliciting any information regarding the sexual orientation of students entering or participating in the ROTC program.

Senator Shepard, Liberal Arts, moved to postpone the motion to the next meeting to give Senators time to study it. He commented that the Senate does have powers and noted that no students receives a degree without the approval of the Senate. Motion 92-489-04 to postpone the motion was seconded and passed by a show of hands with 30 in favor and 37 opposed. The Bylaws state that postponement shall be passed by a 25% vote of the members present.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1992 No. 488

Oregon State University

November 5, 1992

For All Academic Staff

The meeting was called to order at 3:02 pm by President Kathleen Heath. There were no corrections to the October minutes.

Motion 92-488-01 was passed by voice vote to allow Senator Gary Tiedeman, Liberal Arts, to act as Parliamentarian during the November meeting.

Meeting Summary

- Special Reports were presented by the following individuals: Barbara Balz, Telephone Registration; Sally Malueg, Athletics; Jim Pease, Interinstitutional Faculty Senate; and Roger Bassett, OSSHE Director of Government Relations.
- Action Items - The following items were approved: Acting Parliamentarian; 1993 Apportionment Table; Closed nominations for President-Elect, Executive Committee and IFS Representative; Recycling Resolution; and a Resolution regarding diversity climate on campus. [Motion 98-488-01 through 07]
- New Business consisted of approval of a resolution encouraging multicultural participation in Senate affairs (motion 92-488-09).
- Dr. Mike Martin, past Faculty Senate President, was recognized for his service to the faculty.

Roll Call

Members Absent With Representation:

Cowles, J. Honor; Grace, L. Maughan; Knight, C. Love; Lunch, J. Foster; McDowell, S. Randahawa; Messersmith, M. Kelsey; and Pearson, D. Baisted.

Members Absent Without Representation:

Beatty, Bell, Berry, Boyle, Brownell, Burke, Calder, Coakley, Danielson, DeYoung, Duncan, Gamble, Hardsy, Harding, Haskell, Hermes, Hogue, Holleman, Lombard, Matzke, Miller, Mukatis, Myrold, Oriard, Robbins, Rossignol, Rudd, Sherr, S. Smith, Strik, and Vanderveen.

Faculty Senate Officers/Staff Present:

K. Heath, President; C. DeKock, President-Elect; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

B. Balz, Registrar's Office; R. Dix, Registrar's Office;

J. Dunn, Academic Affairs; P. Isensee, Computing Services; S. Malueg, Liberal Arts; J. Root, Communication Media Center.

Special Reports

Barbara Balz, Telephone Registration

Barbara Balz, Registrar, and Russell Dix, Associate Registrar, outlined and demonstrated telephone registration procedures.

Balz referred to a revised registration schedule included in the agenda and noted that the Spring term starting date published in the Schedule of Classes is incorrect. The correct date for classes to begin is Monday, March 29. January 4 will be the last time to register in Gill Coliseum. Telephone preregistration will begin February 14 for Spring 1993.

There will be a pilot group of 800 students, representing all majors and classes, participating in telephone registration for Winter 1993. These students will make comments to the Registrar's Office on the process.

As students register via telephone, they will receive confirmation of their registration in each class. Course restrictions will be enforced. Mandatory advising by several colleges will be managed by the use of a special Personal Identification Number (PIN) issued by the advisor or advising office. The PIN for other students will be their birthdate.

Dix noted that, during Spring quarter, telephone registrations will simultaneously be taken for Summer and Fall 1993. There will be 32 lines available to handle calls with room for eight people in a queue on each line.

Senator Leong, Science, questioned whether individuals would be available to help students, if necessary, with telephone registration. Dix replied that there will be a telephone line to Balz, Dix, or one or two other people who would be available to help students.

Senator Shepard, Liberal Arts, noted that PSU students found that the automated phone registration was more pleasant than dealing with actual people.

When questioned why phone registration would not be available 24 hours, Dix responded that it was necessary to limit it to 17 hours per day to give the system time to back-up and noted that there must be Computer Center personnel present during the hours of registration.

Senator Strub, Oceanography, expressed concern for students registering by phone who have difficulty with the English language and was told that help would be available from the Registrar's Office.

In response to a question from Senator Browne, Business, Balz stated that new students would be registered through SOAP or other orientation programs. Graduate or Post Baccalaureate students will be able to register as soon as they are admitted.

Senator Hendricks, Liberal Arts, asked what type of phone must be used to access the system. Dix responded that a true touch-tone phone must be used and will accept calls only from North America. Balz added that the system will tell the caller to go to a touch-tone phone if necessary.

Senator Michel, Associated, questioned how mischief and security would be handled since some individuals could get access to other students' PIN's. Balz stated that problems will be monitored and a warning will be included in each registration packet, and noted that problems have been minimal at other institutions.

Sally Malueg, Sport and Athletic Review Task Force

Sally Malueg, Sport and Athletic Review Task Force Chair, reported on the committee's recommendations and activities. The report was published in the November Faculty Senate agenda. The Faculty Senate requested President Byrne to form a committee to review the role of athletics at OSU. The committee was appointed by Dr. Byrne and charged with the following (Byrne added numbers two and four to the Senate's request):

- (1) to review the value of sport and athletics to the culture of Oregon State University,
- (2) to consider the public relations aspects of athletics,
- (3) to explore the appropriate funding mechanisms for intercollegiate athletics,
- (4) to consider possible academic opportunities pertaining to sport and athletics in our society, and
- (5) to consider appropriate roles for faculty in providing advice and guidance to intercollegiate athletics.

The committee first met on March 2 and submitted their report to Byrne on May 20. They found that athletics have become deeply embedded in the culture of OSU. The committee made the following recommendations in

their report:

- (1) Conduct statistically reliable surveys of student, faculty and alumni attitudes toward sport and intercollegiate athletics at OSU.
- (2) Encourage better communication with the rest of the campus on the part of the Department of Intercollegiate Athletics.
- (3) Find ways to better integrate Intercollegiate Athletics with the rest of the University.
- (4) Explore the possibilities for fostering a broader academic/educational mission for Intercollegiate Athletics; as much as possible, Intercollegiate Athletics should be tied to the academic programs of the University.
- (5) Explore the possibility of developing a sports management degree or certificate program, jointly offered by the College of Business, the College of Health and Human Performance, and Intercollegiate Athletics.
- (6) Explore ways to integrate the Director of Intercollegiate Athletics more fully into the senior administration on campus.
- (7) Encourage more autonomy in the Athletic Advisory Committee, for symbolic as well as practical reasons.
- (8) Repeat the sport and athletic review every five years, as circumstances, personnel and practices change

Conclusions reached by the committee included the following:

- The long-term fate of athletics at both OSU and UO is to a considerable degree in the hands of the television networks and their market considerations, but insofar as OSU retains control of its own future, competing in athletics at a lower level is not a serious option.
- One of the most obvious conclusions the Task Force can draw from its inquiry is the lack of a consensus within the University community about the role of intercollegiate athletics at OSU.

Also available at the meeting was a seven-page response from Dutch Baughman, Athletic Director, addressing specific suggestions for implementation of the Task Force recommendations. The Faculty Senate Office has a limited number of copies of the response available.

It was noted that a 10-page appendix (not reproduced in the agenda) listed degree possibilities in Sport Management.

Mike Martin, Agricultural and Resource Economics requested the percentage of athletes who are from Oregon high schools. Malueg responded that she did not have that information since it was not discussed by the committee.

Malueg encouraged comments and input regarding the report be sent to President Byrne.

Interinstitutional Faculty Senate

Jim Pease, IFS Senator, included the following remarks in his report of the October IFS Meeting:

- PSU President Judith Ramaley welcomed IFS Senators. She discussed the work of the Oregon Future's Committee and proposed that IFS work on presenting information to the public on the value of higher education to the state's economy and citizens.
- Roger Bassett presented an analysis of the Future's Committee's work on creating core budgets for state programs.
- Alice Dale, OPEU, spoke on Ballot Measure 7.
- Senator Shirley Gold discussed the Education Reform Act of the 21st Century and budget matters.
- Representative Mike Burton spoke about changing demographics and the Oregon tax system.
- Shirley Clark, Vice-Chancellor for Academic Affairs, discussed the growth in telecommunications courses via Ed-Net; classes grew from 12 last year to 70 this year. She also discussed the Report on Certificate for Advanced Mastery which is very vocation oriented and noted that higher education must become more involved in K-12 and community college curriculum planning. Clark also addressed faculty workloads and productivity and indicated it is likely that some legislators will press for more emphasis on undergraduate instruction and less emphasis on graduate programs and research.
- IFS Senators reported on the Oregon Future's Committee presentations by higher education. Senators expressed concern that faculty workloads and productivity did not receive an adequate presentation. The December IFS meeting will focus on how IFS can contribute to this issue, as well as establishing an IFS Task Force report on teaching and research in higher education.
- IFS adopted the following resolution regarding Ballot Measure 9:

"The IFS has reviewed Ballot Measure 9 and finds its effects would be to violate the tenets and traditions of academic freedom and nondiscrimination in teaching, course content, learning, and research in college and university settings. This measure would prescribe what is to be taught, obstruct the free flow of ideas, and require discriminatory treatment. The IFS affirms the principles of academic freedom, nondiscrimination, and tolerance and opposes censorship."

Action Items

1993 Apportionment Table

Senator Warnes, Engineering, moved to adopt the

apportionment table, which showed a total of 1627.643 FTE resulting in 115 Senators. Senator Smart, Associated, seconded the motion. Motion 92-488-02, to adopt the table as the basis of apportionment, passed by voice vote with no objections or abstentions.

Report of Committee on Bylaws and Nominations

Zoe Ann Holmes, Bylaws and Nominations Committee Chair, reported that the committee had a difficult time finding people who were willing to have their names placed in nomination.

President-Elect - Nominees recommended were: Michael Oriard, English and Joe Zaerr, Forest Science. There were no nominations from the floor. Motion 92-488-03 to close the President-Elect nominations passed by voice vote with no objections.

Executive Committee - Nominees recommended were: David Hardesty, Art; Bill Lunch, Political Science; Terry Miller, Agricultural Chemistry; Jon Root, Communication Media Center; and David Williams, Food Science and Technology. Senator Krane, Science, nominated John Morris, Zoology; Morris indicated he is willing to have his name placed in nomination. Motion 92-488-04 to close the Executive Committee nominations passed by voice vote with no objections.

IFS Representative - Nominees recommended were: Lita Verts, Educational Opportunities Program and Anthony Wilcox, Exercise and Sport Science. There were no nominations from the floor. Motion 92-488-05 to close the IFS Representative nominations passed by voice vote with no objections.

Category I Proposal

Ken Krane, Curriculum Council Chair, presented a proposal to rename the College of Oceanography to the College of Oceanic and Atmospheric Sciences. This proposal is a result of the Department of Atmospheric Sciences merging with the College of Oceanography on July 1, 1992. Senator Browne moved that the proposal be accepted and Senator Rice, Liberal Arts, seconded the motion.

In response to a question from Senator Davis, Science, concerning savings resulting from the merger, Krane indicated that a department office had been closed. Jeff Gonor, Oceanography, stated that minimal savings were present.

Motion 92-488-06 to approve the above proposal passed with no objections or abstentions.

Recycling Resolution

Included in the agenda was a memo from Bob Halvorsen, Business Support Services Director, and Brian Thorsness, Property Administration Manager, requesting Faculty Senate support for recycling. The memo advised that the goal set by the Faculty Senate in 1990, to collect at least 50 percent of the available white paper on campus, has been achieved. It also asked the Faculty Senate to reaffirm support towards creating a more effective waste management program and meeting the goals of Senate Bill 66.

Senator Smith, Liberal Arts, moved that the Senate approve the following resolution, which was seconded by Senator Lee, Liberal Arts:

"The Faculty Senate of Oregon State University supports efforts toward creating a more effective waste management program with the goal of reducing the waste stream by 50 percent by the year 2000, as mandated by Senate Bill 66, passed by the Oregon State Legislature in 1991."

Motion 92-488-07 to approve this resolution passed by voice vote with no objections.

Information Items

- D. Curtis Mumford Faculty Service Award - Nominations will be accepted until January 22, 1993, for the 1993 award which will be presented on September 16, 1993, during University Day activities. Guidelines may be viewed in the Kerr Library Reserve Book Room or the Faculty Senate Office, or obtained via cc:Mail addressed to "Faculty Senate Office" or via electronic mail addressed to "fso@ccmail.orst.edu".
- 1991/92 Senator Attendance Summary - A summary of Senator attendance by apportionment unit was included in the November agenda. President Heath reminded Senators to always sign in since the summary is compiled from the sign-in sheets.
- Endorsement of Proposed Faculty Salary Adjustment Guidelines - The Faculty Economic Welfare Committee reviewed the proposed guidelines and voted to endorse them as presented. The guidelines are essentially the same as last year and the nine-page document is available for viewing in the Faculty Senate Office.
- Multi-Year and Extended Fixed-Term Contracts Guidelines - The proposed guidelines were included in the November agenda with a response from Stephanie Sanford, Faculty Status Committee Chair.

John Dunn stated that the prepared guidelines are consistent with OSU's current practices and that the recommendations from the Faculty Status Committee were included.

- Faculty Awards - A DOS file containing information for the following awards has been sent electronically to Deans, Directors and Department Heads. The information may also be viewed in the Kerr Library Reserve Book Room, the Faculty Senate Office or from Ann Asbell, x 7-6811, or via cc:Mail from the Faculty Senate Office or via E:Mail from fso@ccmail.orst.edu. All nomination material for these awards must be submitted to the Faculty Recognition and Awards Committee (Ann Asbell, Committee Chair, in Exercise and Sport Science), by February 15, 1993.

OSU Distinguished Service Award
OSU Alumni Distinguished Professor Award
Elizabeth P. Ritchie Distinguished Professor Award
Burlington Resources Foundation Faculty Achievement Award
Dar Reese Excellence in Advising Award
Outstanding Faculty Research Assistant Award

- Instructions for Nomination and Election of Faculty Senators - A copy of the instruction letter to heads of apportionment units was included in the November agenda.

President Heath asked Senators to remind colleagues that the flap of the return envelope containing the President-Elect and IFS ballot must be signed to be valid.

Reports from the Executive Office

Provost Arnold's report included the following remarks:

- OSBHE approved four OSU degree proposals at the October meeting:
 - Ph.D. in Molecular and Cellular Biology
 - BS in Environmental Sciences
 - BS in Natural Resources
 - Second Level Teaching Endorsement in Adapted Physical Education
- The Academic Council will consider the MS and Ph.D. in AIHM at the November meeting.
- The external review has been completed and the report received for the MA in English proposal which will be considered by the Academic Council at a future meeting.
- As of the last week in October, there were 14,284 students who have paid fees. There are an additional 172 students enrolled in Continuing Higher Education courses.
- Dr. Lee Schroeder has been appointed as interim Vice President for Finance and Administration.
- The formal dedication of the Agricultural and Life Sciences Building will occur on November 21.
- Leadership Implementation Team (LIT) - There have been a number of informational meetings and input is now being received in response to a questionnaire distributed in OSU THIS WEEK and at various meetings. The three subcommittees working on implemen-

tation of the recommendations are: (1) Reorganization/Restructuring,; (2) the process of reengineering a set of recommendations and the investments required to implement those savings,; and (3) outsourcing and/or elimination.

LIT is meeting weekly and will begin to make recommendations to President Byrne in January.

Reports from the Faculty Senate President

President Heath reported on the following items:

- Faculty Productivity - She requested that individuals who would be willing to serve on a task force to study faculty productivity forward their names to the Faculty Senate Office.
- LIT - Don Parker and Kathy Heath are co-chairing the Structures and Organizations committee. If anyone has input for this committee, please submit it as soon as possible since the recommendations from this committee are due to the LIT Committee on December 8.

President Heath read the following resolution in recognition of Mike Martin, Past Faculty Senate President, who is leaving OSU:

The Faculty Senate of Oregon State expresses its appreciation to Mike Martin for his years of service to the faculty of the University.

A motion was made and seconded to endorse the resolution. Motion 92-488-08 was passed by voice vote with no dissenting votes.

Heath made the following observations concerning Martin's service to the faculty: his strong support of faculty governance as an important right and responsibility of the faculty of Oregon State was well known; recognized his service as Faculty Senate President; stated that the faculty appreciated his analysis of the salary structure at OSU; commended his constructive criticism of the administration on issues such as the Waivers in Promotion and Tenure; and noted he has been a strong advocate for the faculty. Heath also noted that his enthusiasm, energy, sense of humor and commitment to faculty issues will be missed and wished him well in his new position at the University of Minnesota as Assistant Dean of Research in the College of Agriculture and Assistant Director of the Agricultural Experiment Station.

Martin thanked the Senate and expressed gratitude for the wonderful 15-year association with OSU. He noted that his heart will remain in Oregon and he will follow with great interest and concern what this institution goes through in the wake of Measure 5.

New Business

Senator Rice, Liberal Arts, prepared the following resolution concerning diversity. Rice asked that a phrase in the resolution, "institutional discrimination," be replaced with "differential impact," which describes discrimination without intent. She asked the Senate to look at its own rules and determine if they are creating differential impact.

Whereas, The climate on the Oregon State University campus and in the larger Corvallis community is currently full of tensions involving issues of diversity;

Whereas, Specific incidents involving harassment of members of underrepresented groups on campus have already happened Fall term;

Whereas, Oregon State University has generated a wealth of information about campus climate and the need for a more multicultural approach to the everyday activities of campus life (e.g. the Outside Board of Visitors and their report; the Minority Affairs Commission and the Minority Action Plans from every academic and administrative unit; the report from the Commission on Racism; the creation of a Multicultural Affairs Office, etc.);

Whereas, The Faculty Senate has, in previous resolutions, affirmed its commitment to creating an Oregon State University that is truly a multicultural institution representative of the diversity of the campus community;

Whereas, The structure of an institution tends to mirror the assumptions, values and goals of those who created the institution, and therefore needs to be reexamined periodically in the light of those assumptions, values and goals;

Resolved, The Faculty Senate of Oregon State University requests the Committee on By-Laws (or any other appropriate committee identified by the Faculty Senate Executive Committee) to use campus resources to learn about patterns of institutional discrimination differential impact in general, to look at reports on the campus climate at Oregon State University, and to suggest ways the Senate might revise their its current laws and practices to avoid institutional discrimination differential impact and to encourage multicultural participation in the affairs of the Senate.

