

Faculty Senate

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1993 Minutes

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Faculty Senate, Oregon State University, Corvallis, OR 97331-6203 · 541.737.4344

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FACULTY SENATE MINUTES

1993 No. 498

Oregon State University

December 2, 1993

For All Academic Staff

The meeting was called to order at 3:00 pm by President Carroll DeKock. There were no corrections to the November minutes.

Meeting Summary

- Special Reports were presented by the following individuals: President John V. Byrne; Sandra Potter, Honors College Proposal; and John Morris, Election Results
- Action Items: Executive Committee members were elected
- There was no New Business

Roll Call

Members Absent With Representation:
Cornelius, S. Miles; and Ladd, R. Knight.

Members Absent Without Representation:
Acker, Ahrendt, Beatty, Beschta, Bolte, Brownell, Calder, Carson, Collier, Daniels, Danielson, Deboodt, Engel, Esbensen, P. Farber, V. Farber, Fiegenger, Finnan, Giovannoni, Gould, Hart, Haskell, Hermes, Hogue, Johnson, Kiaei, Lee, McDowell, Orzech, Pahl, Plant, Rivin, Rudd, Snyder, Stephenson, Strub, Warnes, and Zabris-
kie.

Faculty Senate Officers/Staff Present:
C. DeKock, President; M. Oriard, President-Elect; T. Knapp, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:
S. Helmick; C. Jordan; C. Kolbe; D. Nicodemus; B. Shepard; and M. Woodburn.

Special Reports

John V. Byrne

President John V. Byrne spoke about OSU's future as we approach a difficult budgetary time and how to respond to internal and external forces or, "Crisis and Chaos -How to Love the Two."

Byrne mentioned that the failure of Measure 1 was not a surprise - the only surprise was the degree to which it failed. He also noted that we have constantly had budget problems and spoke about the budget as it is now and how it may look in the future.

Actions taken to offset the \$3 million higher education shortfall for FY 93-95 included: tuition increase of 6.9% for everyone; adding a surcharge to Business, Engineering and Pharmacy students; no salary increases; and using lottery dollars for those things which can be justified as economic development, e.g. Veterinary Medicine, Agricultural Research and Forest Research.

With respect to the budget, Byrne felt that the Chancellor's Office is in a state of disarray as a result of the Governor's statement concerning reducing the FY 93-95 state-wide budget by \$50 million. As of December 1, the Chancellor's Office had not received formal notification from the Governor, but estimates the reduction to be \$15 million for higher education.

Byrne felt that the reform in education at the K-12 level will have a significant impact on higher education. In the near future, students will be admitted who will have had a very different kind of educational experience from that traditionally recognized. Hopefully, they'll be better prepared, more involved in computer technology and expecting a different kind of educational experience than the traditional lecture, laboratory and field trip format.

Forces which manifest themselves through the Legislature include the requirement to reduce non-direct impact on students (e.g. overhead and management), and to increase productivity. Byrne felt that what is meant by increasing productivity is to have better prepared students which equates to increased student productivity rather than faculty productivity. One way to increase productivity is to raise retention rates. We need to make better use of students who are already here in terms of recruiting and mentoring freshmen.

Byrne explained through the use of overheads that the Legislature is primarily concerned about the portion of OSU's budget which addresses tuition and undergraduate education and, to a lesser extent, state-wide services, state approved OSU operating budget and other. The "other" category consists of things not identified as tuition, direct state general fund or lottery contributions. Gifts, grants and contracts are important to OSU, but less important to legislators.

President Byrne also spoke about the kinds of changes we have experienced since Ballot Measure 5 passed in 1990 and where those forces for change have come from. The forces for change include, but are not limited to, the Chancellor's Office, Legislature and the Oregon State Board of Higher Education. The 1991-93 budget was 10% less than 1990 and the 1993-95 budget is 20% less than 1990. The Chancellor's Office projects the 1995-97 budget to be 20% less than the current budget. President Byrne feels that the approach to budgeting for 1995-97 must be different from previous years but does not feel that continued salary reductions should be considered to meet the budget reduction. He mentioned that we must ^{think} in an entrepreneurial way of adding resources to the institution rather than continuing to reduce them.

Byrne spoke briefly about eliminating programs in 1991-93 and stated that, if it could be done over again, everything possible would be done to resist the eliminations. He feels that student uncertainty created by the eliminations is a major factor in reduced enrollment at OSU. He acknowledged that eliminations may again be necessary, but doesn't feel that's a step that should be taken.

In order to meet the coming reductions, he felt that the strategy should be changed to work more toward enhancing the revenue side of the budget by accomplishing the following:

- Become more market oriented
- Develop strategies to make OSU more attractive to students
- Change the image of the institution to be more attractive
- Build the image on the substance of the institution

President Byrne concluded his budget remarks by saying that we need to prepare for the 1995-97 reductions by concentrating on enhancement rather than reduction.

He noted that we need radical reform in the way we do the things that matter to the Legislature, namely undergraduate education. The pressure to better OSU is coming from a student orientation, not necessarily from the students, but from those they have contact with who ultimately communicate their concerns to the Legislature.