She gave the following background for the resolution:

- The Faculty Senate Executive Committee discussed preparing a resolution in response to the Longhouse incident, because they were concerned, but felt that it had occurred too long ago.
- Since then other racial incidents have occurred on campus.

- Students feel that faculty are a part of the problem.
- A need to look at certain groups, faculty and student alike, which are being discriminated against without intent.
- There is a need to look at areas on campus which have a differential impact and discourages multicultural participation.
- No Rank faculty must petition to be included in Faculty Senate apportionment.
- This resolution was an attempt to force the Faculty Senate to look at this issue in a concrete way rather than another resolution deploring students' actions.

Senator Carson, Liberal Arts, seconded Rice's motion to approve the resolution.

President Heath clarified the No Rank faculty issue and reminded Senators that No Rank faculty are included in apportionment if their "...principal activity involves academically related advising or counseling of Oregon State University students."

Zoe Ann Holmes, Immediate Past Faculty Senate President, pointed out that this motion asks faculty to, appropriately, readdress whether they want a University Senate or a Faculty Senate. It also asks to define what ranks are actually faculty.

Senator Krane suggested that the word "their" in the last paragraph be changed to "its." He also questioned the meaning of the last "Whereas" which refers to "...assumptions, values, and goals." Rice responded that any institution mirrors the values of those individuals who created the institution and should change when the constituency changes. In response to Krane's question about whether the word "institution" referred to the University or to the Faculty Senate, Rice replied that it could refer to either.

Senator Tiedeman, Liberal Arts, suggested adding the word "Committee" to the last paragraph which refers to the "Faculty Senate Executive."

President-Elect DeKock supported the resolution and felt that what needed to be done is to get faculty more involved with students because they are losing informal touch with undergraduates. It won't eliminate the racial incidents, but perhaps the number of incidents would be lowered if faculty were more involved with students outside the classroom. He is meeting with the ASOSU faculty leadership to formulate ideas on ways to get faculty involved and would welcome any suggestions or volunteers who would like to work with him. He also felt that it was time to address the issue of allowing No Rank faculty to be included in the Senate.

Rice replied to Senator Smith, Liberal Arts, that the resolution would allow a non-Faculty Senate committee or group to identify changes, which would be beneficial.

Motion 92-488-09 to approve the resolution, as revised, passed by voice vote with no dissensions or abstentions.

Roger Bassett, OSSHE Director of Government Relations

Roger Bassett reported on the following topics during his visit with the Senate:

1993-95 Budget Proposals - Governor Roberts and her staff are preparing budget proposals. Part of the budget includes shifting funds, such as the Lottery, and marginal changes in taxes. Any one of the proposed tax plans would raise roughly the same amount of money.

Her budget will be one of themes and ideas, rather than agencies, and have an emphasis on: readiness to learn; early childhood; Educational Reform Act; and job skill preparations and development. It will likely be a budget that Higher Education will not agree with.

Legislative Leadership - The Republicans (14) and Democrats (16) are in a virtual tie for control of the Senate. Senator Jim Hill (D) will resign his seat to become the next Treasurer and Senator Peg Jolin (D) is in court battling campaign finance charges. The chief contenders for the Senate Presidency are Senators Grattan Kerans and Joyce Cohen.

Committee on Oregon's Future - Bassett noted that both Senator Trow and Representative Van Vliet have been important committee members. This committee has laid down a thoughtful base for legislative decision-making and should provide an important bipartisan effort to either decide a budget in this session or refer a tax plan to the voters.

Higher Education Agenda - It is important for Higher Ed to have more than a single agenda; it is essential that the agenda be more than one biennium; that it be more aggressive than the constraints we're facing; and that it challenges this Legislature to do better than the budget being presented by the Governor. According to Bassett, it is "Not likely to be a Legislature that will cause us to party in the streets on the 4th of July." The thinking of Legislator's must be expanded.

In response to Keith Mobley mentioning that salaries and benefits were not considered and asking if they will be on the Oregon Future's Committee agenda, Bassett replied that they probably would be.

Provost Arnold questioned if the idea of a special session before the regular session is now dead. Bassett indicated that it was probably dead, but will depend on discussions between John Kitzhaber and Larry Campbell.

Senator Smith, Liberal Arts, noted that the problem of

getting the public excited about Higher Education lies in Multnomah, Clackamas and Washington Counties and asked what strategies should be pursued. Bassett replied that PSU is working on that very concept.

Zoe Ann Holmes questioned whether the Legislature would interpret the defeat of Measure 7 as the rejection of any tax increase. Bassett felt that the Legislature's next step will come from the business industry who were opposed to Measure 7 but are in favor of a tax plan, which will probably be put forth in the near future.

Bassett commended President Byrne for volunteering to be the first to tackle the BARC challenge.

Senator Rose, Forestry, felt that there was no strong emotional attachment to the university system in this State and questioned whether the Legislature knows what the University does in an emotional sense. Bassett responded by saying that Oregonians are not emotional by nature and they very much appreciate that someone goes out of their way to accomplish something. Ways have to be found to let people experience things for themselves rather than letting them continue to take things for granted.

Meeting was adjourned at 5:22 pm.

Respectfully submitted by:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1992 No. 487

Oregon State University

October 1, 1992

For All Academic Staff

The meeting was called to order at 3:00 pm by President Kathleen Heath. There were no corrections to the June minutes.

Meeting Summary

- The following Special Reports were presented: State of the University, Provost Roy Arnold; Administrative Review Committee, Andy Hashimoto, ARC Chair; and Interinstitutional Faculty Senate, Jim Pease, IFS Senator (June Report) and Mary Kelsey, IFS Senator (July Report). The scheduled report on Athletics by Sally Malueg was postponed to the November 1992 meeting.
- New Business consisted of approval of a resolution affirming commitment to academic freedom and affirmative action (motion 92-487-01).
- Dr. Ed Coate was recognized for his service to OSU with a resolution and gifts from the Senate.

Roll Call

Members Absent With Representation:

Akyearmping, M. Verploegen; Danielson, J. Peters; Grace, L. Maughan; Harding, L. Beeson; Hoag, M. Leid; Lunch, R. Sahr; McDowell, S. Randhawa; Messersmith, M. Kelsey; Smart, I. Delson; Verts, Y. Smith; and Williams, A. Bakalinsky.

Members Absent Without Representation:

Ahrendt, Beatty, Berry, Beschta, Bolte, Burke, Burrill, Curtis, Duncan, Esbensen, V. Farber, Finnan, Hanna, Haskell, Hermes, Ingham, Jensen, Kauffman, Lev, Lombard, Lundin, Matsumoto, Matzke, Muir, Mukatis, Pahl, Pearson, Rathja, Robbins, Rose, Rossignol, Savige, S. Smith, Strik, and Vanderveen.

Faculty Senate Officers/Staff Present:

K. Heath, President; C. DeKock, President-Elect; D. Krause-Yochum, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

G. Beach, Budgets and Planning; R. Frank, English; F. Leibowitz, Promotion & Tenure Committee; D. Nicodemus, Dean of Faculty, Emeritus; M.L. Spruill, University Relations; and C. Zauner, Exercise and Sport Science.

Special Reports

Roy Arnold, Provost and Vice President for Academic Affairs

Dr. Arnold gave an update on issues which have been acted on by the Senate:

- OSBHE has approved the following: 1) BA in International Studies; 2) Reinstatement of the BS in Technical Education; 3) Endorsement in Early Childhood Education; and 4) the name change for Home Economics and Education.
- The Academic Council is reviewing the following: 1) Ph.D. in Molecular and Cellular Biology; 2) BS in Environmental Studies; 3) BS in Natural Resources; and 4) the second level teaching endorsement in Adapted Physical Education.
- External review for the MS and Ph.D. in AIHM was conducted over the summer
- External review team for the MA in English will be on campus next week
- BCC Category "Difference, Power and Discrimination" workshop was completed over the summer
- No action on Center proposals for the Western Community College and Youth at Risk. Further discussion and refinement is continuing.

Enrollment - Provost Arnold reported that new student enrollment is up 7%; no figures are yet available for returning students. The total enrollment is at or near the number anticipated for fall term.

Budget - In June, the OSBHE adopted an 80% model; in July, the 80% model was prepared including possible funds to be restored through decision packages. Two budgets will be prepared: a revenue budget and an appropriate budget for the State.

OSU's 80% budget includes one-half of the reduction in administrative and support positions, 15% from new revenue and tuition and the remainder from academic programs. OSU's first priority was to reinstate the funding for Veterinary Medicine, however, it was not included in the OSBHE and Chancellor's recommendations.

Replacement Revenue - Arnold cautioned the Senate to expect nothing until after the November election and mentioned that there may be a special session after the election. Efforts of the special legislative committee and

the governor may culminate in special revenues to tide us over.

Letters of Timely Notice - OSU complied with the OSBHE requirement to send out the letters to Veterinary Medicine faculty. However, OSU hopes to rescind the letters if replacement revenue is found. Arnold urged everyone to be aware of the plight of the Vet Med faculty, staff and students.

VP for Finance and Administration Vacancy - An advisory committee has been appointed by President Byrne to select an interim replacement. A permanent search will occur.

New initiatives Arnold discussed for the coming year included the following:

Faculty Productivity - Included with the 1992-93 budget guidelines from the Chancellor's Office was a request to find ways to address faculty productivity, or workload. Administration has been asked to broaden the definition to include more than teaching and there will be a focus on the output and outcomes of what faculty actually do and how to increase productivity.

Dr. Leslie Burns is the 1992-93 faculty intern and her special project will deal with faculty productivity. Arnold urged faculty to contact Dr. Burns with concerns or ideas.

Faculty Recognition and Reward Structure - This is an area which has received a great deal of national attention and needs to be addressed on our campus, particularly the definition and measurement of scholarship. Arnold suggested the possibility of forming a group to study this issue which may result in a review of Promotion and Tenure Guidelines. He will discuss the feasibility of a review of this process with the Faculty Senate Executive Committee and the Deans.

Reductions - IFS Senator Pease questioned the status of the reduction state-wide of 4,000 jobs. Arnold replied that was a topic of discussion at a Ways and Means Committee meeting; they felt that the Executive Department should not be mandating these reductions without the direction of the Legislature. OSU is on track with their 211 position reductions.

Dr. Arnold noted that he is nearing the completion of one year in his current position and commended the faculty for continuing during these uncertain times. He also acknowledged the commitment of OSU faculty and staff and appreciates the encouragement and support he has received during the past year.

Administrative Review Committee (ARC)

Andy Hashimoto, ARC Chair, explained the process the committee used to arrive at the recommendations, presented the report and outlined the plans for implementation. He noted that the report states it is a document to begin discussions. The goal is to make OSU more effective and efficient. Included in the agenda was the Peat Marwick Executive Summary.

Hashimoto informed the Senate that the Leadership Implementation Team (LIT) has begun to address the issue of implementation. He emphasized that it is critical for the LIT to receive feedback. There will be several public meetings; one will be to disseminate information and the others will be to receive reactions from the university community.

Senator Gamble, Science, was concerned about the published time schedule and questioned whether there was a concerted or individual step process. Hashimoto indicated it was both and urged individuals to look at the item being implemented rather than the published dates.

President-Elect DeKock noted he was impressed with the speed in which the report was prepared. He expressed concern about the association with hardware, software and, perhaps, human services. Ed Coate, VP for Finance and Administration, stated that the same consultant has been asked to work with OSU on these issues.

Senator Browne, Business, expressed concern about outsourcing, referred to workers who had lost jobs and benefits when the janitorial service was outsourced, and questioned whether the university would get the same services from a different supplier. Hashimoto replied affirmatively. Browne also questioned where prior cuts fit into the recommendations. Hashimoto responded that each biennium is considered separately and does not take into consideration what cuts have been taken in the past.

Senator Berg, Science, said she assumed that deans and department heads fall into the box marked "Colleges" on the proposed organization structure and suggested moving this box closer to the center of the chart.

Senator Tiedeman, Liberal Arts, questioned recommendation number three which calls for consideration of additional college mergers. Hashimoto explained that the charge was to find areas where administrative costs could be reduced and savings accrued. He agreed that some recommendations are debatable as to whether they would be effective, but they would save money.

Jim Pease, IFS Senator, noted that the Board's Administrative Review Committee (BARC) report states that any savings will go back into academic programs and questioned how it will affect OSU. Coate indicated that the intent is to move resources to academics.

Senator Gould, Science, questioned why the proposed budget only addresses 50% in administrative cuts and doesn't address academic programs. Provost Arnold explained that the total package was 50% for administration, 35% for academics and 15% in revenues.

President Heath encouraged Senators to attend the open meetings and have activities in each college to involve faculty and staff to discuss the recommendations.

Recognition of Dr. Coate

President Heath read the following resolution prepared for Ed Coate, VP for Finance and Administration, who will begin a new job at UC Santa Cruz on November 1:

RESOLVED: The Faculty Senate of Oregon State University expresses its appreciation to Ed Coate for his outstanding service to the University as Vice President for Finance and Administration and wishes him well in his new position.

Dr. Coate was presented with a Beaveropoly board game and a writing pen bearing the OSU logo.

Interinstitutional Faculty Senate

Jim Pease, IFS Senator, included the following remarks in his report of the June 5-6 IFS meeting:

- IFS President Bonnie Staebler reported on the IFS Administrative Costs Study Report which was made available to the Board's Administrative Review Committee.
- The guest speaker was Senator Lenn Hannon who delivered three strong messages: 1) institutions need to stand together; 2) the key to replacement revenue lies in the Portland metropolitan area; and 3) OSBHE and the Chancellor's Office need to take a stronger stand against further cuts, even if it means putting their positions on the line.
- IFS adopted a statement to the OSBHE outlining the costs to the people of Oregon concerning dismantling of the State System of Higher Education. The statement was read to the Board by Bonnie Staebler in June, received a strong round of applause, and included the following: "Send the cuts forward if you must but do so without a vote of endorsement. Refuse to give credibility to the cuts before you. We implore you to take a firm stand today for the State System of Higher Education, for the faculty, for the students we serve, and for the people of Oregon."
- IFS Senator Herb Joliff reported on the governor's task force discussions of substantially reducing PERS benefits, including the following possible changes:
 - age 62 for full benefits
 - change in compensation formula
 - 60 months average salary for calculating compensation

- no sick leave in formula
- 50/50 co-pay for retirement benefits by current employees
- OSBHE voted to allow the use of an indeterminate amount of institutional funds for intercollegiate athletics. IFS will proceed with a position paper on the issue and share it with anyone requesting it.

Mary Kelsey, IFS Senator, reported on the July IFS meeting and included the following items in her report:

- President Meyers, WOSC, spoke to the group on cooperation between higher education and K through 14, as well as cooperation among ourselves through the next few years.
- Mark Nelson, AOF Lobbyist, presented an update on Oregon's resource allocation and how it relates to the budgeting process for higher education. He also shared his feelings about the July 7 special session budget plan failure in the Legislature which he attributed to egos and a lack of process between Governor Roberts and key legislators. Nelson urged faculty to continue to talk to the public-at-large, the press, and to students about the needs of higher education in Oregon.
- Roger Bassett, Director of Government Relations for Higher Education, presented the OSSHE game plan goals for the special hearings of the Oregon's Future Committee and their proposed strategy shift into the conceptualization of budgeting.
- Several IFS Senators attended the Higher Ed Review by the Special Subcommittee on the Joint Legislative Committee on Oregon's Future held in August. Kelsey reported that the OSU IFS Senators were proud of President Byrne who did an excellent job giving testimony for the colleges and universities. Keith Mobley wrote a good review of this meeting and made information available to all at OSU.

Information Items

- Zoe Ann Holmes, Bylaws and Nominations Committee Chair, is accepting recommendations for (1) President-Elect, (2) Executive Committee members, and (3) Interinstitutional Faculty Senate representatives.
- The 1991-92 Promotion and Tenure Summary Report prepared by John Dunn, Associate Vice President for Academic Affairs was reproduced in the agenda.
- The following dates have been scheduled for Faculty Senate meetings. All meetings will be in the Construction and Engineering Hall of the LaSells Stewart Center, unless otherwise noted.

November 5, 1992	March 4, 1993
December 3, 1992	April 1, 1993
January 7, 1993	May 6, 1993 - MU East Forum
February 4, 1993	June 3, 1993

Reports from the Faculty Senate President

President Heath reported on the following items:

- Faculty Salary Adjustments - A draft outlining the proposed adjustments has been sent to the Faculty Economic Welfare Committee for their review.
- Multi-Year Contracts - Proposed guidelines for the use of multi-year and extended fixed-term contracts have been forwarded to the Faculty Status Committee for review.

New Business

Senator Wilcox, Health & Human Performance, presented and moved the following resolution affirming commitment to academic freedom and affirmative action which was seconded:

Whereas Oregon State University does not discriminate on the basis of race, color, national origin, religion, sex, sexual orientation, age, marital status, disability, or disabled veterans or Vietnam era veteran status in any of its policies, procedures, or practices;

whereas Oregon State University is committed to the practice of academic freedom with regard to the teaching, research, and scholarly activity of its faculty;

whereas Oregon State University stands opposed to censorship or thought-control in the exchange of ideas in its many forms of transmission, including but not limited to literature, poetry and other written forms, works of art, music and dance; radio; and television.

Be it resolved that the Faculty Senate of Oregon State University upholds the honored tradition of tolerance, affirmative action, academic freedom, and opposition to censorship and thought-control at Oregon State University.

The above motion passed by voice vote with no dissenting votes (motion 92-487-01).

Meeting was adjourned at 4:33 pm.

Respectfully submitted by:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1992 No. 486

Oregon State University

June 4, 1992

For All Academic Staff

The meeting was called to order at 3:00 pm by President Kathleen Heath. Page three of the May minutes was corrected as follows by Senator Esbensen, Science: during the discussion regarding criteria #7 of the Affirming Diversity proposal, the minutes should read that he "...didn't feel it was appropriate for a state institution to be examining personal beliefs in a classroom." Senator Hashimoto, Agriculture, noted that on page four his comments should reflect that it is important to have a faculty observer present at the budget hearings rather than the Deans' meetings as was printed. No other corrections were noted.

President Heath reminded Senators that it is against the Fire Marshall's regulations to have people sitting on the steps.

Motion 92-486-01 was seconded and approved by voice vote to allow Senator Bruce Shepard to act as Parliamentarian during the June meeting.

Summary of Senate Actions

The following items were approved: Confirmation of Bruce Shepard as acting Parliamentarian; endorsement of OSU's Vision Statement; proposed lists of degree candidates and honors subject to final confirmation of all degree requirements; Bylaws revisions; two Category I proposals: 1) Proposal for Reorganization, Curricular Revision and Renaming of an Instructional Program offering Undergraduate Degrees in Environmental Sciences and 2) Proposal for the Initiation of a New Instructional Program Leading to the Bachelor of Science in Natural Resources; election of members and alternates to Faculty Panels for Hearing; and a resolution expressing appreciation to President Byrne for leadership during the Measure 5 budget crisis. [Motions 92-486-01 through 92-486-14]

Roll Call

Members Absent With Representation:

Berg, P. Bodenroeder; Burns, S. Francis; Gould, D. Weller; Hendricks, S. Cordray; Hogue, R. Pettit; Nishihara, M. Verploegen; Pearson, H. Schaup; Runciman, H. Sayre; and Stone, J. Harris.

Members Absent Without Representation:

Beatty, Bolte, Burke, Burrill, Canfield, Coakley, Cowles, Curtis, L. Davis, Duncan, Engel, V. Farber, Gentle, Grace, Haskill, Hoag, Ingham, Larwood, Lee, Lombard, Lunch, Matsumoto, Muir, Myrold, O'Connor, Pahl, Peterson, Robbins, Sherr, S. Smith, Strub, Vanderveen, Woods and Zaerr.

Faculty Senate Officers/Staff Present:

K. Heath, President; C. DeKock, President-Elect; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

Barbara Balz, Registrar's; P. Brown, Forestry; J. Hall, Fisheries & Wildlife; M. McDaniel, Food Science and Technology; D. Nicodemus, Dean of Faculty, Emeritus; B. Shelby, Forest Resources; J. Westall, Science; W.E. Winner, Botany & Plant Pathology; and S. Woods, Civil Engineering.

Special Reports

Vision Statement

Senator Shepard, Vision Statement Committee Chair, presented a brief background of how the committee formulated the draft, requested and considered reactions from the University community, and finalized the Vision Statement.

Senator Hashimoto commended the committee for their efforts and felt it was appropriate for the Senate to acknowledge the final draft. Hashimoto moved that the Senate endorse the Vision Statement; there was no discussion. Motion 92-486-02 to endorse the Vision Statement passed by voice vote with no dissenting votes.

Action Items

Faculty Senate Consideration of Degree Candidates

Barbara Balz, Registrar, recommended for approval the proposed lists of degree candidates and honors subject to final confirmation of all degree requirements. There are 3,967 students who are candidates for 4,051 degrees

which include: 3,055 Bachelors, 765 Masters and 231 Doctorates. For the first time this year, baccalaureate degree candidates can graduate with Academic Distinction. Previously Senior Honors were awarded. There are 384 seniors who qualify for this new recognition by maintaining high scholarship in their respective colleges while attending OSU for at least two years. The 384 seniors reflect the following: 216 "cum laude" (gpa 3.50-3.69); 93 "magna cum laude" (gpa 3.70-3.84); and 75 "summa cum laude" (gpa 3.85 and above). Eleven students have completed all requirements for the University Honors Program. There are 79 students who are candidates for 2 degrees, 1 is a candidate for 3 degrees and 1 is a candidate for 4 degrees.

Motion 92-486-03 to approve the proposed candidates passed by voice vote with no discussion and no dissenting votes.

Bylaws Revisions

Mike Martin, Committee on Bylaws and Nominations, presented five revisions to the Bylaws and apologized for the delay in getting these revisions to the Senate after having received the charge to work on them last fall. Each of the revisions were voted on by Senators via written ballot. The revisions are indicated by the highlighted sections.

Article III, Sec.1, (1)

The Faculty is defined as members of the Unclassified Academic Staff who: (1) hold one of these academic ranks, Instructor, Senior Instructor, Senior Faculty Research Assistant, ...

This change takes into consideration the approval by the Senate last October to add the word "Faculty" to the rank of Senior Research Assistant.

Motion 92-486-04 was approved by a vote of 74 to 0.

Article III, Sec. 1, (2)

(2) individuals whose principal activity involves academically related advising or counselling of Oregon State University students.

Martin explained that this revision would clarify the Faculty Senate Executive Committee's (EC) current practice of determining non-professorial rank membership on the basis of the relevance of the person's role to the academic part of the institution.

In response to Senator Sproul, Associated, who asked who will define academically related faculty, Martin replied that the EC will make the determination. Martin went on to say that the burden of proof would rest with the individual faculty member who wished to be included in Senate apportionment to demonstrate that their duties

involve academically related advising or counselling.

Senator Smart, Associated, questioned what individuals are meant to be excluded by this revision, for what purpose and how they would be otherwise represented. Martin stated that the intent was not to specifically exclude anyone; the intent was to codify the process of determining apportionment to arrive at a more consistent method. He noted that, currently, each EC can broadly interpret inclusion in apportionment which may vary from year to year.

Senator Michel, Student Affairs, moved to postpone this revision until October when a specific list of individuals who would be included and excluded can be obtained. Sally Francis, substituting for Senator Burns, Home Economics, questioned whether such a list could be obtained. Associate VP Dunn affirmed that such a list could be generated, but reiterated that the EC would be the body that interprets the rules and determines those eligible for Senate membership. Senator Schwartz, Liberal Arts, opposed the motion and felt that Martin adequately addressed the issue. In response to a question from Senator Strohmeier, Student Affairs, regarding how the 16 Student Affairs faculty not represented by the Senate could petition for inclusion, Martin stated that they could petition the EC at any time.

Motion 92-486-05 to postpone this revision until the requested list is obtained was defeated by voice vote with a number of votes in support.

Motion 92-486-06 to clarify Article III, Sec. 1 (2) was approved by a vote of 62 to 12.

Article V, Sec. 5

A Faculty member shall be ineligible for appointment or election to a term of any length during the year following completion of two full consecutive terms.

The committee felt that an individual who completes the term of another should be entitled to be elected to two full terms following completion of a partial term.

Motion 92-486-07 passed by a vote of 70 to 3 with no discussion.

Article V, Sec. 1 The following highlighted paragraphs would be inserted between paragraphs four and five.

If an apportionment group is eliminated due to merger or abolishment of a campus unit, the terms of office of the group's Senators would cease at the end of the current apportionment year.

Motion 92-486-08 passed by a vote of 70 to 2 with no discussion.

If the FTE in an apportionment group declines to the extent that the total number of Senators to be allotted

to that group in the next apportionment year will be less than the number of Senators scheduled to continue their terms of office into the new apportionment year, the reduction in number of Senators shall be dealt with in the following manner: the Senator(s) most recently elected shall remain in office until the end of their term(s) and the Senator(s) elected in the previous election shall not complete their term(s).

Parliamentarian Shepard ruled that the following amendment to the amendment proposed by Senator Morris, Science, would not need to be referred to the Committee on Bylaws and Nominations and could be considered at the June meeting. The amendment to the amendment follows:

If the FTE in an apportionment group declines to the extent that the total number of Senators to be allotted to that group in the next apportionment year will be less than the number of Senators scheduled to continue their terms of office into the new apportionment year, the reduction in number of Senators shall be dealt with in the following manner: the Senator(s) most recently elected shall remain in office until the end of their term(s) and the Senator(s) elected in the previous election shall not complete their term(s) through an election by members of the apportionment group. The terms of the elected Senators shall be in compliance with Sec. 5.

The rationale presented by Morris is as follows: the amendment as originally proposed (1) does not deal with the possibility that the number of Senators automatically removed may be too many (or too few) and (2) removes from the apportionment group the ability to determine a desired balance of Senators (e.g., ratios of men to women, older to younger, etc.). The proposed amendment to the amendment leaves it to the apportionment group to decide which new Senators will be removed or whether a whole new slate of Senators will be elected.

Francis asked if the intent was to conduct an entirely new election for all Senators representing a particular unit. Morris responded that he felt it should be up to each unit to determine and didn't feel it needed to be specified.

Motion 92-486-09 to substitute the amendment to the amendment was seconded and passed by voice vote with no dissenting votes.

Motion 92-486-10 to approve the amendment to the amendment passed by a vote of 69 to 3.

Category I Proposals

Ken Krane, Curriculum Council Chair, presented two environmental sciences proposals; both are consistent with the mission as a land, sea and space grant institu-

tion as well as being consistent with various strategic plans.

The Curriculum Council recommended approval of both degree programs. Krane addressed the issue of apparent duplication, but noted that both have been coordinated during development and carefully reviewed by the Environmental Programs Coordinating Committee. The environmental sciences program leans toward a strong science component in the environmental area; the natural resources program emphasizes breadth and is designed more toward people, values and politics associated with environmental sciences.

1) Proposal for Reorganization, Curricular Revision and Renaming of an Instructional Program offering Undergraduate Degrees in Environmental Sciences - This program should be regarded as an extension of the present environmental sciences option offered through General Science. There are approximately 70 students enrolled in this option which has been strengthened and, to some extent, diversified.

2) Proposal for the Initiation of a New Instructional Program Leading to the Bachelor of Science in Natural Resources - This is an interdisciplinary program proposed by a committee consisting of representatives of Agriculture, Forestry, Science and Liberal Arts. The program requires at least 50 credits in a specialty area that must be taken from at least three different departments. The department providing the largest number of the 50 credits will be the student's home department. The core requirement consists of less science and math than the environmental sciences degree. This proposal emphasizes breadth whereas the environmental sciences degree emphasizes depth.

Senator Pyles, Forestry, was disturbed by the differences in the two programs. He felt that the natural resources program was hollow and needs a broad based fundamental science education.

Senator Smith, Liberal Arts, questioned whether it was reviewed by Kerr Library and the Budgets and Fiscal Planning Committee. Hashimoto, Budgets & Fiscal Planning Chair, stated it had been reviewed and the committee was somewhat concerned by the fiscal implications, but had no way of predicting the fiscal climate for next year. He went on to say that the committee has reservations about all new proposals given the current fiscal uncertainty. The Library review was included in the agenda and found to be adequate.

Senator Esbenson, Science, responded to Senator Gamble's question concerning the origin of the second proposal, by stating that the Environmental Sciences Interdisciplinary Review Committee represents faculty from five colleges with participation from six colleges. The proposal has more rigor and depth than the existing program.

Motion 92-486-11 to approve the Proposal for Reorganization, Curricular Revision and Renaming of an Instructional Program offering Undergraduate Degrees in Environmental Sciences passed by voice vote with several dissenting votes.

Motion 92-486-12 to approve the Proposal for the Initiation of a New Instructional Program Leading to the Bachelor of Science in Natural Resources passed by voice vote with several dissenting votes.

After Krane's presentation, President Heath reminded Senators that the summary of 1991-1992 Category I and II activity, which is the Curriculum Council's annual report, is available for viewing in Kerr Library Reserve Book Room and the Faculty Senate Office.

Information Items

- Included in the Agenda was a letter from Bob Frank concerning the IFS Task Force on Funding Athletics which was presented as a special report at the May Faculty Senate meeting.

- All senators and committee chairs are requested to fill out the tear sheet in the agenda listing their electronic mail address and return it to the Faculty Senate Office.

Reports from the Executive Office

Provost Roy Arnold's report consisted of information concerning the budget program and review process. He reported that President Byrne has approved the Institutional Procedures and Criteria for Program Redirection, Reorganization, Reduction and Termination document which was approved by the Senate on May 7, 1992.

Arnold explained that the administration is currently working on a 1993-95 80% budget model for OSU which includes identifying a series of decision-making packages to be recommended to the Chancellor and considered by the State System. The recommended budget model was presented to the Council of Academic Administrators and the Faculty Consultative Group on June 3 for their review and input. On June 8 the recommendations will be submitted to the Chancellor's Office and, in an open noon meeting in Austin Auditorium, President Byrne will report to the university community the campus plan for 1993-95 budget reductions totalling \$23.5 million. Prior to the public announcements either President Byrne or Provost Arnold will meet with faculty of units which may be identified for elimination or substantial reduction. Arnold noted that the recommendations are consistent with guidelines from the Chancellor's Office. The State Board will consider 80% budget model recommendations on June 25 and 26 at PSU; final action on the requests will be taken on July 24.

When asked when letters of timely notice would be sent, Arnold stated he couldn't answer that, but did say that the Chancellor said there would not be letters of timely notice at this time, but there was a probability that September or October would be the latest and, possibly, as early as the July OSBHE meeting.

Senator Gamble, Science, asked if the Chancellor's plans to become smaller and better ever came to fruition. President Byrne responded that he had not seen plans to achieve this goal. Byrne agreed that OSU will be smaller, but he doesn't think OSU, or any other public institution in the State of Oregon, will be better. The intent is to protect the academic programs at OSU.

Annual Reports

The following Senate committee annual reports appeared in the June agenda: Academic Deficiencies; Academic Requirements; Administrative Appointments; Baccalaureate Core; Committee on Bylaws and Nominations; Committee on Committees; Faculty Economic Welfare; Faculty Grievance; Faculty Recognition and Awards; Faculty Status; Graduate Admissions; Graduate Council; Library; Research Council; Retirement; Undergraduate Admissions; and University Honors Program. The Curriculum Council's report consists of the summary of Category I and II activity which is available for viewing in the Kerr Library Reserve Book Room and the Faculty Senate Office.

Reports from the Faculty Senate President

President Heath reminded Senators to obtain a copy of the 1992-1993 Faculty Senate Committees/Councils outside the meeting room and thanked all faculty who agreed to chair and serve on committees.

Executive Session

President Heath called the Senate into an Executive Session to consider nominees for Faculty Panels for Hearing Committees. Heath explained that a faculty member who is dismissed "for cause" is entitled to a formal hearing of charges by a hearing committee to be selected from a faculty panel. Heath emphasized that these panels have nothing to do with terminations associated with Ballot Measure 5. There are two panels in existence and those elected today will serve through June 30, 1996. The ballots were distributed and voting for no more than ten nominees took place after the Executive Session ended and visitors were invited to return.

There were no nominations from the floor. Motion 92-486-13 resulted in the following nominees being elected

as members and alternates to Panel B:

MEMBERS

JoAnn C. Leong	Jefferson J. Gonor
Janet Tate	Mina J. Carson
Berkley W. Chappell	Donald B. Zobel
Joe B. Stevens	Narcedalia Rodriguez
Carol A. Saslow	Philip R. Watson

ALTERNATES

Jane V. Aldrich	Kenneth L. Beals
Philip H. Brownell	Glenn T. Evans
Robert Wess	Stephen E. Binney
Norman E. Hutton	Nancy C. Van de Water
Mark A. Elefritz	John P. Farrell
Barbara J. Moon	

New Business

Senator Krane, Science, noted he understood how painful and difficult deliberations concerning Measure 5 have been, commended John Byrne on his leadership role and proposed the following resolution, which was seconded:

The faculty of Oregon State University expresses its appreciation to President John Byrne for his leadership during the Measure 5 budget crisis, his concern for the welfare of faculty, staff and students and his strong commitment to the involvement of faculty in the budget review process.

Senator Hashimoto spoke in support of the resolution and noted the collective contributions of the others on the executive team.

Motion 92-486-14 to endorse the above resolution passed by voice vote with no dissenting votes.

Meeting was adjourned at 4:50 pm.

Respectfully submitted by:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1992 No. 485

Oregon State University

May 7, 1992

For All Academic Staff

The meeting was called to order at 3:04 pm by President Kathleen Heath. The April minutes were approved with no corrections.

Summary of Senate Actions

The following items were approved: New Baccalaureate Core Category, "Difference, Power and Discrimination"; Institutional Procedures and Criteria for Program Redirection, Reorganization, Reduction and Termination; and a Category I proposal to rename the merged Colleges of Home Economics and Education which included transferring degrees, the merger and organizational structure. [Motions 92-485-01 through 92-485-10]

Roll Call

Members Absent With Representation:

Akyeampong, J.C. McGinty; Drexler, J. King; Gould, J. Westall; Hendricks, S. Cordray; Hermes, S. Aldrich-Markham; Hogue, P. Corcoran; Messersmith, M. Kelsey; Nishihara, O. Montemayor; O'Connor, M. Martin; Runciman, B. Frank; Stephenson, T. Skubinna; and Swan, B. Lise.

Members Absent Without Representation:

Beatty, Berry, Boyle, Carson, Coakley, Daniels, DeYoung, Duncan, P. Farber, Finnan, Hanna, Haskill, Holleman, Larson, Larwood, Lombard, McDowell, Mix, Myrold, Pahl, Rathja, Robbins, Rudd, Sherr, S. Smith, and Warnes.

Faculty Senate Officers/Staff Present:

K. Heath, President; C. DeKock, President-Elect; D. Krause, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

M.J. Collier, Speech Communication; F. Decker, Atmospheric Sciences; C. Kerl, Legal Advisor; B. Krause, *OSU THIS WEEK*; D. Nicodemus, Dean of Faculty, Emeritus; and N. Wendt, Speech Communication.

Special Reports

Interinstitutional Faculty Senate

President Heath prefaced this report by reminding Senators of the connection between the Faculty Senate and the Interinstitutional Faculty Senate (IFS); Article III, Sec. 3. of the Faculty Senate Bylaws state: "Interinstitutional Faculty Senators shall be responsible for seeking opinions of the OSU Faculty and the OSU Faculty Senate as a body."

Bonnie Staebler, IFS President, was scheduled but unable to report on recent IFS activities, so Jim Pease, OSU IFS Senator, presented the report. Pease invited Senators to an IFS forum on May 14 in the MU Forum East at 1:00 pm. He explained that the purpose of IFS is to be a voice of faculty in matters of state-wide concern and consider policies and make recommendations on those issues. IFS normally meets in a two-day session, five times during the academic year. He encouraged Senators to consider running for an IFS position in the fall.

He gave a brief overview of two issues: Sports Funding and Administrative Institutional Costs Study.

Sports Funding - A task force was appointed last November by OSBHE and met three times. Their charge was to look with "fresh eyes" at the issues, alternatives and value of intercollegiate athletics to academic programs and to the State of Oregon.