President Byrne asked faculty to think about ways to improve OSU's image and made several suggestions which included establishing a quality Honors College to attract students and reexamining OSU's policy with regard to attracting students. Byrne questioned whether the minimum gpa should be raised to 3.2 to become a more prestigious institution or focus on some other marketing measure which will enhance OSU. Methods which work well in the learning environment, such as team approach, systems thinking and learning orientation, need to be made more available across the curriculum.

Byrne mentioned that the Academic Assembly had discussed the possibility of classes starting on the hour rather than the half hour to coincide with other OSSHE institutions. This change would enable OSU to share live electronically transmitted courses.

He related a suggestion that the Curriculum Council address the issue of improving quality in everything we do and look at ways to speed up the quality effort. Byrne mentioned that there are several individual faculty members and units who are available to help improve quality: OSU has a very fine School of Education and he encouraged faculty to enlist the help of Education faculty to improve teaching. Jon Root in the Communication Media Center is available to help faculty with new delivery systems technology. Barbara Balz, as the new Enrollment Manager, is bringing a different approach to increasing student productivity and is now responsible for recruiting, admitting and retaining students. Joy Hughes, Associate Vice Provost for Information Services, will begin in January. Nancy Howard is the Manager of the Total Quality Office. John Dunn and Bruce Shepard are available to help with academic enhancement.

Senator Davis, Agriculture, observed that voters rejected Measure 1 because property taxes haven't decreased and questioned why there is a financial crunch at the State level. Byrne didn't agree with Davis' rejection assumption and felt that other factors were also responsible for the defeat. There is a shift of State funds into K-14, which has an impact on all state-wide services, and there is now a different distribution of money from before Ballot Measure 5. Provost Arnold interjected that, during the last three years, the Corvallis School District has seen a decrease in funding from \$26 million to \$18 million in local property tax support. Individually home owned residence valuations have increased dramatically, but make up only 40% of the total base. The valuations for the remaining 60% of the base have increased some, but not at the same rate.

Senator Leklem, Home Economics and Education, questioned how to work with groups, like AOI, to present them with a more positive view of higher education to gain their support, and how to work with the local misconception that hiring Joy Hughes is just an expenditure of money. Byrne had no ideas on the AOI issue since he has never been successful when speaking with their lobbying group. He noted that the success rate, which he attributed to the personalities and experiences of individuals in the Council, has been much better with the Oregon Business Council. Byrne felt that the language contributed to the misconception of Hughes' hiring, that people think of a news bureau when they hear "Information Services." He noted that we need to talk about the position in the community and explain it as managing the use of the most advanced technology to enhance the learning experience for students. He added that the appointment of this position is probably the most important personnel action that OSU will take in the next

20-30 years, since students expect educators to be computer-proficient.

In conclusion to his remarks, President Byrne mentioned the need for faculty interaction with students. He suggested that if promotion and tenure guidelines were incorporated to include devoting half of the service category to service to students, there would be more student interaction.

Honors College Proposal

Sandra Potter, University Honors Program Committee Chair, presented a proposal to create an Honors College (HC). President DeKock emphasized that this proposal is in a fluid state and welcomed input from faculty.

Admissions - Potter noted that most students would have high SAT or ACT scores, but the admissions process would be open to exceptional students with differing academic records. Admissions criteria would include:

- SAT or ACT scores
- High school/transfer transcripts
- Letters of reference
- Personal interview with the Director/Dean of the Honors College
- Applicant response to HC essay questions

The program would be designed primarily for entering freshmen, with a goal of 75-100 students per year. Provisions would be made for sophomore and junior students to enter the HC under a modified degree program. Students would be expected to perform at a stated minimum level, yet to be decided, to remain in the HC.

Curriculum - The faculty members would be people of proven excellence in undergraduate education and would receive a fitting remuneration for their services. The Committee envisions the HC as a strong interdisciplinary program with emphasis on small classes. There would be a one-credit course, Orientation to the HC.

Baccalaureate core courses during the freshman and sophomore years would include:

- Selected perspectives courses (e.g., science, humanities, social sciences) with specific sections restricted to honors students.
- One or more perspectives courses specifically designed for HC students.
- Separate sections or specifically designed skills courses for HC students (writing, speech, math).
- Enhanced recitation/discussion/lab sections with enrollment restricted to HC students.
- Other: grouped registration, linked classes, summer reading contract.

Upper-division courses could include:

- HC seminars/colloquia interdisciplinary in focus and orientation.
- Specific HC synthesis courses.
- A research mentorship program, pairing HC students with individual faculty members on a one-to-one basis.
- Student-initiated contracts with individual instructors to provide an Honors dimension to an existing upper-division course.

A Senior thesis/project, accomplished in either the Junior or Senior year, could include:

- A one-credit Orientation to Thesis (details of library research, proposal writing, etc.)
- Format and final presentation (oral exam, seminar, etc.) to be consistent with guidelines established by the HC and under the immediate supervision of academic units.

Physical Facilities

- Allocation of space as an "Honors Center" to provide a sense of community among HC students and to aid in recruitment.
- Suggested Components:
 - Classroom(s)
 - Conference/Seminar room
 - Student library/study area
 - Student lounge
 - Student computer lab, with 5+ work stations
 - Central administration suite
 - Reception area
 - Materials and display area
 - Private offices
 - Workroom and storage area

Senator Mukatis, Business, expressed concern that the HC would slight minorities. Potter responded that there would be a definite effort to recruit and retain minorities.

In response to a question about admitting transfer students, Potter explained that there would be a somewhat modified program.

Senator Pyles, Forestry, questioned whether this proposal was an overlay or an addition to current curricular offerings and whether one could receive a degree in Honors. Potter replied that the Honors degree is yet to be decided, but she felt that an HC student should get a degree in the Honors College with a major in an academic unit.

In response to a question by Senator Mukatis about scheduling problems, Potter noted that the committee has not yet dealt with anything that detailed.

Senator Davis, Science, observed that this proposal seems to be aimed mainly at students who have an interdepartmental focus and expressed concern for

students who have a strong background in one area. Potter explained that was the reason why the committee started with the Baccalaureate Core courses with an emphasis on honors courses.

Senator DeYoung, Agriculture, felt that mentorships tied to research were appropriate and suggested also having mentorships which focus on the community-at-large. He also suggested that the steering committee might benefit from having someone appointed from Extended Education. Potter felt that was a good idea.

Senator Krueger, Science, questioned what the next step is in terms of faculty feedback. Potter felt that more feedback and comments from the faculty are necessary.

Bruce Shepard, Academic Affairs, stated that money had been budgeted and this proposal could be implemented as early as next fall. DeKock noted that the time line made it imperative that faculty be aware of the proposal and have a chance for input. He suggested that it could possibly be printed in OSU THIS WEEK as a means of distribution to all faculty. Senator Krueger urged the University Honors Program Committee and the Executive Committee to expedite distribution of the proposal.

Action Items

Election Results

John Morris, Ballot Counting Committee Chair, shared the following statistics with the Senate regarding the President-Elect and Interinstitutional Faculty Senate election:

- 1,819 ballots were distributed
- 793 valid ballots were counted
- 113 invalid (unsigned) ballots were received and redistributed

Morris acknowledged the members of the committee: Cheryl Jordan, Robin Rose and Beth Strohmeyer.

With an accompanying trumpet fanfare, Morris announced that Sally Francis (Apparel, Interiors, Housing and Merchandising) had been elected President-Elect and Larry Curtis (Fisheries & Wildlife) had been elected Interinstitutional Faculty Senate representative.

President DeKock thanked Henry Sayre and Janet Nishihara for also being on the ballot.

Executive Committee Election

President DeKock acknowledged the retiring Executive Committee members: Janet Nishihara, Laura Rice and Tony Wilcox. Since Rice may not be at the January meeting, DeKock thanked her for her hard work during

the last two years and wished her well on her sabbatical.

Those running for three two-year terms were: Leslie Davis Burns, Dianne Hart, Jo-Ann Leong, Jon Root, Robin Rose, and Beth Strohmeyer.

Bill Lunch and Laura Rice distributed and counted ballots. Those elected were: Leslie Davis Burns (Apparel, Interiors, Housing and Merchandising), Jo-Ann Leong (Microbiology) and Beth Strohmeyer (Recreational Sports).

Information Items

- New Senator Orientation will be January 6, 1994, preceding the regular Senate meeting.
- Senators whose terms end in December are asked to return their Faculty Senate Handbook to the Faculty Senate Office as soon as possible so they can be updated and redistributed to new Senators.

Reports from the Faculty Senate President

During his final report, President DeKock encouraged faculty to think of the Senate as THEIR forum for shaping the nature of the University. He believes that, "The Faculty Senate is a sleeping giant" and faculty can play a major role in shaping the University. In offering ways in which faculty have the opportunity and possibility to mold OSU, he cited the Honors College proposal presented today and the Ethnic Studies proposal, which will soon be presented. He will soon be working with the Advancement of Teaching Committee to develop a proposal to provide the sources for faculty to improve their teaching. All of these proposals are coming from the faculty, not from administration. Other needs include an orientation program for students involving faculty.

In his concluding remarks, President DeKock reminded Senators that "You, the faculty, are the University." He noted that the Faculty Senate is their instrument for shaping the nature of this institution. He challenged faculty to use this instrument to the best of its ability.

New Business

There was no new business.
Meeting was adjourned at 4:17.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1993 No. 497

Oregon State University

November 4, 1993

For All Academic Staff

The meeting was called to order at 3:03 pm by President Carroll DeKock. There were no corrections to the October minutes.

Tony Wilcox, IFS Representative, moved that Senator Curtis fill in as temporary Parliamentarian for the November meeting; motion seconded by Senator Scheuermann, Student Affairs. Motion 93-497-01 was approved.

Meeting Summary

- Special Reports - Vice Provost Jo Anne Trow
- Action Items - The following items were approved: Temporary Parliamentarian; Bylaws change to rename two committees; Apportionment Table; and nominees for elected positions. [Motion 93-497-01 through 05]
- There was no New Business.

Roll Call

Members Absent With Representation:

Burns, G. Olson; Danielson, J. Peters; Hardesty, H. Sayre; and Lunch, S. Davenport.