IFS was involved in four stages: 1) In October a resolution was passed that opposed the transfer of OSBHE funds that would otherwise fund academic programs to fund university intercollegiate athletics and was endorsed by all Faculty Senate's in the state; 2) IFS was asked by OSBHE to offer alternatives; 3) IFS was represented on the task force and participated in those meetings; and 4) IFS didn't agree with the conclusion of the task force and are in the process of preparing a position paper on the sports funding issue which will be distributed.

At the third meeting of the task force a three-year interim plan was presented consisting of four major parts: 1) to raise new money - \$2.3 million each year for three years; 2) to write-off the cumulative deficit of \$10.4 million; 3) to cut operating budgets of intercollegiate athletics by 2%; and 4) after the 2% cut, hold all costs constant so the

deficit will remain at \$1.8 million for 1993-95.

IFS didn't support the task force proposals because at least \$1.8 million would be used in intercollegiate athletics. The main objection was that the task force never seriously considered other options.

Administrative Institutional Costs Study - IFS felt it would be useful to have a consistent state-wide data base using the same data sources and definitions. Pease noted that the definitions used by IFS do not correspond to the definitions used by OSU. This study is scheduled to be released to the public on May 11 and will be available in the Kerr Library Reserve Book Room and MU Copy Center.

Action Items

Affirming Diversity

Mary Jane Collier, Affirming Diversity Chair, solicited approval from the Senate for the "Difference, Power and Discrimination" category. Collier expressed gratitude on behalf of the committee for the recommendations and suggestions they received. She reported that the Baccalaureate Core Committee unanimously endorsed the program. The proposal, as printed in the agenda, is reproduced below, motion 92-485-01.

PROPOSED TITLE AND CRITERIA FOR NEW BACCALAUREATE CORE CATEGORY

DIFFERENCE, POWER AND DISCRIMINATION

Courses Should:

1. Be three credits.
2. Be grounded in one or more academic disciplines.
3. Address a wide range of historical and contemporary examples of difference, power and discrimination across socio-political systems.
4. Study the origins, operation and consequences of different types of discrimination, including structural and institutional discrimination.
5. Focus on the United States, referring to other societies for comparative purposes.
6. Concentrate on TWO or more groups that have or are currently experiencing discrimination, discussing similarities and differences between these groups and others.
7. Critically examine personal beliefs and actions in a classroom dedicated to tolerance and civil discussion.

The Difference, Power and Discrimination Course Category will be listed as a subcategory of perspectives (30 units) in the Baccalaureate Core.

At present, SIX ELECTIVE (FLOATING) CREDITS are included in the 30 credit requirement in perspectives. Those six credits (two courses) must come from courses

in subcategories of Western Culture, Cultural Diversity, Literature and the Arts, and Social Processes and Institutions.

With the Difference, Power and Discrimination subcategory in place, students will be required to take a course in the Difference, Power and Discrimination Course Category, and students will still have three elective credits for a course in any one of the other subcategories in perspectives listed above.

Difference, Power and Discrimination Courses may be double-counted to fulfill requirements in more than one Baccalaureate Core Category.

PROPOSED COURSE APPROVAL PROCESS

Approvals must be obtained from:

1. Department Curriculum Committee
2. Faculty Senate Curriculum Council
3. Difference, Power and Discrimination Committee
4. Baccalaureate Core Committee

The Difference, Power and Discrimination Course Requirement will become effective when a sufficient number of courses have been approved; colleges may elect to implement the requirement sooner.

Collier showed an overhead, below, which reflects placement of the proposed course:

BACCALAUREATE CORE

SKILLS COURSES (15)

- . Writing I
- . Writing II
- . Writing III/Speech
- . Mathematics
- . Fitness

PERSPECTIVES COURSES (30)

- . Physical Science (4)
- . Biological Science (4)
- . Plus additional Science (4)
- . Western Culture (3)
- . Cultural Diversity (3)
- . Literature and the Arts (3)
- . Social Processes and Institutions (3)
- . Difference, Power and Discrimination (3)

Plus ONE additional course in one of the following areas:

- . Western Culture
- . Cultural Diversity
- . Literature and the Arts
- . Social Processes and Institutions
- . Difference, Power and Discrimination

SYNTHESIS COURSES (6)

- . Contemporary Global Issues
- . Science, Technology and Society

Collier noted that each course would follow the normal approval process and the rigor of the courses would be ensured by the Baccalaureate Core and the Difference, Power and Discrimination Committee. She stated that the implementation process would begin this summer with the development of new courses and modification of existing courses; some existing courses already meet the criteria. The Baccalaureate Core Committee will decide when a sufficient number of courses have been developed to make the courses required. She mentioned that the recently approved Vision Statement refers to OSU as a "people's university" and felt that this course helps to realize that goal. She also reminded Senators that funding already has been allocated. Provost Arnold reiterated that the funding commitment was made last year for this biennium. He noted that this program is viewed as an institutional priority with a commitment made to move forward.

Motion 92-485-01 to approve the proposed category, criteria and approval process was seconded.

Senator Shepard moved to limit debate to one-half hour; motion 92-485-02 was seconded and passed by show of hands with one dissenting vote.

Senator Matzke, Science, urged that another administrative position to coordinate this program not be added; he suggested that the position be divided between four separate departments so the resources remain in the departments. Senator Shepard felt that Matzke's concern had been addressed since the coordinator would retain .5 FTE teaching responsibilities as well as act as coordinator for .5 FTE.

Sally Francis, IFS Senator, raised three concerns: 1) She noted it was possible that the coordinator's position would not be needed indefinitely, and questioned whether the term would be limited. 2) She felt there should be an implementation deadline rather than leaving it open-ended. 3) She requested clarification on double-counting courses. Collier responded that the committee felt it would take a minimum of four years for faculty to be trained and to have an adequate number of courses. She noted that the program director position is being defined as an acting position next year and anticipates that the director would eventually be phased out. Collier expects a minimum of 15 courses by the end of this year, but there is no specific implementation date. She explained that if a student wishes to double-count a course, then they will still have the six floating units available.

Senator Krane, Science, spoke in favor of the proposal, but was concerned about several procedural implications concerning the course approval process: 1) He noted that the Committee now is included in the approval process, which he didn't feel was necessary. 2) The College Curriculum Committee was eliminated, which he felt should be reinstated. 3) The Baccalaureate Core

Committee has held the line on double-counting; several courses are listed in more than one category, but must be counted in only one category. He felt that if the restrictions were relaxed for this category, then they should be relaxed in all categories. 4) Criteria #7 concerned him since he didn't believe it had any place in a university classroom.

Krane amended the motion to delete the reference to double-counting courses, motion #92-485-03, which was seconded. Carroll DeKock, Faculty Senate President-Elect, stated that the committee members were trying to provide maximum flexibility in course choices by allowing this course to be double-counted. Senator King, Business, spoke against double-counting and noted that synthesis courses have different criteria than perspective courses.

Motion 92-485-03 to delete the reference to double-counting courses passed by voice vote with no dissenting votes.

Senator Schwartz, Liberal Arts, amended the motion to change the course approval process by deleting #3, the Difference, Power and Discrimination Committee, and inserting the college level curriculum committee between #1 and #2. Motion 92-485-04 was seconded and passed by voice vote with a dissenting vote.

Senator Davis, Engineering, was concerned about taking away one of the two elective courses which would eliminate the possibility of taking a two-sequence course and decrease depth in a particular subject; he suggested that this category be combined with the Cultural Diversity category currently in the Baccalaureate Core. He also observed that administrators seem to multiply very well, but don't seem to fade away.

Senator Esbensen, Science, was concerned with Criteria #7 and didn't feel it was appropriate for an institution to be examining personal beliefs in a classroom. He amended the motion to eliminate Criteria #7; motion 92-485-05 was seconded. Senator Peterson, Engineering, questioned the interpretation of the Criteria and felt it was appropriate if students were not asked what their personal beliefs are and if the discussion were held in a civil and tolerant manner. Collier agreed that the spirit of Criteria #7 is what Peterson described. She emphasized that the intent is not to put anyone on the spot or to try to make individuals change their beliefs; instead it is designed to ask people to reflect on their own beliefs. Shepard spoke in opposition of the amendment and noted that general education guidelines should make people examine their beliefs. Senator Cowles, Oceanography, felt it was implicit in a university setting that all courses challenge an individual's ideas. Senators Schwartz and Lunch from Liberal Arts were troubled by the wording. Senator Lee, Liberal Arts, felt that any education concerns examining beliefs. Mike Martin (substituting for O'Connor), Agriculture, recommended

that this motion be voted down, refer it back to the committee to revise the wording and bring it back in June. Senator Tiedeman, Liberal Arts, spoke in favor of the amendment, and raised the point that Criteria #7 is absolutely unenforceable.

Motion 92-485-05 to amend the motion by removing Criteria #7 passed by voice vote with several dissenting votes.

Motion 92-485-01 to approve the main motion, as amended, passed by voice vote with some dissenting votes.

Institutional Procedures and Criteria for Program Redirection, Reorganization, Reduction and Termination

President Heath explained that this document was a combination of two other documents: "Guidelines for Program Redirection" (5/5/88) and "Criteria for Program Reduction, Termination and Reorganization" (6/10/88). Also included in the new document were recommendations from the Senate on 6/6/91: 1) add the role of the Deans in program redirection; 2) justify program cuts according to the criteria; and 3) address the issue of confidentiality by allowing the Faculty Consultative Group (FCG) to remain confidential, but permitting them to have more input and discussion. It also includes recommendations from an Ad Hoc Committee to review the guidelines.

Heath noted that Senators could eliminate either #6 or #10 on page 11 of the document since they were a duplication. Heath reminded Senators that the old procedures and guidelines, mentioned above, are in place until these are approved by both the Senate and President Byrne. Motion #92-485-06 to approve the document was seconded.

Senator Gamble, Science, felt it was absurd that a person in an affected unit is deprived of knowledge concerning their unit and spoke in opposition to the document.

Mike Martin observed that, without consultation, administration redirected to the athletic program \$1.5 million last year and \$423,000 this year. He brought to the Senate's attention that the third paragraph of the preface requires the administration to discuss these redirections with the FCG.

Senator Tiedeman appreciated the inclusion of the Council of Academic Administrators, but recalled that a frustrating point concerned timing of when each group received information and whether the information received by the Deans and FCG was comparable. He also questioned the lack of mutual consultation between the

two groups. Zoe Ann Holmes, Immediate Past Senate President, responded that the intent was that the consultation would be independent, but concurrent, to get as many perspectives as possible.

Senator Hashimoto, Agriculture, who was involved in the last FCG and participated as an observer during the Deans' meetings, informed the Senate that the Deans and the FCG received the same general information from the Provost. He felt it was important to have a faculty observer present at the Deans' meetings to ensure that no information is omitted inadvertently from either group.

Senator Krane was concerned about the first paragraph on page 13 of the document where it called for faculty input from affected units when it is difficult for the FCG to know which units will be affected given the short timeline. He felt this document should not be approved in its entirety if there is no opportunity to put provisions of this paragraph into action; it simply gives the illusion of faculty input.

Senator Frank, Liberal Arts, requested clarification of the term "administrative actions" in the third paragraph on page one. Heath responded that it was in the context of program redirection. Provost Arnold mentioned that the language was taken from the existing document.

Senator Matzke felt that confidentiality doesn't work and should not be expected; he prefers a more open process. Provost Arnold noted that the reference to confidentiality currently exists in the guidelines previously approved by the Senate, but is not required by the Board. Arnold's view is that, if a particular unit is being seriously considered for reduction or elimination, it is appropriate for the Provost to ensure that the affected unit is made aware of the consideration and given an opportunity for input. DeKock voiced the concern of whether there will be enough time for faculty to make a real contribution to the process.

Senator Smith, Liberal Arts, amended page 13, paragraph one, of the document to delete the word "confidentially" in line four and the following sentence in line eight, "If this has been done, the FCG can be bound to confidentiality." Motion 92-485-07 was seconded and passed by voice vote with no discussion and some dissenting votes.

Senator Schwartz moved to limit debate to five more minutes. Motion 92-485-08 was seconded and approved by voice vote with one dissenting vote.

Senator Tiedeman asked the Provost what bearing any of this has when specific units already have been targeted. Provost Arnold responded that we have a process and all programs will be reviewed, including the particular areas of concern identified by the Chancellor's Office.

Senator Browne, Business, questioned how many faculty know about the FCG, who the members are and whether it should even exist. He felt the FCG may be redundant since administrators, such as Deans, have a responsibility to communicate with their faculty. President Heath commented that an Oregon Administrative Rule requires consultation with faculty, and that Senators were reminded in December that faculty elected to the Executive Committee would also serve on the FCG.

Motion 92-485-06 to adopt the amended guidelines passed by voice vote with some dissenting votes.

Due to the lateness of the hour, motion 92-485-09 was made, seconded and passed by voice vote with some dissenting votes to alter the agenda to allow Provost Arnold to present his report.

Reports from the Executive Office

Provost Roy Arnold's report included the following items:

Budget Guidelines - On May 4, OSU received guidelines from the Chancellor's Office consisting of two parts: a general set of guidelines and instructions, and an institution-specific document. All recommendations for an 80% budget model and set of priorities for 10% add-backs are to be sent to the Chancellor's Office by June 8. The guidelines state that 50% of the 20% reduction should come from administrative and support services; approximately 35% should come from reductions in programs; and approximately 15% be from revenue enhancement for the education-in-general budget. OSU specific items include reviewing several new degree and center proposals and reviewing whether sufficient resources are allocated for professional technical education.

Arnold noted that there is a great degree of "over reading" regarding media coverage of possible elimination of the Colleges of Business, Pharmacy and Veterinary Medicine. Although the Chancellor has asked OSU to review these three areas, it is premature to say that OSU would recommend elimination. The Chancellor has also proposed more system-wide coordination in several areas, including Business, particularly at the graduate level.

Arnold informed the Senate that the budget guidelines were approved by the OSBHE on May 6. He noted that the Board agreed to proceed with the process using the guidelines, but there were questions about the following items: across-the-board approach (80% for each institu-

tion); the point at which institution closure should be seriously considered; is a 50% administrative and support services target reasonable; and the philosophy behind decision packages, which are dependent on available revenue.

In response to a question regarding timely notice, President Byrne noted that the Hosticka Bill would give the Board some flexibility, but timely notice would remain at one-year. However, faculty may receive a short-term or indefinite appointment. Timely notice, if served, may begin at various times during the year rather than September 15.

Senator Krane asked what information and timetable would be given to the Faculty Consultative Group. Provost Arnold responded that the FCG would not receive complete information until the budget hearings have been completed near the end of May. The first step is to present the dimension of the problems and identify possibilities to help lessen the impact on programs.

When asked about the possibility of discussing elimination of faculty salaries and furloughs, Provost Arnold replied he believed that there is no chance these will be an option to reduce costs; faculty retention and salaries have a high priority. He felt it would take a faculty initiative for these issues to receive attention. Krane noted that these issues have been raised and asked Senators to poll colleagues, for the FCG, to determine the support or opposition of elimination of salary raises and furloughs.

President Byrne stated that, contrary to rumors, there is no intention to eliminate the College of Liberal Arts and asked faculty to inform others of this decision.

Action Items (Cont'd.)

Category I Proposal

Ken Krane, Curriculum Council Chair, presented the Proposal to rename the College of Home Economics and the College of Education for Senate approval. Krane reminded Senators that, as a result of the last round of budget cuts, the College of Education was abolished and some areas were merged with the College of Home Economics. The Senate was asked to approve three things in this proposal: 1) the merger and organizational structure; 2) name change; and 3) transfer of education degrees from the College of Education to the new college. Krane noted that the Ph.D. in Counseling had been inadvertently omitted from the agenda materials, but a corrected page was available at the meeting showing the correction.

Motion 92-485-10 to rename the College of Home

Economics and Education was seconded and passed by voice vote with no discussion and one dissenting vote.

Annual Reports

The following Senate committee annual reports appeared in the May agenda: Advancement of Teaching Committee, Budgets & Fiscal Planning Committee, Faculty Mediation Committee, Instructional Media Committee, Special Services Committee, and Student Recognition and Awards Committee.

Reports from the Faculty Senate President

President Heath's report included the following remarks:

- Since it was approaching 5:00 pm, the Vision Statement Discussion Item was deleted from the agenda and will be rescheduled.
- Committees and councils are currently being formed; she commented that a large number of faculty had volunteered to serve.
- She encouraged faculty who would like to join Associated Oregon Faculties to pick up information on the table outside when leaving the meeting.
- Senate committee annual reports are due in the Faculty Senate Office on May 21.
- An electronic copy of the OSBHE May agenda is available from the Senate Office.

Meeting was adjourned at 5:06 pm.

FACULTY SENATE MINUTES

1992 No. 484

Oregon State University

April 2, 1992

FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:02 pm by President Kathleen Heath. The March minutes were approved with no corrections.

HIGHLIGHTS

Provost Arnold reported on the budget process and Scott Palmer, President of SOURCE, informed the Senate of an "Educational Alternative."

SUMMARY OF SENATE ACTIONS

The following items were approved: Extend S-U deadline to seventh week; implement S-U grading extension effective spring term; requirement of advisor's signature for S-U grading in student's minor field; and two Category I proposals - a) Establishment of a Center for At-Risk Youth, and b) Establishment of a Center for Community College Education. Senators also voted on nominees for the Distinguished Service Award and D. Curtis Mumford Award following an Executive Session. Recipients will be announced at a later date.

The following motion failed: Revision of Academic Regulation 13.c. to add an "IW" grade.

[Motions 92-483-11 through 92-483-12, and 92-484-01 through 92-484-06]

ROLL CALL

Members Absent With Representation:

Akyeampong, M. Verploegen; Carson, M. McDaniel; Daniels, B. Greber; Danielson, J. Peters; Drexler, R. Graham; Hathaway, J. Thompson; Hendricks, S. Cordray; Knight, C. Love; Swan, B. Lisec; and Williams, R. Wrolstad.

Members Absent Without Representation:

Beatty, Bell, Beschta, Bolte, Burke, Burrill, Calder, Coakley, Curtis, L. Davis, S. Davis, Duncan, Haskill, Hogue, Jensen, Kauffman, Larson, Lev, Lombard, Matsumoto, Miller, Muir, Mukatis, Myrold, O'Connor, Oriard, Pearson, Pyles, Rice, Robbins, Rudd, Schwartz, Sherr, Slocombe, S. Smith, Stephenson, and Vanderveen.