Members Absent Without Representation:

Acker, Ahrendt, Akyeampong, Beatty, Bell, Beschta, Bolte, Boyle, Canfield, Carson, Cowles, Daniels, de Szoeka, DeAngelis, Engel, Esbensen, P. Farber, V. Farber, Fiegenger, Giovannoni, Harding, Haskell, Hermes, Holmes, Hogue, Huddleston, Ingham, Ketchum, Kiaei, Krueger, Ladd, McDowell, Miller, Mix, Morris, Pahl, Pearson, Rathja, Rossignol, Rudd, Rulofson, Strub, and Ward.

Faculty Senate Officers/Staff Present:

C. DeKock, President; M. Oriard, President-Elect; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

J. Dunn, M. Hanlon, D. Johnson, J. Leong, D. Nicode-mus, J. Root, and J. Trow.

Special Reports

Vice Provost Jo Anne Trow

Jo Anne Trow, Vice Provost of Student Affairs, apprised the Senate of activities taking place within her division which now includes: Financial Aid, Career Planning & Placement Center, Counseling Center, Housing and Residence Programs, MU/Recreational Sports/Student Activities, Dean of Students Office, Student Health Services, University Food Services, Student Media and Recreational Sports.

Trow mentioned that the use of the Recreational Sports areas has increased 47% over this same time last year. The Faculty Staff use has increased 70% over last year. She also noted that Student Health Services is continuing to enhance the programs of prevention, wellness and outreach on campus.

Student Programs - As a result of the ARC/LIT review, the Student Affairs area is developing a formal program called the Co-curriculum. The co-curriculum has been defined as a "set of programs, activities, classes and opportunities that occur outside the normal classroom and laboratory setting and which have, however, an intentional educational focus." This is an organized effort to coordinate and collaborate the efforts of the departments within Student Affairs that have been delivering these services for many years. An element which is crucial to the success of this endeavor is the involvement of faculty in the programs. The programs will occur in residence halls and other living groups as well as student organizations and student government. The program content will assist students to gain competency in three areas:

- 1) Community and citizenship development
- 2) Leadership and personal development
- 3) Moral and ethical development

A number of faculty serve as mentors in the Minority Scholars Program which involves several hundred students. This is a tuition remission program for underrepresented minority undergraduate students. Trow noted that they hope more faculty will participate in the program.

Food Services - There will be a major renovation of the MU Commons and other restaurant areas, as well as a significant reorganization of the University

Food Services. Beginning in Summer 1994 and extending through the Summer of 1995, the Commons will be closed for renovation. Other spaces in the MU will be made available for food services in place of the Commons. The majority of the money has been allocated through the Student Building Fee and a small portion is coming from an outside contract. The renovation will result in a more open atmosphere, better use of the space and alternative product lines.

In response to a question from Senator Mukatis, Business, Trow explained that a large part of the renovations will be composed of infrastructure, such as wiring and ventilation in the kitchen spaces. Inadequate seating will also be addressed.

Senator Davis, Science, questioned what "alternative product lines" were. Trow replied that the University is looking at branding, which would bring in outside food vendors, such as Taco Bell.

Career Planning and Placement - The Office now has connections with two electronic job placement systems: 1) Ki-Nexus - a nationwide electronic access system for job listings; and 2) the PAC-10 Job Track - similar to Ki-Nexus, but it concentrates on PAC-10 schools and, primarily, West Coast companies.

An electronic resume' writing service is being initiated which will enable students to write their resume's on disk and transmit them electronically to prospective employers.

Trow reported that employers are very satisfied with OSU graduates and read some highly positive comments from major corporations. She commended faculty for preparing students that employers want to employ.

Fund-Raising - One of OSU's top fund-raising priorities is to raise \$6 million for an endowment for scholarships. Only about 10% of the financial aid at OSU comes from scholarships, the remainder comes from loans and federal grant programs. This endowment would allow OSU to support more Presidential scholarships and National Merit Scholars (currently three National Merit Scholars receive a low level of funding each year).

Trow concluded her comments by indicating that feedback from students state that the quality of campus life and activities is as important as the quality of academic programs in drawing students to a campus, and strong programs in both these areas are necessary to retain students.

Action Items

Bylaws Change - Renaming Committees

A proposal was before the Senate to change the Bylaws to reflect two committee/council name changes: Academic Advising Committee to Academic Advising Council and Academic Deficiencies Committee to Committee on Academic Standing. The Faculty Senate already approved these name changes but, since they appear in the Bylaws, a written ballot to change the Bylaws was necessary. By a vote of 63 to 1 the Senate approved changing the Bylaws to reflect Academic Advising Council. By a vote of 59 to 5, the Senate approved changing the Bylaws to reflect Committee on Academic Standing.

Apportionment Table

Senator Warnes, Engineering, moved to approve the Apportionment Table for 1994; Senator Tiedeman, Liberal Arts seconded the motion. Motion 93-497-02 to approve the Apportionment Table passed by voice vote with no objections.

Faculty Senate Elections

Kathleen Heath, Committee on Bylaws and Nominations Chair, presented the slate of nominees:

President-Elect - Nominees recommended were: Sally Francis, Apparel, Interiors, Housing and Merchandising and Henry Sayre, Art. There were no nominations from the floor. Motion 93-497-03 to close the President-Elect nominations passed by voice vote with no objections.