Faculty Senate Officers/Staff:

K. Heath, President; C. DeKock, President-Elect; D. Krause, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

Barbara Balz, Registrar's Office; Mary Jane Collier, Speech Communication; Brooke Collison, Education; Sandra Helmick, Home Economics; and Judy Osborne, Education.

ACTION ITEMS

"IW" GRADE

The recommendation to add an "IW" grade to handle students who withdraw from the University within the last four weeks of the term due to an emergency, and an accompanying amendment, was postponed from the March meeting.

Barbara Balz, Registrar, asked the Senate to consider voting down the motion because she felt it was not necessary since alternate wording was passed for the "I" grade at the March meeting which can accommodate instances where the "IW" grade would be used. Senator Krane, Science, moved the previous question on all items on the floor. Motion 92-484-01 to move the previous question was seconded and passed by voice vote with no dissenting votes.

Motion 92-483-12, which amended the main motion, failed by voice vote. Motion 92-483-11, the main motion, failed by voice vote with some dissenting votes.

S-U GRADING

Mina McDaniel, Academic Regulations Committee Chair, presented two proposed S-U grading changes based on recommendations from the Academic Advising Council. The additions to the Academic Regulations are highlighted and portions to be deleted are struck through.

1) This change would allow students the same time limit as for withdrawing from a class. Motion 92-484-02 to extend the deadline for S-U grading was seconded by Senator Nishihara, Associated.

18.a.1.(b) A student normally elects the option S-U at the time of registration. Changes either to or from S-U grading will be permitted through the end of the ~~fifth~~ seventh week of any term.

Senator Kocher, Science, questioned whether this change would be effective Spring term to coincide with the change in the withdrawal date. Balz indicated that the Registrar's Office could accommodate a Spring term effective date. Immediate Past Senate President Holmes questioned whether a precedent would be set since we no longer are passing regulations which only become valid when published in the Schedule of Classes. Senator Shepard, Liberal Arts, noted that the general practice continues to be a fall term effective date.

Motion 92-484-02 to extend the deadline to the seventh week for S-U grading passed by voice vote with a few dissenting votes.

Motion 92-484-03 to implement the S-U grading effective spring term was made and seconded with no discussion ensuing. Motion passed by voice vote with no dissenting votes.

2) This recommendation would require a student's academic advisor to approve taking courses for S-U grading in the minor field. The Academic Regulations Committee also strongly encouraged each department to publish their requirements regarding this in their departmental literature. This change would apply to undergraduate students only.

18.a.1.(c) A student must obtain the approval of his or her academic advisor in order to elect to be graded on an S-U basis in any course required in his or her major ~~or minor~~ field.

Motion 92-484-04 to clarify the grading of courses in the minor field was seconded.

Senator Gamble, Science, noted that there is currently no way to enforce the regulation requiring an advisor to approve the S-U grading in a minor field. Balz stated that it is currently enforced through the use of a separate form for S-U grading with a signature block for the advisor.

In response to a query from Senator Krane, Science, Balz responded that S-U grading in conjunction with telephone registration has not yet been studied. She added that if an advisor's signature is necessary, it would remain an in-person process if an S-U grade is desired.

Senator Morris, Science, noted that a student's advisor may be making a decision on what is acceptable in another department. McDaniel stated that advisors in her department are responsible for being knowledgeable about minors taken by their students in other areas.

Senator Matzke, Science, mentioned that when a student approaches him for approval of S-U grading, he views the contact as an opportunity to advise them that S-U grading is not viewed favorably when applying to graduate school and some people correlate it to a "C" grade.

In response to a question from Senator Wilcox, Health & Human Performance, Balz answered that the Registrar's Office does not know if a particular class is part of the student's minor. Senator Krane mentioned that the major department will know if it qualifies for the minor at the time of the audit.

Senator Warnes, Engineering, felt that the proposal did not seem to have much of an impact either way since the requirement now is for the advisor to sign for the major and the proposal would require a signature for both.

Senator Browne, Business, asked what the administrative cost would be to implement the proposal in terms of advising and Registrar's time. Balz responded that she did not know the dollar amount, but that there were costs associated.

Motion 92-484-04 to require an advisor's signature when a student desires S-U grading of courses in the minor field was passed by a show of hands with 43 in favor and 29 in opposition.

CATEGORY I PROPOSALS

Ken Krane, Curriculum Council Chair, presented two proposals for Senate approval:

1) Proposal for the Establishment of a Center for At-Risk Youth

Krane noted that the annual cost would be about \$100,000; one-half would be reallocated from positions within the former College of Education and the other half through external grants. The Curriculum Council has voted in favor of this proposal. Motion 92-484-05 to establish a Center for At-Risk Youth was seconded.

Senator Michel, Associated, questioned what would happen if the anticipated funding does not come through. Brooke Collison, Education, responded that, if funding were not obtained, the Center would cease to exist. Senator Scheuermann, Student Affairs, was concerned about voting in a new program which has questionable funding beyond the first year. Senator Peterson, Engineering, had the same concern as Scheuermann and questioned whether new programs and centers should be developed given an uncertain future. Shepard explained that a center is a way in which the University organizes itself to respond to problems and then fades away as funding diminishes. Shepard also stated that centers have been voted out of existence.

In response to Senator Browne's question of whether the Center would generate tuition or consist totally of overhead dollars, Collison said that the Center is non-tuition generating. He went on to say that, if approved, he would seek a continuous external review of the Center. Krane mentioned that research centers can indirectly generate tuition since some students come here to do graduate work because a center exists. In response to Scheuermann's question, Krane verified that this center would not require any new state money.

Senator Gamble questioned whether faculty in the discipline were consulted and if they expressed a need for the program. Collison replied that there is a serious shortage of school counselors in the State and the Chancellor's Office issued a mandate to restructure the Counseling program with an emphasis on school counselors and at-risk youth. Collison went on to say that the Center had existed nominally under previous College of Education administrators for 1-1/2 years without a Category I having been submitted. The current Category I is a formal acknowledgement of the OSSHE mandate.

Senator Hashimoto, Agriculture, questioned the degree of liaison with PSU and the U of O. Collison replied that the documentation is verbal not formal, but that PSU has CURE (Center for Urban Research and Education) which focuses on urban youth and the U of O has operated a number of grant programs dealing with at-risk and special education type youth. Collison stated that he and Hill Walker at the U of O have agreed that the two programs are not in direct competition.

Senator Berry, Extension, noted that the Extension Service has been moving into at-risk issues and stated that two counties have received federal grant monies, with matching funds, totalling \$250,000 for use in at-risk activities. She felt that the Center has been very helpful and it would be advantageous to keep it in existence.

Motion 92-484-05 to approve the establishment of a Center for At-Risk Youth passed by voice vote with no dissenting votes.

2) Proposal for the Establishment of a Center for Community College Education

Krane noted that the program would serve as the focal point for research and service in community college education in the entire 15-state western region of WICHE. There is no commitment of State dollars to fund this center; it will be funded through grants and contracts and has already received a \$360,000 grant to operate for the next two years. Motion 92-484-06 to establish a Center for Community College Education was seconded.

Wayne Haverson, College of Education Acting Dean, explained that the main focus of the Center is to study educational changes affecting community colleges as a

result of House Bill 3565. The community college system in the State of Oregon has a commitment to continue to support the operation of the Center which is currently primarily funded by Chemekata Community College (CCC). CCC is very committed to this program and has pledged that, if insufficient external funds are generated, they will continue to fund the Center for an additional year.

Motion 92-484-06 to establish a Center for Community College Education passed by voice vote with no dissenting votes and two abstentions.

DISCUSSION ITEMS

AFFIRMING DIVERSITY

Mary Jane Collier was introduced as the new committee chair, replacing Joan Gross who is on sabbatical. Collier reported that the committee has been gathering information through meetings with campus student groups, faculty members and written comments. The committee has also been in contact with other universities which have similar cultural diversity course requirements.

A summer diversity workshop for ten faculty is being planned to develop courses that deal with cultural diversity, power and discrimination issues. The workshop dates will be July 6-31, half-days, Monday through Thursday with each faculty member receiving \$2,500 for their participation in completing course revisions. Details on participation were available from deans and department chairs with a deadline of May 1.

Collier reminded faculty that the new category in the BCC will take three of the floating units with the courses eventually being double-counted after being approved in other categories.

The committee feels that the proposed title, "Difference, Power and Discrimination," is the most descriptive and accurate and has the appropriate connotations. The proposed criteria (which follow) and the proposed title are open to input from faculty.

Courses Should:

- 1) Be grounded in one or more academic disciplines.
- 2) Address a wide range of ideas, issues and examples, both historical and contemporary, pertaining to difference, power and discrimination across socio-political systems.
- 3) Study the origins, operation and consequences of different types of discrimination, focusing on structural and institutional discrimination.
- 4) Focus on the United States while referring to other societies for comparative purposes.
- 5) Concentrate on TWO or more U.S. groups which have experienced or currently are experiencing discrimina-

tion. Similarities and differences between these groups and others in our society will be addressed.

- 6) Facilitate critical examination of personal beliefs and behaviors with regard to the ideas, issues, experiences and groups studied, in a classroom environment conducive to tolerance and civil discussion.

Activities which the committee is currently working on include: finalize criteria and title; submit final criteria for approval from the Faculty Senate and Baccalaureate Core Committee; select a summer workshop director and faculty participants; and select a program coordinator who will oversee the entire program starting in September.

In response to Senator Leong, Science, Collier replied that several courses were preferable, because it would be difficult to achieve the set goals with just a single course. President-Elect DeKock explained that the committee had extensively surveyed other universities and they all recommended that it was essential to have more than one course in order for it to succeed. Collier noted that the committee will make the rationale for a number of courses clear.

Senator Matzke was concerned that a non-instructional person was being hired. Collier responded that the Program Coordinator will coordinate faculty teaching the courses, guest speakers, the summer workshop and teach a course per quarter.

Senator Scheuermann noted that it is possible for students completing the diversity requirements to be more sophisticated in this area than faculty.

Senator Wrolstad, Agriculture, felt that the objectives may be better achieved with one or two credit courses rather than a three credit course. Collier indicated that the committee would discuss the recommendation.

Senator Krane strongly supported the multi-course approach and questioned if the resources were available for 100 course offerings per year. Provost Arnold explained that a program commitment was made last year during the budget process to develop and offer a cultural diversity course(s). The commitment is in place for a portion of this year as well as next year.

Collier concluded the discussion by saying that the committee is open to all suggestions and urged faculty to contact her.

INSTITUTIONAL PROCEDURES AND CRITERIA FOR PROGRAM REDIRECTION, REORGANIZATION, REDUCTION AND TERMINATION

President Heath explained that she, Immediate Past Senate President Zoe Ann Holmes and Deans Brown

and Wilkins worked to construct the document which appeared in the agenda. The proposed procedures combine two earlier documents, "Guidelines for Program Redirection" approved 5/5/88 and "Criteria for Program Redirection, Termination and Reorganization" adopted 6/10/88. Also incorporated was the recommendation approved by the Senate on 6/6/91 to initiate discussion with the Provost and Dean's Council on four separate areas: 1) Criteria did not specifically address the role to be played by the Deans; 2) Revisit question of confidentiality; 3) Criteria used for program reduction need to be fully articulated in response to each reduction; and 4) Program reduction needed to be cast in the larger political and university context.

Holmes noted that there are currently two documents which can be used to guide the Faculty Consultative Group (FCG) during the next round of budget cuts; they have tried to consolidate the two into one document; the process and procedure have changed very little; there are substantial portions which have not been changed; and the changes were made to try to address faculty concerns. Senator Krane noted that this is not an abstract document; it will be used very quickly if approved.

Senator Gamble was concerned about protocol and procedures which prevented the FCG from divulging details of meetings with administration in 1989. Heath agreed that a large number of people feel that the process should not be totally confidential and that the document is asking for more faculty input at the departmental and deans level. Sally Francis, IFS, spoke as a former FCG member and expressed the view that when discussions are not confidential, they are considered "done deals." Senator Hashimoto agreed, in principle, with the concept and felt that it would not be healthy for the University to have all discussions open since some issues are discussed, but not seriously considered. Senator Gamble would like the salient features of the meetings to be divulged. Senator Matzke strongly urged that the process be as open as possible.

President Heath said she or Zoe Ann Holmes could be contacted if faculty had additional comments.

INFORMATION ITEMS

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

AOF/AAUP Joint Meeting - The meeting will be the morning of April 18; speakers will include Governor Roberts and Chancellor Bartlett.

Annual Reports of Committees/Councils Due - Annual reports from Faculty Senate committee chairs are due; reports will be published in the May and June agendas.

Faculty Senate Committee/Council Volunteers Sought - Faculty Senate committee appointments are based on preferences indicated on the volunteer form; please return the forms promptly.

Administrative Review - Andy Hashimoto, Budgets & Fiscal Planning Chair, mentioned that the committee is soliciting input for administrative restructuring. Suggestions can be sent to any member of the committee or in a sealed envelope to Peat Marwick in the Budgets and Planning Office.

REPORTS FROM THE EXECUTIVE OFFICE

Provost Roy Arnold's report included the following items:

Administrative Review Committee - Currently in the information-collecting phase.

Promotion & Tenure Process - About 95 folders are under review by the University group; a few are still under discussion at the college levels. Final decisions will be made in May.

Vision Statement Revision - The process was completed by the vision group on 4/2/92 and a final written version is being developed, with a copy slated to be submitted to President Byrne the week of April 6. The vision group received extensive input, and substantial revisions were made in the structure and content of the document.

93/95 Budget Requests - OSU continues to await guidelines from the Chancellor's Office. All agencies are being asked to develop an 80% budget with a 10% add-back for new or high priority activities, assuming there is sufficient revenue.

Proposed Center - He addressed the concerns of faculty when faced with proposals for new programs at a time of continuing uncertainty and noted that OSU is trying to make changes and be responsive to the needs of the State. The Centers could be placed in the 10% add-back portion of the budget.

Budget - With an anticipated September budget submission date for OSSHE, all campuses will need to submit their budgets in July. Arnold noted that it is important for OSU to have its budget prepared by the end of the academic year while most academic year faculty are still on campus. The deans were advised on 4/2/91 that the budget process is beginning, and were told that the current guidelines are in effect until revisions are adopted. Arnold and the deans will be meeting to discuss general ideas for reductions and reorganization. Budget hearings with the deans and administrators will be held in May; the Faculty Consultative Group will be convened

to look at options near the end of the hearings process. Mid-June is the target date for OSU to have arrived at an understanding of what an 80% budget recommendation would be. Arnold commented that the process is being implemented one-year earlier than normal; it is usually activated when approaching a new fiscal year. He also cautioned that everything regarding the budget may change when guidelines are finally received.

REPORTS FROM THE FACULTY SENATE PRESIDENT

President Heath's report included the following remarks:

- The Executive Committee met with Carol Morse from the Governor's Office on 4/3/92 and informed her of issues of concern to faculty.

- Academic Regulation 22, regarding academic deficiencies and dismissal, is being reviewed. Faculty who are interested in this area, and willing to serve on a review committee, are asked to contact Heath.

- The recent Faculty Forum Paper by Steve Buccola can be obtained via electronic mail by sending a message to the Faculty Senate Office, or is available for viewing from deans and department heads and in the Reserve Book Room of Kerr Library. Heath reminded Senators that Forum Papers are no longer widely distributed due to cost.

NEW BUSINESS

'SOURCE' REPORT

Scott Palmer, President of SOURCE (Students of Oregon United to Rescue College Education), spoke to Senators urging them to support the "Educational Alternative" proposal, available at the Senate meeting, on April 15. He noted that the administration is supporting the proposal. Palmer explained that OSU is joining other campuses in Oregon to hold workshops and meetings which will address the negative effects of Measure 5 in OSSHE. He is concerned that OSU students are apathetic and very uninformed about the effects of Measure 5. The workshops will give students an opportunity to ask questions and address concerns regarding Measure 5. He urged faculty to allow students to attend scheduled workshops or to address the effects during their class. A state-wide rally will be held May 1 at the State Capitol.

Meeting was adjourned at 5:06 pm.

FACULTY SENATE MINUTES

1992 No. 483

Oregon State University

March 5, 1992

FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:02 pm by President Kathleen Heath. The February minutes were approved with no corrections.

HIGHLIGHTS

VP Coate distributed the 1991-92 Finance and Administration Annual Report and Bruce Shepard received input on the draft of the Vision Statement.

SUMMARY OF SENATE ACTIONS

The following items were approved: Endorsed position of IFS to urge a special session of the legislature; three Category I proposals - a) Proposal for the Initiation of a New Instructional Program Leading to a Concurrent B.A. Degree in International Studies in all Academic Areas; b) Proposal for the Initiation of a New Instructional Program Leading to the M.S., M.A., or Ph.D. Degree in Apparel, Interiors, Housing and Merchandising; and c) Proposal for the Initiation of a New Instructional Program Leading to the Master of Arts Degree in English; urged SEBB to allow dual career spouses to receive one-half of the amount allocated for health benefits if they choose to opt-out; revision of Academic Regulation 17. concerning 'I' grades; and endorsed AOF efforts to ensure faculty receive the second of two 3% salary increases.

The following item was postponed: Revision of Academic Regulation 13.c. to add an 'IW' grade.

[Motions 92-482-02 through 92-482-04 and 92-483-01 through 92-483-14]

ROLL CALL

Members Absent With Representation:

Burke, H. Hansen; Grace, J. Anemaet; Hendricks, S. Cordray; Lee, J. Foster; Lev, M. Martin; and Morris, S. Potter.

Members Absent Without Representation:

Ahrendt, Beatty, Beschta, Burrill, Canfield, Daniels, L. Davis, Duncan, Esbensen, Haskell, Hathaway, Jensen,

Larwood, Lassen, Leong, Lombard, Mix, Muir, Myrold, O'Connor, Peterson, Robbins, Rudd, Slocombe, S. Smith, Stephenson, Vanderveen, Warnes, and Woods.