Executive Committee - Nominees recommended were: Leslie Davis Burns, Apparel, Interiors, Housing and Merchandising; Dianne Hart, Spanish; Jo-Ann Leong, Microbiology; Jon Root, Communication Media Center; Robin Rose, Forest Science; and Beth Strohmeier, Recreational Sports. There were no nominations from the floor. Motion 93-497-04 to close the Executive Committee nominations passed by voice vote with no objections.

IFS Representative - Nominees recommended were: Larry Curtis, Fisheries and Wildlife and Janet Nishihara, Educational Opportunities Program. There were no nominations from the floor. Motion 93-497-05 to close the IFS Representative nominations passed by voice vote with no objections.

Information Items

- Interinstitutional Faculty Senate Reports - Included in the agenda were the reports from the June and October meetings.

- Provost's Response to Actions Taken at the October Faculty Senate Meeting - 1) OSU will seek approval from the OSSHE to establish a Center for Salmon Disease Research; the proposal is being prepared to be sent to Vice Chancellor Shirley Clark.
- 2) Revisions to AR 22 are approved; currently exploring the administrative feasibility of implementing these changes for Spring Term of this academic year; if that is not possible, then the changes will become effective with the start of the 1994-95 academic year.
- 3) Standing Rules for the Academic Advising Council are approved.
- Faculty Awards - Materials have been sent to Deans, Directors and Department Heads containing information for the following faculty awards:

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

- D. Curtis Mumford Faculty Service Award - Deadline for nominations is January 28, 1994.
- Senator Attendance Summary for 1992/93 - Included in the agenda was a summary of Senator attendance by unit for academic year 1992/93.

Reports from the Executive Office

Provost Arnold's report included the following remarks:

- Administrative Reorganization Activities - The OSU Administrative Council structure has been revised to reflect the following:

The **President's Cabinet** now includes the Associate Provost for Academic Affairs and Associate Provost for Information Services.

The **Provost's Council** has replaced the former Deans' Council. Several individuals have been added to the Council which will now meet on a monthly basis.

The newly formed **Academic Deans Group**, consisting of Deans from the 11 academic colleges, the Dean of the Graduate School and the Dean of Extended Education, will meet with the Provost, roughly, every other week.

The format of the **Academic Assembly** will be similar to a town hall meeting and will consist of department heads and chairs meeting on a quarterly basis. Arnold expects this group to: 1) provide a forum for discussion on a variety of issues and 2) provide a mechanism for implementation of policy decisions which come out of

the Faculty Senate or other governance structures. The Provost stressed that this group will "in no way change the governance role of the Faculty Senate."

- Associate Provost for Information Services Search - The three candidates were interviewed the first week of November.
- Academic Structure - Two recommendations will be pursued:
 - 1) Undergraduate Education Council - Language concerning structure and function has been drafted and will be distributed; and
 - 2) Planning will be initiated for an Honors Program/College.
- OSBHE Recap - OSBHE gave final approval in October for the Master's in Public Health Program involving OSU, PSU and OHSU.

OSBHE also discussed the report from the Board's Committee on Academic Productivity (BCAP); action was deferred until November. The Board discussed shifting the focus toward learning productivity and outcomes, which implies assessment of outcomes. Another recommendation calls for Chancellor Bartlett to report to the Board within six months with regard to the tenure processes at the various institutions. This report will include: what happens to evaluations for those who have already been awarded tenure, and what are the opportunities to provide support and assistance for faculty members who wish to change their career direction. This recommendation results from a lack of understanding of the tenure system.

- Faculty Awards - Provost Arnold strongly encouraged faculty to nominate deserving colleagues for the available faculty awards. He acknowledged that putting together the nomination packet is an effort, but that it is an important effort.
- Observations - Arnold has spoken with several groups recently and a recurring theme has been that higher education is quite highly regarded, but poorly understood. The public seems to acknowledge that higher education is doing a number of things correctly but, given the resource availability in the State, they are not anxious to increase the levels of support. A clear signal they are sending is that higher ed needs to heed the messages they are sending regarding productivity, restructuring, and specifically focusing efforts.

Senator Gamble, Science, remarked that people do understand, but they want to control, and they draw conclusions without data. He questioned what data they have on which to base their questions about tenure or productivity. Arnold replied that he doesn't hear the data and feels that is why there is a directive from BCAP toward giving higher education an opportunity to provide

such data. The Board is looking for data it can use to counter the public's imperceptions.

In response to Senator Gamble asking if the Chancellor's Office had an offense, Arnold felt that the Chancellor viewed the BCAP report as an opportunity to broaden public understanding. The report cites two examples of increased productivity: 1) the number of graduates per faculty FTE has increased by 23% in the decade from 1982-1992; and 2) average outside grant and contract support per faculty FTE has increased by 50% during the same decade. OSBHE recognizes the need for a more proactive public relations effort and has appointed a committee consisting of several board members. So far the committee has collected information about higher ed perceptions, which have been surprisingly and pleasantly positive, and will probably discuss it at the November meeting. The patterns of attitudes (geographically, by job sector, age range, etc.) will provide them information for the appropriate targets for public information efforts.

Reports from the Faculty Senate President

President DeKock broached the subject of including all No Rank Faculty in Faculty Senate apportionment. He noted that this is an issue that the Executive Committee has wrestled with all year. He also emphasized that this discussion was not to change the Faculty Senate to a University Senate or to another entity that it is not at present. DeKock observed that, "The quality of the campus experience for OSU students is increasingly dependent on the efforts of No Rank Faculty." He felt that many faculty may be unaware that these No Rank Faculty are unrepresented and further felt that this issue should be discussed to get a sense of how the Faculty Senate feels about this.

Through the use of overheads President DeKock:

- Reminded Senators of the Object of the Faculty Senate as outlined in Article II of the Bylaws.
- Reviewed Faculty Senate eligibility.
- Showed that there are 184 individuals who carry the title of No Rank Faculty. Of that number, 34 are represented by the Faculty Senate, which leaves 150 unrepresented.
- Presented statistics from the OSU Fact Book which shows that 68% of the faculty are male, 32% female and 6.6% are minorities. The unrepresented No Rank Faculty statistics mirror University statistics: 65% male, 35% female and 8.7% minority.
- Illustrated that the Faculty Senate has used unrepresented No Rank Faculty on Senate committees. In 1992-93 two unrepresented faculty served on committees and there is currently one person who is a chair and two are members.
- Described that the composition of the Senate would

increase by 11 if all No Rank Faculty were included: Agricultural Sciences, Business, Forestry and Oceanic & Atmospheric Sciences would each add one Senator and Associated would increase by 7 to 14. He noted that the last time a total of 11 Senators were added was in May 1988 when the Senate voted to include off-campus Extension.

Up until ten years ago, individuals currently holding No Rank Faculty designations were granted rank, such as Instructor, Professor, etc, and they were represented by the Faculty Senate. No Rank Faculty represent all aspects of campus life and include people in the following areas: academic advising, Career Planning and Placement, cultural centers, International Education, Student Housing, Multicultural Affairs, Student Health Services, Minority Affairs, coaching, Foundation and Development Office, etc. No Rank Faculty members sometimes have the same duties as another individual who has rank, but the one with rank was hired under the system where everyone was granted an academic rank.

Unless a No Rank Faculty member clearly falls into an eligibility category, such as an academic advisor, he or she must petition to the Executive Committee (EC) to be included in Faculty Senate apportionment. The petition is reviewed by the EC and a decision is made based upon their interpretation of both the Bylaws and the individual's job responsibilities. The decisions are difficult to make in a consistent and fair manner for several reasons: 1) There is a consensus about what qualifies as academically related advising and counseling; 2) the education of OSU students is not limited to their classroom experience; and 3) EC members, who change each year, may interpret the Bylaws either broadly or strictly. Due to these reasons, an appeal one year may be denied and the same appeal approved the next year.

Senator Bayne, Science, felt that the purpose of the Faculty Senate was to further the interests of the academic programs of the University and questioned whether everyone in the University has representation somewhere, so that eligibility for the Senate may not be necessary. DeKock replied that not everyone is represented and noted that the Senate currently represents 1,819 faculty. Of this figure, only about 1,000 are teaching faculty. Senator Gamble expressed the opinion that the Senate should reverse itself and go back to only a teaching faculty. DeKock mentioned that the Faculty Senate represents issues related to faculty welfare, not just teaching related issues.

Senator Verts, Associated, observed that the Object of the Faculty Senate is to represent the faculty, which includes No Rank Faculty, and the Senate is discussing redefining something that should not be redefined.

Senator Gamble questioned why professorial rank had been taken away and replaced by the No Rank title. VP

Dunn explained that, to the best of his recollection, this move was a result of Senate action to relate professorial rank to an academic home and eliminate such situations as having the Physical Plant Director hold the rank of Professor. Gamble disagreed with the explanation, and stated that the issue was whether the individual was carrying out an activity which was related to the educational process of students. Dunn and Gamble agreed that it was the Faculty Senate who decided that professorial rank should not be used for faculty who are not engaged in teaching, research, extension, advising and counselling.

Senator Lee, Science, suggested that the No Rank positions may fit a service role better than an academic role and questioned the extent to which they have been considered for classified positions. Dunn reminded Senators that when the No Rank was introduced, they were called Administrative No Rank Faculty. He went on to say that OSU is governed by the Oregon Administrative Rules as to the classifications which can be used: Classified, Management Service, Faculty and Coaches (which is, technically, a Classified position). To determine if a position is Classified or Management Service, a classification analysis of the position is done, which includes conferring with a classification officer in Human Resources.

ASOSU President Clem encouraged Senators to carefully consider this issue. He stated that far more than 50% of his education comes from people who fall into the No Rank category.

Senator Sproull, Associated, felt that No Rank Faculty play a vital part in educating students and they need to have a body to represent them. Since No Rank Faculty don't have the security of the tenure system, she felt that they need a body which does represent their interests.

Senator Gamble questioned why No Rank Faculty are not given a professorial title if they are involved in academics. VP Dunn explained that professorial rank leads to tenure which is inconsistent with what OSU is trying to move away from. Gamble felt that titles should be compatible with an individual's responsibility.

Senator Reed, Science, suggested that opening membership to Classified personnel should be considered if there was a feeling of including anyone involved in the training of students. DeKock stated that the Bylaws revolve around faculty.