Faculty Senate Officers/Staff:

K. Heath, President; C. DeKock, President-Elect; D. Krause, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

B. Balz, Registrar's Office; B. Becker, Biochemistry/Biophysics; L. de Geus, Human Resources; B. Frank, English; K. Green, Home Economics; G. Keller, Research Office; C. Kerl, Legal Advisor; C. Kolbe, Agricultural & Resource Economics; B. Krause, *OSU THIS WEEK*; M. McDaniel, Agriculture; K. Moore, Philosophy; D. Nicodemus, Dean of Faculty, Emeritus; A. Smith, Veterinary Medicine; D. Towey, Economics; R. Verzasconi, Foreign Languages; B. Wess, English; and B. Wilkins, Liberal Arts.

SPECIAL REPORTS

ED COATE, VICE PRESIDENT FOR FINANCE AND ADMINISTRATION

Dr. Coate distributed the Budget Year 1991-92 Finance and Administration Annual Report. He noted that the last year has been challenging and listed some of the positive things that have happened:

- 1) Development of a new campus plan which reinforces the quad concept
- 2) Installation of 120 period style lights
- 3) Continued to improve handicapped access on campus
- 4) New facilities include: Bates Hall; Child Care Center; Parker Stadium; Dixon Recreation addition is continuing; and the Agriculture and Life Sciences Building will begin occupancy in May with completion around 1 July
- 5) Significant increase in computing power
- 6) Recycling program, initiated by Faculty Senate, exceeded set goals
- 7) Accident Prevention Program has been very successful; it has been responsible for dramatic reductions in Worker's Compensation rates
- 8) Radiation Center has a new, state-of-the-art, reactor
- 9) There are now 73 Total Quality Management (TQM) Teams

Coate encouraged Senators to call him or Allan Mathany if they have questions about the financial report.

INTERINSTITUTIONAL FACULTY SENATE REPORT

Mary Kelsey, IFS Representative, included the following items in her report of the IFS meeting held February 7 and 8 on the OSU campus:

- * Vice Chancellor Shirley Clark spoke about OSBHE's planned grant program for 21st century education innovations.
- * State Representative Tony Van Vliet told IFS Representatives that they, as individuals, need to get the press to correct public misconceptions about Measure 5 difficulties.
- * Jean Stockard, state AAUP president, spoke against an education superboard and expressed her opinion that the governor and the chancellor are afraid to have any higher education faculty on a board.
- * Roger Bassett spoke with representatives concerning educational reform; IFS organized four task forces to work on specific areas and will continue the discussion in April.
- * IFS unanimously voted to send a letter to Governor Roberts requesting she call a special session of the legislature to address the problems caused by Measure 5.
- * Jim Pease reported on administrative costs.

ACTION ITEMS

INTERINSTITUTIONAL FACULTY SENATE LETTER TO GOVERNOR ROBERTS

The letter Kelsey referred to above was reprinted in the Senate Agenda. The following is a motion put forth by the Faculty Senate Executive Committee for consideration (motion 92-483-01):

The Faculty Senate at Oregon State University affirms the position of the Interinstitutional Faculty Senate (IFS) expressed in their letter of February 10, 1992, in which they urged that a special session of the legislature be called to address the current crisis in state government caused by Measure 5. Additionally, the Faculty Senate sends the message to Governor Roberts that we, as citizens of Oregon, are ready to vote on tax reform.

The above motion was seconded and passed by voice vote with no dissenting votes and no discussion.

CATEGORY I PROPOSALS

Ken Krane, Curriculum Council Chair, presented three proposals for Senate approval:

- 1) Proposal for the Initiation of a New Instructional Program Leading to a Concurrent B.A. Degree in

International Studies in all Academic Areas

Krane explained that this is a concurrent degree available only in conjunction with a disciplinary degree and the program is very rigid. The Curriculum Council felt that the proposal was consistent with OSU's mission to internationalize curriculum and expand the global awareness of the student body. He noted the proposal had been approved by the Curriculum Council and the Budgets and Fiscal Planning Committee. Comments from the committees are as follows: The associated costs are a half-time faculty coordinator and a half-time staff person with undetermined additional FTE in Foreign Languages; a certain weakness of library resources in foreign language and literature, particularly foreign language newspapers and magazines; a 3.0 gpa requirement in languages may have the effect of grade inflation; however, there is a tight overview through the International Program Advisory Committee.

Senator Davis, Agriculture, noted it was ironic to consider the possibility of adding an administrative and staff position when administration is being cut and questioned whether someone in the Dean's Office couldn't coordinate the program. A reply was made from the audience stating that this program needs a faculty coordinator since it is an academic program and the position will be reviewed after one year.

President-Elect DeKock felt that this was a strong program and questioned how many students would currently meet the requirements. Ray Verzasconi, Foreign Languages and Literatures Chair, responded that about 75% of the 75 students majoring in Foreign Languages would qualify.

Senator Scheuermann, Student Affairs, questioned the source of funding. VP Keller said the funding would come out of Academic Affairs reserves and his office. He stressed that the funds would not come out of academic programs. Senator Hashimoto, Agriculture, said that there was a \$50,000 reallocation last year in support of this program.

Motion 92-483-02 to approve the International Studies Degree proposal passed by voice vote with a few dissenting votes and no abstentions.

- 2) Proposal for the Initiation of a New Instructional Program Leading to the M.S., M.A., or Ph.D. Degree in Apparel, Interiors, Housing and Merchandising

Krane noted that the proposal had been reviewed and approved by the Graduate Council, Budgets and Fiscal Planning Committee and the Curriculum Council. The cost of this program will be borne by internal reallocation within affected departments. The department argued in favor of the proposal by saying there is a strong need for research-oriented individuals in academia and industry. There was no discussion.

Motion 92-483-03 to approve the AIHM proposal passed by voice vote with a few dissenting votes and no abstentions.

3) Proposal for the Initiation of a New Instructional Program Leading to the Master of Arts Degree in English

This proposal is a shift of resources in the English Department. Bob Frank, English Chair, responded to Senator Lunch, Liberal Arts, stating there were about 30 students currently in the MAIS program.

Motion 92-483-04 to approve the English proposal passed by voice vote with no dissenting votes or abstentions.

DUAL CAREER HOUSEHOLDS

Dick Towey, Faculty Economic Welfare Committee (FEWC) Chair, explained that there is an inequity when there are two members of the same household who qualify, in their own right, for health care. Currently an employee who is covered by a spouse's health plan can choose to "opt-out" of their health plan, but receives only a flat \$50 refund per month, regardless of what the actual cost of the plan is. The amount available to be refunded if an employee chooses joint coverage with their spouse under Blue Cross/Blue Shield of Oregon (BCBSO) ranges from \$66.82 under Plan 1 to \$92.88 under Plan 3. The FEWC met with a SEBB representative in January and was told that it would be inappropriate to provide a full refund because the employee might lie about their coverage to get money back. Towey noted that in 1989, when the cash back was first allowed, \$50 was about one-half of Plan 1. He went on to say that possibly SEBB would increase the cash back to one-half of the Plan 1 cost, currently \$131.69, but no more than that.

The FEWC proposed motion 92-483-05 as follows:

"We request that faculty who choose to select an option of not taking the medical coverage offered by the University, may, upon presenting proof that they indeed are covered by medical insurance, receive a refund equal to at least one-half of the amount allocated for 'Basic Benefit BCBSO Plan 1' for that year, rather than the \$50.00 which is presently offered."

Senator Mukatis, Business, questioned how often one would have to show proof of coverage. Towey responded that once determination has been made, it is taken for granted that the coverage will continue. Lois de Geus, Staff Benefits Officer, noted that the cash back is not taking away from SEBB since it is money that OSU funds from its budget for the benefits package. She also mentioned that this issue affects about 200 employees. Senator Krane, Science, questioned what happens to the

additional money for an opt-out employee who only gets \$50 back. Towey responded that the university keeps the money and reminded Senators that any cash back is taxable to the employee.

Senator Lunch suggested that the committee contact AOF regarding this issue. Senator Tiedeman, Liberal Arts, noted that BCBSO is not the only option available to faculty and questioned if this proposal applied only to BCBSO. Towey responded that it was a general policy of cash back for joint coverage and the BCBSO rate of return would apply.

In response to Senator Sproul, Associated, Towey noted that there is no assurance that SEBB will implement our motion if approved by the Senate, however, they are more likely to give greater consideration to this proposal rather than a previous proposal which called for 100% cash back.

Motion was called for. Jim Pease, IFS Representative, felt that voting should not take place if all options have not been exhausted. Senator Schwartz, Liberal Arts, moved the previous question. Motion 92-483-06 to move the previous question was seconded and passed by voice vote with no dissenting votes.

Motion 92-483-05 to approve the FEWC's proposed motion, above, passed by voice vote with no dissenting votes and 15 abstaining.

'I' GRADE PROPOSAL

This item was originally presented as a recommendation from the Academic Regulations Committee and carried over from the February Faculty Senate meeting. President Heath outlined the various options before the Senate:

- 1) Leave the incomplete policy as it currently is where an 'I' becomes a 'W' after one calendar year.
- 2) A proposal from the Academic Regulations Committee would turn the 'I' into an 'F' after one calendar year.
- 3) A proposal from Ken Krane and Bob Schwartz would give an instructor complete freedom to: a) count an 'F' or an 'O' for the missing work and assign a letter grade accordingly; (b) give the student a course grade of 'F' for failing to complete the course; or (c) let the grade of 'I' stand permanently.
- 4) A proposal from Tony Wilcox would allow an instructor to submit both an 'I' and a letter grade at the same time; an instructor would be required to notify the Registrar's Office of the letter grade when the deficiency was completed, if only an 'I' was submitted; if the deficiency is not completed within one calendar year, the 'I' would become permanent if no other grade was submitted and have no effect on the student's gpa; and if a substitute grade was submitted it would become the grade of record.

Denise Krause, Parliamentarian, suggested that the amendment and the amendment to the amendment from the last meeting be voted down, go back to the motion and choose one of the two to discuss and substitute a motion. The original proposal could not be withdrawn since there was no one present from the Academic Regulations Committee.

President-Elect DeKock moved all previous questions with motion 92-483-07 which passed by voice vote with one dissenting vote.

Motion 92-482-04 to approve Bob Schwartz' amendment to the amendment from the February meeting was rejected by voice vote with one dissenting vote.

Motion 92-482-03 to approve the amendment by John Morris from the February meeting was rejected by voice vote with one dissenting vote.

Motion 92-482-02 to approve the original motion presented in February was rejected by voice vote with some dissenting votes.

Senator Schwartz explained he had spoken with Tony Wilcox and agreed that the two motions were similar, but differed in wording and implementation. Schwartz felt there would be pressure from students asking what their grade would be if the 'I' was not made up if the alternate grade was recorded at the time the 'I' was submitted.

Barbara Balz, Registrar, explained that the grade roster would not be changed, and the 'I' and alternate grade would be recorded as one mark, e.g. 'IA', 'IB', on grade slips, transcripts and academic records. She went on to say that after one year the grade would revert to the letter grade unless another 'I' was submitted to indicate the instructor's wishes to have the grade remain an 'I'.

Senator Wilcox, Health & Human Performance, moved proposal number four above, and spoke in favor of it. Jim Foster, Liberal Arts, noted that an instructor could submit an 'IF' to get a message to the student that if the deficiency is not completed, the grade will become an 'F'. Senator Tiedeman, Liberal Arts, was opposed to this proposal because it validates completion of the course without completing it. Herb Hansen felt that the grade submitted should reflect what a student has accomplished to the end of the term and an 'I' reflects that a student has not completed the course. Mike Martin noted that the initiative should be placed on the student to complete the course and the grade should remain an 'I'.

Motion 92-483-08 (#4 above) was defeated by a show of hands with 21 in favor, 47 opposed and several abstentions.

Senator Schwartz moved that the Senate approve proposal #3 above, motion 92-483-09, and noted that

the 'I' is likely to remain an 'I' unless the instructor submits a letter grade. Krane pointed out that this proposal removes the phrase "essential minor requirement" from the current regulation. Motion 92-483-10 to move the previous question, as requested by Senator Gamble, passed by voice vote with no dissenting votes.

Motion 92-482-09 to approve #3 above passed by voice vote with no dissenting votes and 1 abstention. The proposal which passed is as follows:

17. When the quality of the academic work is satisfactory and the scheduled final examination has been taken but a requirement of the course has not been completed for reasons acceptable to the instructor, a report of I (incomplete) may be made and additional time granted. The instructor states the deficiency and the deadline for completing the missing work on the grade roster. The additional time awarded shall in no case exceed one calendar year. To remove the I grade, the student must complete the deficiency within the allotted time and the instructor will then submit the appropriate grade. If the student fails to complete the work within the allotted time, the instructor has the option of either submitting a substitute grade or allowing a permanent grade of I to remain on the student's record. The I grade will have no effect on the student's grade point average.

ADD AN 'IW' GRADE

Mina McDaniel, Academic Regulations Committee Chair, explained that this recommendation would help those students who have a true emergency which makes it necessary for them to withdraw late in the term. Motion 92-483-11 to revise Academic Regulation 13.c., is printed below with the strike-through indicating elimination and the new portions highlighted:

13.c. When a student's academic progress is interrupted by an emergency situation such as serious illness, accident, or death of a family member, within the last four weeks of the term, and the student submits evidence of such to the Registrar, he or she may withdraw from the University with ~~+~~ IW grades in all subjects. ~~IWs may be removed upon completion of the course work. An IW may remain on the record indefinitely.~~

Senator Tiedeman spoke in opposition to the proposal since there is no specified amount of time for completion and proposed the following amendment to replace the next to the last line of the above motion. Motion 92-483-12 reads as follows:

IW's may be removed upon completion of the course work within one calendar year following the term in which the IW grade is given.

Senator Verts, Associated, noted that one year may not be enough time for students to recover from illnesses and complete multiple courses. Senator Zaerr, Forestry, liked the idea of putting some pressure on students to complete the course, felt that one year was adequate and noted that petitioning for extension after one year is allowed.

Senator Schwartz moved to postpone this issue to the next meeting when there would be more time for discussion. Motion 92-483-13 to postpone revision of AR 13.c. to the April meeting passed by voice vote with dissenting votes. Balz confirmed to Senator Krane that the Schedule of Classes would be printed using the current version of AR 13.c. since the Senate did not act on it during this meeting.

DISCUSSION ITEM

OSU VISION STATEMENT

Bruce Shepard, Assistant Vice President for Undergraduate Studies, explained that the draft Vision Statement which was distributed in the February 20 edition of *OSU THIS WEEK* was part of the third round of strategic planning. He briefly described the process used by the committee to draft the document and request input. Shepard noted that another draft would be prepared after March 15, and probably opportunities would be made to comment on that draft also.

In response to a question from Senator Gamble, Science, Shepard noted that this document would not replace another, but is part of the revised Strategic Plan. Shepard responded to President Heath that there were no plans to get Senate approval of the Vision Statement and didn't know if the Mission Statement had Senate approval. Senator Krane felt that this document had a narrow approach and was contradictory compared to the other two. Senator Scheuermann also felt the scope was narrow and there was no mention of learning opportunities outside of the classroom. Denise Krause, Parliamentarian, mentioned that her students had indicated it was a nightmare rather than a vision, they were concerned about the choice of language used, and felt that the document was a template for cuts.

In response to a question from Senator Lunch, Shepard indicated that both the grey and white sections referring to the Vision Statement which appeared in *OSU THIS WEEK* should be considered as one document; neither should be considered separate. Lunch felt that the white section is, essentially, an outline of budget cuts for the 1993 biennium. Shepard emphasized that budget cuts have not been decided and that is not the role of this document.

Schwartz suggested that the Statement should articulate

a broader sense of what a university is about, with its primary function being a core that teaches undergraduate students from Oregon. Senator Carson, Liberal Arts, noted that it is not unhealthy to have parts of the University which do not mesh together; not all programs will serve the same end. Senator Pyles, Forestry, felt that if people of the State of Oregon have already formed an opinion of OSU, then our Vision won't matter; we need an endorsement from the people to form a Vision. In response to Senator Mukatis, Shepard stated that people outside of OSU are involved in limited ways due to time constraints. Senator Boyle, Forestry, suggested that we keep our Vision Statement in context with the U of O.

INFORMATION ITEMS

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

* Administrative Structure Review - Committee members were listed.

* Multicultural Affairs Director Interviews - The interview schedule for the four finalists was included.

REPORTS FROM THE EXECUTIVE OFFICE

Provost Roy Arnold's report included the following items:

Vision Statement - Arnold thanked the committee for doing its work in creating the document, doing it well and doing it in a short amount of time.

Sport and Athletic Review - President Byrne has appointed this committee, with the encouragement of the Faculty Senate leadership, which will report back to him no later than May 15 with their findings, pertinent recommendations for the future, and outline of a plan to help educate the OSU public with respect to the operations and financing of intercollegiate athletics.

Those serving on the committee are: Mike Beachley, Perry Brown, David Lee Cotter (Student), Mike Cowgill (Alumnus), Larry Griggs, Jeffrey A. Gronlund (Student), Sally Malueg (Chair), Tom Maresh, Alice Morrow, Mike Oriard, Mary Alice Seville, Larry Small, and Chris Zauner.

The five charges to the committee are: 1) review the value of sport and athletics to the culture of Oregon State University; 2) to consider the public relations aspects of athletics; 3) to explore the appropriate funding mechanisms for intercollegiate athletics; 4) to consider possible academic opportunities pertaining to sport and athletics in our society; and 5) to consider appropriate roles for faculty in providing advice and guidance to intercollegiate athletics.

1993-1995 Biennium - OSU has no specific guidelines yet; the Chancellor expects guidelines to be distributed to institutions in late March. Indications are that the responses will probably be general in nature with no specific areas identified to be cut. Arnold noted that there are a growing number of people who are realizing what the effect will be without replacement revenue.

OSU Distinguished Professors - A reception for Professors James White and Marcus Borg is scheduled for April 13 in the LaSells Stewart Center Myrtle tree Alcove between 2:30 and 4:00 pm.

REPORTS FROM THE FACULTY SENATE PRESIDENT

President Heath encouraged Senators to attend the remaining two Multicultural Affairs Director Interviews which are sponsored by the Faculty Senate.