Senator Scheuermann, Student Affairs, questioned how we could merge the No Rank and Instructor titles. Dunn responded that it is within the purview of the University.

In response to Mary Ann Sward, Home Economics & Education, regarding why the No Rank category was initiated, Past President Heath recounted that the Promotion and Tenure Committee was struggling to determine

ways to include individuals in the promotion and tenure process who have very different jobs.

Senator Strohmeier, Student Affairs, felt that there was enough interest to propose a straw vote to send this issue to the Executive Committee.

Senator Bayne, Science, suggested having the Faculty Senate invite faculty to submit a series of papers via the Faculty Forum Papers. This would allow debate in another forum prior to a vote.

After listening to the discussion, President DeKock stated he was inclined to go to the Executive Committee with the recommendation that all No Rank Faculty be included in Faculty Senate apportionment. He encouraged Senators to talk about this issue and let Executive Committee members know how they feel.

New Business

There was no new business.

Meeting was adjourned at 4:53.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1993 No. 496

Oregon State University

October 7, 1993

For All Academic Staff

The meeting was called to order at 3:02 pm by President Carroll DeKock. There were no corrections to the June minutes.

Meeting Summary

Special Report - Presented by Provost Arnold

Action Items - The following items were approved:

- Parliamentarian
- Center for Salmon Disease Research
- Revision to AR 22
- Academic Advising Council Standing Rules [Motion 93-496-01 through 93-496-05]

Discussion Item - Bylaws change concerning committee/council name changes.

New Business - There was no New Business.

Roll Call

Members Absent With Representation:

Fiegner, S. Martin and Tiedeman, C. Langford.

Members Absent Without Representation:

Ahrendt, Akyeamong, Beatty, Beschta, Boyle, Brodie, Brownell, Carson, Collier, Cowles, Daniels, Danielson, P. Farber, V. Farber, Hanna, Haskell, Hermes, Hogue, Ingham, Jensen, Johnson, Kiaei, Ladd, McDowell, Meints, Mix, Mukatis, Plant, Pyles, Reed, Rivin, Robbins, Rose, Rossignol, Strik, Strub and Ward.

Faculty Senate Officers/Staff Present:

C. DeKock, President; M. Oriard, President-Elect; T. Knapp, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

B. Balz, Registrar's; B. Clem, ASOSU; M. Dortman, MUPC; D. Johnson, 4-H & Youth Development; C. Jordan, AIHM; P. Lee, Multicultural Affairs; D. Nicodemus, Dean of Faculty, Emeritus; L. Schroeder, Finance & Administration; B. Shepard, Academic Affairs; and C. Smith, Anthropology.

Special Reports

Provost Roy Arnold

Provost Arnold began by welcoming faculty back to the University. He referred to the recent University Day event and noted that there are many others who are deserving of the recognition bestowed upon those receiving awards. He asked that faculty ensure that those who are deserving get nominated for the various awards.

Provost Arnold's remarks included the following:

Enrollment - Indications are that enrollment will exceed 14,000 by the end of the fourth week of classes which is when the official count is taken. Enrollment stood at 14,300 for that same time period last year. He noted that the count is better than expected, but not as good as it could be.

Budget - Arnold felt that the *Gazette-Times* correctly characterized the budget situation with the following quote, "All in all, the 1993-95 budget for OSU is as good as can be expected, but that doesn't mean it's a good budget."

Arnold observed that discussions of budget outcomes are often confusing and examined several elements which were agreed upon in reference to Higher Education during the last round of budget actions.

State General Fund Allocations to Higher Education

Higher Education is 9% below last year's funding level and 15% below what was necessary to maintain the same level of services in 1991-93. He noted that the 9% level is still better than earlier predictions from the Governor or Legislature. The Legislature did allow restorations for student access, selected student support services and academic support services, primarily in the form of library support.

Arnold also mentioned that some of the impact of the general fund reductions were offset by two factors:

- 1) Level of tuition - Legislature approved a general tuition increase of 7% for each year of the biennium.
- 2) Differential Tuition - In July the OSBHE approved differential tuitions, above the 7%, for the following areas: Engineering, Pharmacy, Veterinary Medicine and the MBA program.

The Legislature also took specific action to support Higher Education in the form of student access. This

action will enable additional undergraduate class sections to be offered and develop new or innovative instructional programs or delivery of programs.

Academic investments will be made during the biennium in the form of restoration of an Honors Program or College, enhancement of undergraduate education and recruitment and retention of students and minority faculty.

Leadership Implementation Team (LIT) - The Processes and Systems team submitted their report in August which outlines the recommendations by various University Process Review teams.

The Academic Structures report was published in the September 16 *OSU THIS WEEK* issue.

The Organization and Structure report was published on September 23, containing the final decisions of President Byrne, including a new reporting structure.

Personnel Developments - Provost Arnold noted that Lee Schroeder has been selected as the Chief Business Officer.

Information Services Associate Provost Search - The committee is nearing completion of a final list.

Associate Provost for Academic Affairs - John Dunn will continue in this position.

Director of Agricultural Experiment Station - Thane Dutton has accepted this position.

Dean of Extended Education - Search will be initiated in the next few weeks.

Dean of Oceanic & Atmospheric Sciences - Closing date is past; committee is reviewing applications.