A Faculty Forum Paper, "Diversity' Courses: Blueprint for An Illiberal Education," is currently being distributed via hard copy to Directors, Department Heads and Chairs, as well as the Kerr Library Reserve Book Room. Copies are also available via electronic mail by requesting a copy from fso@ccmail.orst.edu. Due to budget constraints, hard copies are no longer being distributed to all faculty.

NEW BUSINESS

SALARY INCREASE

The Association of Oregon Faculties is continuing efforts to ensure that faculty receive the second of two 3% salary increases that were approved by the 1992 Legislature. This resolution supports the efforts of AOF to honor the commitment made to faculty.

RESOLVED: The Faculty Senate of Oregon State University endorses ongoing efforts on the part of the Association of Oregon Faculties (AOF) to ensure that prior state pledges of record regarding the effective date of 1993 faculty salary adjustments be honored. Further, the Senate urges that the Chancellor diligently pursue means of internal budgetary transfer to achieve said purpose.

Motion 92-483-14 to approve this resolution passed by voice vote with no discussion and no dissenting or abstaining votes.

Meeting was adjourned at 5:11

FACULTY SENATE MINUTES

1992 No. 482

Oregon State University

February 6, 1992

FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:04 pm by President Kathleen Heath. The January minutes were approved as distributed.

HIGHLIGHTS

A Special Report was given by OSU President John V. Byrne.

SUMMARY OF SENATE ACTIONS

The following items were approved: To extend the length of withdrawal time from five to seven weeks; postponement of I grade recommendation; proposed revisions to the Standing Rules of the following committees: Faculty Recognition and Awards, Advancement of Teaching, Academic Advising and Curriculum Council; and directing the Executive Committee to act on a motion concerning Tax Deferred Annuity Programs. [Motion 92-482-01 through 92-482-10]

ROLL CALL

Members Absent With Representation:

Burns, S. Francis; Hathaway, J. Thompson; Hendricks, C. Smith; Hogue, T. Skubinna; Kauffman, Cummings; Lee, J. Foster; Morris, S. Potter; Verts, T. Morgan; and Williams, A. Bakalinsky.

Members Absent Without Representation:

Beschta, Boyle, Browne, Burrill, Calder, Cowles, Daniels, DeYoung, Duncan, Engel, Finnan, Hanna, Haskell, Ingham, Lombard, Myrold, O'Connor, Pearson, Peterson, Pyles, Robbins, Rose, Sherr, S. Smith, Strub and Vanderveen.

Faculty Senate Officers/Staff:

K. Heath, President; C. DeKock, President-Elect; D. Krause, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

B. Balz, Registrar's Office; L. Blythe, Vet. Med.; S. Dodrill, Ag. Comm.; M. George, Kerr Library; A. Grzeskowiak, ASOSU; D. Hawkins, ASOSU; B. Krause, OSU THIS WEEK; T. Mickey, ASOSU; A. Murphy, ASOSU; D. Nico-

demus, Dean of Faculty, Emeritus; N. Powell, Kerr Library; A. Smith, Vet. Med.; M. Wogaman, Kerr Library; and B. Zorn, Student.

SPECIAL REPORTS

PRESIDENT JOHN V. BYRNE

President Byrne updated the Senate on two current issues, then spoke about the reality of Measure 5 and the future of Oregon's Higher Education.

Athletic Study - Byrne mentioned that a memo was being sent to selected faculty asking them to serve on a special task force to address matters pertinent to sports and intercollegiate athletics. This taskforce is a result of a recommendation by the Faculty Senate. The group will be asked to address the following issues which will, hopefully, be included in the long-range planning activities:

- 1) To review the value of sport and athletics to the culture of OSU.
- 2) To consider the public relations aspects of athletics.
- 3) To explore the appropriate funding mechanism for intercollegiate athletics.
- 4) To consider possible academic opportunities pertaining to sport and athletics in our society.
- 5) To consider appropriate roles for faculty in advice and guidance in intercollegiate athletics.

Administrative Review - Byrne reported that the Legislature inserted a budget note for the 91-93 biennium which indicated there should be a study of administrative activities in higher education. The Board created the Board's Administrative Review Committee (BARC). OSU administration had already decided to perform this study, regardless of what the Board did. Two proposals submitted by consultants have been selected as finalists to help OSU with this study and negotiations are currently underway. The Board's portion of the review is to look at the Chancellor's Office and the interaction of the Chancellor's Office with the various institutions. The review should be completed by the end of Spring quarter.

At Home in the Land of Oz -

The Future of Higher Education in Oregon

The title of this speech referred to a speech he recently gave to the Chamber of Commerce where he used the

book, *The Wizard of Oz*, as a metaphor of what is happening in Oregon as a result of Measure 5. The passage of Ballot Measure 5 was the cyclone which moved Dorothy from reality (Kansas) to the Land of Oz. Byrne explained the reality of reducing our budget by 20%; reducing enrollment from 15,000 to 12,000 (which is where we were in the early 1960's); eliminating about 800 higher education positions state-wide from a total of approximately 4,000 faculty and staff; and removing in excess of \$20 million from the budget. He likened these cuts to the Land of Oz because they are unreal. We cannot live in the Land of Oz, and we need some type of reformed public financing. Many Oregonians don't see that the problem is being addressed in a realistic way. Byrne feels that Oregonians need to continue talking with Governor Roberts to ensure that she realizes that some don't agree that living with Ballot Measure 5 is realistic.

Myles Brand, U of O President, and John Byrne recently traveled together to Medford and delivered the message to alumni that they are concerned about the future of Oregon. They were interviewed by three television stations, one radio station, and the editor of the local newspaper. They left all they talked to with one message: write to Governor Roberts and their legislators and express concern about the future of Oregon, in particular as it pertains to higher education, and enlist five friends to do the same. In this way, the Governor's Conversation would be continued. Brand and Byrne did not criticize the Governor; they urged others to be sure she is hearing a balanced conversation.

For the first time in 10-12 years, all the president's of the public institutions of higher education will meet in Salem on February 10. Byrne feels that there are enough mutual problems that these individuals need to meet more frequently to find solutions.

If faculty feel as Byrne does, he urged them, as individuals, to do everything they can to see this problem addressed and resolved. He mentioned two things that faculty should not do: 1) Faculty should not stand up in front of your class and harangue students to get their parents to send letters mentioned above. However, if students ask what can be done, you can give them your personal opinion outside of class, on your time. 2) Don't use university letterhead.

Senator Lunch, Liberal Arts, questioned when timely notice would be given. Byrne responded that, under the Hosticka bill, "all of those decisions would be put off so that we take all of our reductions in the second half of the biennium." He went on to say that the Board has not made any decision to back away from the Hosticka plan.

President Byrne left Senators with this message, "This is a time...of the greatest uncertainty we've ever faced, possibly, with the most negative elements of the future that many of us can foresee or imagine. Consequently, it is a time of great anxiety." He reminded us that we

must be sensitive to all and support each other. Byrne thanked faculty for any action they may take for causing the legislature to join the battle.

ACTION ITEMS

PROPOSED CHANGES IN WITHDRAWAL DATES AND INCOMPLETE GRADES

Mina McDaniel, Academic Regulations Committee Chair, presented three recommendations concerning changing the length of the withdrawal date, changing the incomplete grade and adding an IW grade.

Extend the length of withdrawal time to seven from five weeks. ASOSU distributed a resolution in support of the motion. In response to a question from Senator Gamble, Science, regarding the history of withdrawal dates at OSU, McDaniel stated that the committee did not have that information. Heath noted that the Senate left it at five weeks when it was last voted on in 1983. Senator Nishihara, Associated, recalled that students had until the end of Dead Week to withdraw when she was a student in 1974.

Sally Francis, IFS Representative, spoke in opposition to the recommendation. She questioned Provost Arnold regarding the University's position on one item in the ASOSU resolution which states that, "Students have the right to receive an indication of their standing in a class before it is too late to change their enrollment in a class..." Arnold replied that the University has the position that these are faculty matters. He also noted that, with the significant increase in tuition, the students could argue that they are the ones making this investment and should have the opportunity to withdraw.

Senator Mukatis, Business, has read that the longer a student stays at an institution, the more it costs the public. He asked if data were available to determine how many more students might withdraw if it was extended to seven weeks and what kind of costs would there be to the public. McDaniel noted that the committee did not do an economic analysis.

Senator Curtis, Agriculture, wondered if this resolution was intended as an increased opportunity to allow students to avoid getting lower grades and asked for responses from students. Todd Mickey, ASOSU President, responded that it was not a way to avoid getting an F, but a way of protecting a student who has taken a class, without the benefit of advising, and discovers later that there were prerequisites which have not been met. Mickey also felt that the majority who would withdraw after five weeks would not withdraw after seven weeks if they could see a graded mid-term prior to the withdrawal date. Senator Zaerr, Forestry, found it difficult to believe that a student could attend five weeks of classes and not

know how they were doing in the class. Adam Gee, Weatherford Hall President, noted that his first mid-term is the same day as the current withdrawal date and he doesn't have any idea of how he is going to do on the mid-term.

Senator Schwartz, Liberal Arts, was concerned about the fairness of a more liberal withdrawal policy. He felt that there was a disadvantage to students with limited resources who can't afford to withdraw from the class and take it again.

Senator Carson, Liberal Arts, spoke in support of the proposal. As an advisor, she wants her students to have the ability to take a risk in a new field and be able to get out if necessary. As a teacher, she knows that some students will not be able to perform well on certain types of tests and wants them to have the opportunity to withdraw. Senator Matzke, Science, made the observation that a bad grade is not the end of the world; even professors have F's on their transcripts. Jaimee Menely, ASOSU, cited self-respect as one reason for withdrawing from a class. She gave the example of beginning the term with a heavy load, realizing you can't handle it, and needing to withdraw.

Senator Wilcox, Health & Human Performance, stated that OSU should provide far more justification for having the earliest withdrawal date in the PAC-10 when the trend is toward later dates. He also asked for an explanation of possible benefits if the withdrawal date was later. McDaniel noted that there would probably be a reduction in the stress level of the students and may help in processing late withdrawals.

IFS Representative Francis noted that there is currently a regulation which requires professors to give a final and asked, if the withdrawal date is extended, will the Academic Regulations Committee propose an additional regulation which would require a mid-term prior to seven weeks. McDaniel replied that the committee has not discussed this concern.

Senator Hashimoto, Agriculture, spoke in favor of the proposal by saying that some type of feedback from instructors is necessary for students to know how they are doing. Senator Smart, Associated, agreed that there were reasons other than grades that students may desire an extension and spoke in support of the extension. He went on to remind the Senate that 10% of the students are from countries with a different system of education and they require time to adjust to our system.

Janelle Factora, ASOSU, mentioned that the resolution is a result of conversations with students who constantly ask that the withdrawal date be changed. She also noted that ASOSU overwhelmingly passed the resolution with only two abstentions.

Motion 92-482-01 to change Academic Regulation 12.b.

to extend the length of withdrawal time to seven from five weeks passed by a standing vote of 63-23 with 1 abstention.

Change in the incomplete (I) grade. An I grade would go to an F instead of a W if the work is not completed within one calendar year, motion 92-482-02. McDaniel noted that the Graduate Council is opposed to this recommendation. A proposed amendment, motion 92-482-03, by John Morris, Zoology, and presented by Philip Brownell, would include submitting a grade earned based on assigned work completed which the I would revert to if the deficiency were not corrected within the allotted time. Senator Krane seconded the amendment, which read as follows:

17. When the quality of the work is satisfactory and the scheduled final examination has been taken but some essential minor requirement of the course has not been completed for reasons acceptable to the instructor, a report of I (**incomplete**) may be made and additional time granted. The instructor states the deficiency, the grade earned based on assigned work completed, and the additional time for completing the deficiency on the grade roster. To remove an incomplete, a student must complete the deficiency within the allotted time and the instructor will submit the appropriate grade. If the deficiency is not removed within the allotted time, the grade listed by the instructor on the grade roster will be assigned. ~~the instructor may submit a grade other than I, based on the work that has been completed. An incomplete not removed within one calendar year following its receipt becomes an F.~~

Senator Wilcox stated that members of his college found a lack of clarity in the wording. One possible interpretation is that grades would be based only on what was completed, which would represent 100%. Senator Tiedeman, Liberal Arts, spoke in opposition to the original motion and to the amendment. He agreed with Wilcox that the amendment wording was confusing. He also felt that the amendment would endorse and encourage course completion for less than what was required by the instructor. It would be easy for a student to settle for a particular grade and never finish the requirements of the course.

Senator Krane's department (Physics) currently uses the system of having the I revert to the grade earned based on work completed and stated that it has reduced the number of I grade problems. He feels that an I becoming an F is an overreaction and urged faculty to not punish students, but to grade them on the work completed.

Barbara Balz, Registrar, related two aspects of implementation concerning the amendment:

1) Soliciting an I grade plus a tentative grade and storing the extra grade. Technically, the Registrar's Office

might be able to do it, but it would require programming time and there are other time-consuming projects which would be ahead of this.

- 2) Removal of I after one year and automatically assigning a grade is technically possible. However, changing I grades to other grades when the make-up period varies in length and is not fixed to one year would be impossible for the Registrar's Office to handle.

Senator Schwartz proposed an amendment to the amendment, motion 92-482-04, which was seconded. His proposal would delete the following underlined portion of the amendment "...the grade earned based on assigned work completed,..." and delete the last line of the amendment and insert the following: "If the deficiency is not removed within one calendar year, the I grade permanently stands." Senator Oriard, Liberal Arts, supported the notion of leaving an I on the transcript.

Senator Krane noted that the amendment does not require instructors to submit the earned grade to the Registrar; they could be submitted to and stored in individual departments and the staff personnel could handle it. He expressed a hope that Banner could generate a print-out to be sent to departments showing unresolved I grades as a reminder.

Senator Gould, Science, discussed this issue with his colleagues who, of those responding, were in favor of the approach currently taken by Physics and he felt that the amendment to the amendment was a reasonable approach.

Senator Shepard expressed a concern regarding the clarity of the amendment to the amendment since it was not in written form and noted that it would preclude the Physics approach. After some discussion of the exact wording and intent, Shepard moved to postpone this item to the March meeting. Senator Curtis expressed the desire to wait to act on this item until it is clarified in written form. Motion 92-482-05 to postpone this item until March passed by a show of hands with some dissenting votes. By postponing this item, the third recommendation was also postponed since it, too, involves I grades.

STANDING RULES REVISIONS

Mariol Wogaman, Committee on Committees member, presented recommended changes to the Standing Rules of four Senate committees.

Faculty Recognition and Awards Committee - The recommendation for revising the Standing Rules came as a result of the year-end report submitted by Clara Pratt, Chair, and the wording was formulated by the Committee on Committees. The recommendation was to add the following wording at the end of the present Standing Rules:

The Committee shall consist of five faculty members and one student representative. A member of the Advancement of Teaching Committee shall participate in the selection of the Elizabeth P. Ritchie Distinguished Professor Awards and the Burlington Resources Foundation Faculty Achievement Awards. A member of the Academic Advising Committee shall participate in the selection of the Dar Reese Excellence in Advising Award.

As a result of the above proposed revision, the Standing Rules for the following committees would also need to be changed. The highlighted areas would be added, while the strike-throughs would be deleted.

Advancement of Teaching -

...In addition, the Committee ~~may~~ shall serve in an advisory capacity to the Faculty Recognition and Awards Committee, or to other committees or individuals as designated, in the provision granting of awards in the field of teaching. A member of the Committee shall participate in the selection of the Elizabeth P. Ritchie Distinguished Professor Award and the Burlington Resources Foundation Faculty Achievement Awards. ...

Academic Advising Committee -

...The Committee recommends awards for advising performance. In addition, the Committee shall serve in an advisory capacity to the Faculty Recognition and Awards Committee, or to other committees or individuals as designated, in the granting of awards in the field of advising. A member of the Committee shall participate in the selection of the Dar Reese Excellence in Advising Award. ...

President Heath entertained a motion to consider all three revisions as one action item. Motion 92-482-06 was made, seconded and passed by voice vote with no dissenting votes.

Senator Gamble, Science, questioned the rationale for the changes. Wogaman responded that the Committee on Committees and the Awards Committee felt that a student should be involved in the selection of the awards for teaching. VP Dunn noted that, in the past, the Burlington and Reese Awards were decided by a committee consisting of Chairs of various committees. When the awards were reviewed last year, it seemed to make sense to centralize these awards. However, by doing so, it increased the workload of the committee and they would like to expand the number of members.

Senator Foster, Liberal Arts, sympathized with the idea of student representation, but did not feel that putting a student on the selection committees would mean the students would have a voice and spoke against the revisions.

Motion 92-482-07 to adopt the proposed revisions to the Standing Rules of these three committees passed by a show of hands, 26-18, with 21 abstentions.

Curriculum Council - The Committee on Committees also recommended formalizing the addition of a library faculty member as a liaison to this Council. The revision would be added to the end of the current Standing Rules and would read as follows:

...A permanent ex-officio library faculty member, appointed annually by the University Librarian, shall serve as a Liaison member on the Curriculum Council.

Motion 92-482-08 to add a library liaison member to the Curriculum Council passed with no discussion by a show of hands with no dissenting votes and two abstentions.

REPORTS FROM THE EXECUTIVE OFFICE

Provost Arnold's remarks included the following items:

OSU Vision Statement - A committee has completed drafting the document which will be distributed widely with requests for feedback.

Administrative Review Committee - An internal committee, chaired by Andy Hashimoto, has been appointed by President Byrne.

Governor's Message - Two questions have arisen as a result of Governor Roberts State of the State Address on January 23.

1) What happens in the current biennium? - The Governor announced a goal to reduce state jobs by 4,000, with 800 possibly coming from education. Discussions are underway with OSSHE to determine what the implications and expectations will be for higher education. It is clear that there will be an emphasis on reduction in administrative support positions and that the first priority will be to look at existing vacancies. OSU will not impose an absolute freeze, but there will be an additional level of review of position vacancies at the campus level. Management Service positions are already being reviewed in Salem with the goal of reducing these positions throughout State government. An effort will be made to spare positions involved directly in instruction, research and public service.

2) What will we expect to happen with regard to the 1993-95 biennium? - Sometime in March OSU expects to receive instructions from the Chancellor's Office to begin planning for a budget reduction. These instructions would be a result of a pre-budget building meeting between the Chancellor and the Governor.

REPORTS FROM THE FACULTY SENATE PRESIDENT

President Heath informed Senators that IFS was meeting at OSU the weekend of February 7. She also mentioned that several Category I proposals would be before the Faculty Senate in March. She urged Senators to study these proposals, in particular, the International Studies Degree which encompasses the whole university.

NEW BUSINESS

On behalf of the Faculty Economic Welfare Committee (FEWC), Senator McDowell, Engineering, presented Motion 92-482-09 concerning Tax Deferred Annuity (TDA) Programs. It was important that this be presented under New Business since the motion was passed by the FEWC on January 31 and the Chancellor's Office will be acting on this issue within the next few weeks. The motion read as follows:

"Whereas participants in the Oregon State System of Higher Education tax deferred annuity program are to be charged an annual fee (now proposed at \$10), the Faculty Economic Welfare Committee requests that the Faculty Senate recommend to the Chancellor that the program be open to any IRS-recognized carrier, without regard to a specific minimum number of statewide annuitants per carrier."

McDowell explained that OSSHE reviewed the TDA program, which has over 4,000 state-wide participants and over 1,400 at OSU alone. The review resulted in seven recommendations, only two of which were available to the FEWC when the motion was prepared:

- 1) Have OSSHE consider a transaction fee to offset the anticipated additional administrative costs of the TDA program.
- 2) Rather than seven approved carriers as we now have, the program would be open to any number of carriers as long as there is at least 30 participants for each carrier. This would mean that 30 participants would need to indicate a commitment to enroll with a particular carrier before an additional carrier would be added to the existing seven.

Another concern which recently came to the attention of McDowell is that the program, as now recommended, would consist of an open program with any number of carriers which are supposed to have a minimum number of standards. However, it states that a credit rating should not be a criterion for carrier approval or continuance. When translated, this means that the State System would not assume any responsibility for screening the financial solvency of any carrier.

When questioned by Senator Hashimoto about the existing carriers charging a \$10 fee, McDowell indicated he had received written information recommending that it would be charged to all, but has received verbal information from the Chancellor's Office saying that it will not likely be implemented.

Senator Gamble moved that this matter be handled by the Executive Committee and the Senate President. Motion 92-482-10 was seconded and passed by voice vote with no discussion and no dissenting votes.

Meeting was adjourned at 5:17 pm.

FACULTY SENATE MINUTES

1992 No. 481

Oregon State University

January 9, 1992

FOR ALL ACADEMIC STAFF

The meeting was called to order at 3:00 pm by President Zoe Ann Holmes. The November and December minutes were approved with no corrections.

President Holmes expressed thanks to the Senators whose terms had ended; the retiring Executive Committee members, Joel Davis, Mina McDaniel and Court Smith; Mike Martin, Immediate Past Senate President; Kathleen Heath, incoming President; Thurston Doler, Immediate Past Parliamentarian; Provost Roy Arnold; and Vickie Nunnemaker, Senate Administrative Assistant. She voiced concern over the apparent lack of faculty who spoke up and addressed issues during the past year.

HIGHLIGHTS

Reports were given by the following individuals: Mary Kelsey, IFS Representative; Joan Gross, Affirming Diversity Course Development Committee Chair; Carleton Carroll, University Honors Program Committee Chair; and Stephanie Sanford, Academic Regulations Committee member.

SUMMARY OF SENATE ACTIONS

The following items were approved: Denise Krause as Parliamentarian; two Category I Proposals, 1) Reorganization of Existing College Departments within the College of Business and 2) Initiation of a New Instructional Program Leading to the Ph.D. Degree in Molecular and Cellular Biology; changing the grade needed for Wr 121 and Math 105 (or higher) to C- (transfer students); and to change the gpa required for out-of-state transfer students to 2.25 (same as in-state). [Motion 92-481-01 through 92-481-05]

ROLL CALL

Members Absent With Representation:

Bryant, M. Kelsey; Lee, J. Foster; Michel, L. Dunnington; C. Smith, J. Gross; and Strik, P. Lombard.

Members Absent Without Representation:

Akyeampong, Beatty, Beschta, Bolte, Burrill, Coakley, J. Davis, Duncan, P. Farber, V. Farber, Hanna, Haskell, Hoag, Ingham, Lev, Lombard, McDowell, Messersmith, Miller, Mix, Myrold, O'Connor, Pahl, Pyles, L. Rice, Robbins, Sherr, S. Smith, Stephenson, and Vanderveen.

Faculty Senate Officers/Staff:

Z. Holmes, outgoing President; K. Heath, incoming President; C. DeKock, President-Elect; D. Krause, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

Barbara Balz, Registrar's Office; B. Collison, Education; J. Factora, ASOSU; G. Keller, Research Office; B. Krause, OSU THIS WEEK; D. Nicodemus, Dean of Faculty, Emeritus; S. Sanford, Affirmative Action; C. Zauner, Exercise & Sport Science.

ACTION ITEMS

INSTALLATION OF ELECTED OFFICIALS

President Holmes installed Kathleen Heath as the 1992 Faculty Senate President.

Immediate Past President Holmes received an engraved myrtlewood plaque in appreciation of the time and effort she has spent on behalf of the faculty. President Heath thanked Holmes for her dedication and effort to keep the faculty informed.

President Heath asked the following individuals to rise and declared them installed: President-elect Carroll DeKock; Executive Committee members, Janet Nishihara, Laura Rice and Tony Wilcox; IFS Representative, Sally Francis; and all newly elected Senators, by apportionment unit.

APPROVAL OF PARLIAMENTARIAN

Denise Krause, Speech Communication, was approved as Parliamentarian by voice vote with no dissenting votes [motion 92-481-01].

CATEGORY I PROPOSALS

Ken Krane, Curriculum Council Chair, presented two Category I Proposals for approval by the Senate. Curricular changes resulting from Measure 5 were included in the agenda. He also mentioned that a summary of approved Category II Proposals was included in the agenda and a complete listing was available for viewing in the Kerr Library Reserve Book Room or in the Faculty Senate Office.

Category I Proposal for the Reorganization of Existing Departments within the College of Business -There was no discussion on this proposal which passed by voice vote with no dissenting votes [motion 92-481-02].

Category I Proposal for the Initiation of a New Instructional Program Leading to the Ph.D. Degree in Molecular and Cellular Biology - Senator Davis, Agricultural Sciences, commented that it appeared that this program would require the appointment of a director of administration and asked if that allocation would represent new monies. Krane replied that it would not be new money since the allocation would be diverted from the Colleges of Science and Agricultural Sciences. Andy Hashimoto, Budgets and Fiscal Planning Chair, noted that his committee had reviewed the proposal and was satisfied that no new monies were being allocated. Krane also mentioned that the proposal had received approval from the Graduate Council.

The proposal was then approved by voice vote with no dissenting votes [motion 91-482-03].

ADMISSIONS GUIDELINES FOR FALL '92

Dick Thies, Undergraduate Admissions Committee Chair, presented two recommendations concerning changes in grading and gpa.

The first recommendation would change the grade needed for Wr 121 and Math 105 (or higher) to C- for transfer students. Senator Morris, Science, questioned whether students can currently graduate with less than a 2.0 in a course. Senator Shepard, Liberal Arts, noted that students receiving a D- fulfill core requirements.

Senator Rathja, Engineering, noted that students admitted to professional schools must minimally have a C.

Motion 92-481-04 to change the grade needed for Wr 121 and Math 105 (or higher) to C- for transfer students passed by a show of hand with some dissenting votes.

The second recommendation would require the gpa for out-of-state transfer students to be 2.25 (same as in-state) rather than the current 2.5. Morris commented that there was no evidence the system was broken and needed to be changed. He also noted that more

students applied to the U of O after the gpa was raised.

Senator Davis, Agricultural Sciences, thought that we might be going in the wrong direction since university-wide there has been an increase in the gpa. He also mentioned that the recommendations to the Governor have been to further reduce enrollment and lowering the gpa would not help accomplish that objective. Senator Lunch, Liberal Arts, noted that it was quite clear that OSU's enrollment would have to shrink given the effects of Measure 5. In answer to a question by Senator Scheuermann, Student Affairs, Thies responded that about 30 students would be affected if the gpa remained at 2.5. Senator Shepard questioned the rationale of a higher gpa for out-of-state students.

Motion 92-481-05 to lower the gpa to 2.25 for out-of-state transfer students passed by a show of hands with 43 in support and 28 in opposition.

REPORTS FROM THE EXECUTIVE OFFICE

Provost Roy Arnold congratulated newly elected and installed officers and Senators and thanked Zoe Ann Holmes for her leadership during the past year.

Provost Arnold's comments included the following:

- On January 10 the Deans, Vice Presidents, three Faculty Senate representatives, and the Directors of the Agricultural Experiment Station and Extension Service will meet to talk about issues which relate to OSU, including programs which are central to OSU's mission and OSU's administrative organization and structure. Roger Bassett, OSSHE Director of Government Relations and President Byrne will speak to the group.
- A Request For Proposal (RFP) was issued in December to invite interest from outside consultants to work with the Board's Administrative Review Committee (BARC) and OSU. Responses must be received by the latter part of January.
- Budget - There are two critical budget issues: 1) underfunding of salaries, roughly \$195,000, and 2) enrollment shortfall at OSU which will be between \$450,000 to \$650,000. These items will influence the total budget for higher education, but it appears that they can be managed without taking money from unit budgets.
- A letter from Fred Miller, Executive Department Director, dated 1/7/92 provided updates on three areas:
 - 1) Governor's Conversation - On January 23, Governor Roberts will share what was learned in her Con-

versations with Oregon. Points which she will cover are: limited understanding of state government; dissatisfaction with levels of service; and tax structure reform.

2) Governor's Taskforce - There is a feeling that agency directors should be more accountable; state agencies should be reorganized or consolidated; and an appointment should be made by the governor of an educational super board or Board of Regents.

3) Program Review - There is a possibility of a 20% cut rather than 25% for Higher Education. Miller said agencies should not expect a uniform target for the 93-95 budget; there is an estimated \$1 billion shortfall in the general fund; and the proposed cuts will likely change the budget process.

In regard to any budget cuts, Arnold was asked if the Promotion and Tenure process would be affected if OSU was to implement a hiring freeze. He replied that the process would not be affected.

Senator Hashimoto, Agricultural Sciences, asked what approach OSU will take after the Governor's speech on January 23. President Byrne mentioned that it was most encouraging for a member of the Board to say that perhaps the Board should look at possible budget cuts prior to institutions' being asked to consider what they will cut from their budget. This may be a round-about way of saying that the Board is considering closing campuses.

SPECIAL REPORTS

INTERINSTITUTIONAL FACULTY SENATE REPORT

Mary Kelsey, Senior IFS Representative, noted the following items which were discussed during the December IFS meeting at OHSU:

- Vice Chancellor Shirley Clark talked about the Katz bill and the possibility of restructuring in relation to boards and executive committees. She feels that the program will still be in the planning stage at the start of the next legislative session.
- Mark Nelson, AOF lobbyist, presented his perspective on replacement revenue and faculty salaries which he had given to the OSU Faculty Senate the previous day (see 12/5/91 Faculty Senate minutes).
- Senator Shirley Gold, also spoke about restructuring of education and revenue. She does not feel that there will be a special session concerning funding. She stated that the budget for the next biennium is not yet set and the best time to have influence on it is prior to July.

- Discussed funding of athletics and the Board's Athletic Funding Committee. Jim Pease, OSU, will be on this committee and will work with three other IFS representatives as a subcommittee to coordinate IFS input.
- IFS learned that there will be no faculty or staff representation from any higher education institution on the legislative Higher Education Task Force on Administrative and Instructional Costs as had previously been thought.
- Discussed the motion on reorganizing IFS so that each of the seven institutions would have equal representation with two senators each. The OSU IFS representatives tabled the motion as requested by the OSU Faculty Senate.

The February IFS meeting will be at OSU.

DISCUSSION ITEMS

AFFIRMING DIVERSITY COURSE DEVELOPMENT

Joan Gross, Committee Chair, discussed survey results, options for course development and a new course name. A draft, which outlined the course rationale and criteria, titled "Proposal for Incorporating Diversity into the Curriculum" was available at the Senate meeting.

Gross stated that 260 faculty had returned the survey in November and 94 were willing to help formulate/teach the course.

The Committee has moved away from a single course into a category where multiple courses would be taught. They are recommending that faculty attend a four-week summer seminar, coordinated by outside experts, to develop their individual courses. Senator Scheuermann, Student Affairs, requested that the summer session include suggestions on how these courses could be worked into existing courses. Senator Davis, Engineering, noted that he would need to see the content of the courses before he could give his support. He feels that many courses in cultural diversity could fulfill the affirming diversity course requirements. Gross stated that the committee established a period of seven weeks after the summer course for instructors to submit a syllabus.

Rather than "Affirming Diversity," the Committee is now recommending "Confronting Prejudice and Discrimination" for the course title. The Committee also feels that, for the course to succeed, a full-time person should be hired to run the program and that funding be budgeted.

In response to Senator Krane's question of whether the intent was to establish a seventh category within the

prospectus, Gross replied affirmatively. Krane felt that including the word "Confronting" in the course title held a negative connotation. Senator Pearson, Science, also found it to be negative.

When Senator Matzke asked whether CLA would be expected to carry the course, Gross responded that CLA would carry the bulk, but hoped that other colleges would also incorporate it into their curricula. President-elect DeKock noted that other universities had been polled and they recommended making the entire university responsible for carrying the course.

Jim Foster, Political Science, asked for an explanation of the difference between this course and cultural diversity. DeKock responded that cultural diversity seeks to have students and faculty look outward while the proposed course asks individuals to look inward in the context of diversity.

One individual expressed the opinion that there seems to be uneasiness between cultural diversity and plain old diversity and that instructors have difficulty dealing with the differences. He would also appreciate a more positive label. Senator Krane noted that the Baccalaureate Core originally had a course titled "Non-Western Culture" and suggested that the committee might take that name under consideration. Senator Wilcox, Health & Human Performance, feels that whatever title is chosen, it should affirm human rights and human dignity.

Gross encouraged faculty to contact her with suggestions or concerns.

UNIVERSITY HONORS PROGRAM

Carleton Carroll, University Honors Program Committee Chair, discussed several types of honors programs which could be incorporated into the OSU curriculum. These included: courses in the current Baccalaureate Core with individual honors content; honors only recitation sections; upper division mentorships; student contracts; honors only seminars; or an Honors College. The committee does not feel that an Honors College, which would require individuals hired only to teach honors courses, is necessary.

Senator Brownell, Science, feels very strongly that we should "put up or shut up." Senator Matzke, Science, thinks that the Honors Program is a great idea, but that we shouldn't revisit what was eliminated. Senator Davis, Engineering, felt that the discussion was premature, in light of upcoming budget cuts.

President Byrne noted that, if the budget adjustment is significant, we are looking at restructuring OSU. He said that we should be thinking of a first-rate Honors Program or nothing at all and that the groundwork should be laid now. He went on to say that the Honors Program was

eliminated last year because it was not the type of program that OSU should have. He suggested that, perhaps, a dorm could be set aside for honors students.

Senator Schwartz, Liberal Arts, felt that there was confusion between the honors program and graduation with honors and asked if the committee had thought of merging the two. The merger could be composed of a series of requirements which are higher than those of a non-Honors student.

If any faculty member has comments or concerns, they should be sent to the committee in care of Carleton Carroll.

PROPOSED CHANGES IN WITHDRAWAL DATES AND INCOMPLETE GRADES

Stephanie Sanford, representing the Academic Regulations Committee, presented three proposed changes which were printed in the agenda. These items will come before the Senate as Action Items at the February meeting.

1. Extend the length of withdrawal time to seven from five weeks. This recommendation would change Academic Regulation 12.b. The committee unanimously supported this change for two reasons: 1) at the end of the fifth week, many students have not received information about their standing in a course, and 2) OSU's five-week deadline for withdrawal from a course is the earliest of all PAC-10 institutions.

2. Change the incomplete (I) grade. An I grade would go to an F instead of a W if the work is not completed within one calendar year. This recommendation would change Academic Regulation 17. The committee feels it would give students an added incentive to complete class assignments in a timely fashion or to complete an assigned incomplete once it has been given. It also takes away the loophole some professors use to let a student out of a class at the last moment without going through the petition process.

3. Add an "IW" grade. This grade would be used when a student does a total withdrawal from the University within the last four weeks of the term because of an emergency. This recommendation would change Academic Regulation 13.c. to state that "IW's may be removed upon completion of the course work. An IW may remain on the record indefinitely." This recommendation would prevent deficiencies from being assigned an F after one year since it may not be possible for the student to finish a large number of incompletes.

Senator Schwartz didn't think it was appropriate to use a W to avoid low grades. He also mentioned that the other PAC-10 institutions which were polled don't use the

quarter system. Senator Carson, Liberal Arts, didn't see a problem with grades changing to a W and endorsed the extension to seven weeks.

President-elect DeKock agreed with the first recommendation, but not with the second. Les Dunnington, Academic Regulations Committee member, noted that there was not absolute agreement within the committee on the recommendations.

Senator Wilcox felt that students can't assess the course load until they get grades. He reported that out of the institutions polled, the earliest withdrawal date for quarter-system institutions was seven weeks and twelve weeks for semester-system institutions.

Senator Esbenson, Science, suggested the submission of a grade for the I to revert to if work is not completed in one year. Senator Krane stated that Physics Department faculty are required to submit a grade with the I which it will revert to after one year if the work is not completed.

INFORMATION ITEMS

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

* Administrative Review of University Relations - A summary report of recommendations from the Budgets and Fiscal Planning Committee. This report is in response to changes recommended by the Faculty Consultative Group in 1991.

Faculty Senate Handbook Update - If continuing Senators would like an update for their handbook, they need to contact the Faculty Senate Office. Experience has shown us that the majority of Senators do not use the updates so they are not being sent automatically.

REPORTS FROM THE FACULTY SENATE PRESIDENT

President Heath's comments included the following:

- Deans Brown and Wilkins, Zoe Ann Holmes and Heath are currently reviewing the guidelines for program reduction and redirection and recommending revisions.
- The February Faculty Senate meeting will be in the MU East Forum.
- Heath encouraged Senators to keep their constituents informed of issues which are brought before the Senate.
- President Byrne is appointing an Athletic Taskforce.

NEW BUSINESS

There was no new business.

Meeting was adjourned at 5:10 pm.