Dean of Liberal Arts - Dean Wilkins is retiring in June 1994; search will soon be initiated.

Academic Structures Report - Provost Arnold thanked the work group, and especially Bruce Shepard, for compiling the report. Arnold noted that the OSU issues paralleled those on the national level.

The Provost requested feed-back on the following issues in particular: how to clearly demonstrate a stronger commitment to undergraduate education; reestablishment of an Honors Program or College; establishment of a formalized first year experience for all entering students; implementation of more peer review of teaching; and how best to address outlined resource management issues. He also asked faculty to consider how to deal with the following issues: low demand courses; low quality programs; and internal duplication within OSU in terms of course offerings. And finally, how to strengthen faculty development programs, particularly related to teaching and advising functions.

Arnold briefly discussed three agenda items for 1993-94:

Productivity - OSSHE has directed all institutions to develop and submit plans to increase productivity by March 1994. The incentive to comply is that the institution will lose a portion of their budget for every month the plan is late.

Educational Reform - The Chancellor has also directed OSU to submit plans for educational reform.

The Chancellor's Office is also requesting institutions to work with one or more of the other system institutions on either productivity improvement or education reform relating to a particular program area or discipline.

Minority Affairs - The University needs to increase the number of minority faculty and administrators and the number of women in senior faculty ranks and administrative positions. To help accomplish this goal, the work of the Minority Affairs Commission has been refocused. Joe Hendricks will chair the group and Karyle Butcher will be the vice-chair.

The President's Commission on the Status of Women is compiling a report containing recommendations with regard to women in the senior faculty ranks and administrative positions.

The Office of Multicultural Affairs anticipates completion, by the end of October, of a resource guide for advising students of color.

These are examples of a continuing effort to be more responsive in minority affairs. In the words of the Provost, "It's clear that it's time for more action and less talk, and it's time for results, not just goals."

Arnold noted that if responsiveness can be shown in the areas viewed as important by the public, it will help in our public support and credibility.

Senator Gamble, Science, asked if 'faculty' and 'productivity' had been defined. Arnold responded that the directive from the Chancellor refers to academic productivity rather than faculty productivity and that the simplest definition comes from the Chancellor's Task Force which identifies productivity as 'output per unit of input.' He cited an example of either numbers of students served for a unit of faculty effort, such as FTE, or qualitative kinds of improvements. He noted that productivity is different from workload in that it is outcome focused.

Senator Gould, Science, questioned whether issues are being focused on undergraduates exclusively. Arnold responded negatively and noted that it is a balance issue. He explained that it's clear that the public interest is access for undergraduate students.

Senator de Szoek, Oceanic & Atmospheric Sciences, questioned the inclusion of a section in the Academic Structures report which mentioned renaming some colleges as institutes. Arnold responded that the absence of these ideas in the recommendations should be viewed as significant.

Approval of Parliamentarian

Dr. Trischa Knapp, Speech Communication, was unanimously approved as Faculty Senate Parliamentarian by voice vote (motion 93-496-01).

Category I Proposal - Center for Salmon Disease Research

Dick Scanlan, Research Council member, (in the absence of Bart Thielges, Research Council Chair) presented a Category I Proposal to establish a Center for Salmon Disease Research. Scanlan noted that the Research Council unanimously approved the proposal.

In response to Senator Curtis, Agriculture, Scanlan replied that the requested funds in the amount of \$38,530 in annual support would be non-recurring from the Research Office in the form of indirect costs from grants, rather than from state recurring funds.

Motion 93-496-02 to establish the Center was approved unanimously.

AR. 22

Court Smith, Academic Regulations Committee Chair, presented a proposal to revise AR. 22 as a result of President DeKock requesting simpler requirements for students not in good academic standing. This revision was a joint effort between the Academic Deficiencies and Academic Regulations Committee. Smith noted that, also included in the revision, is a proposal to change the name of the Academic Deficiencies Committee to the Committee on Academic Standing.

Smith explained that the Committee has researched the impact, and results indicate that students would be notified and suspended earlier and it would be less harsh on students whose GPA is above 2.0.

Senator Scheuermann, Student Affairs, questioned how this regulation would apply to Summer Session. Smith responded that the recommendation is that Summer Session would be included in the regulation.

Brian Clem, ASOSU President, commended the Faculty Senate for taking steps to clarify the regulations. Clem questioned whether the reinstatement clause would be more strict. Smith didn't know how the proposed reinstatement policies would compare with the existing policies. He explained that the concept behind this clause, from both committees, is that when a student is suspended, there needs to be a period of time to reorient their approach to the University. Smith noted that a student has the right to petition at any time. Bruce Shepard, Academic Affairs, indicated that the current reinstatement policies don't apply because they are

based on combined transfer and OSU GPA's, which are no longer applicable due to changes made by the Senate last Spring.

In response to Senator Davis, Science, Smith indicated that the 24 credits needed for reinstatement did refer to quarter credits.

Senator Krueger, Science, felt that the 2.0 cut-off seems to imply a rounding off process and asked if that was intended. Barbara Balz, Registrar, responded that it is a pure number.

In response to Senator Scheuermann, Smith responded that community college work would be considered acceptable if students earned transferable credits.

Senator Michel, Student Affairs, questioned how the two year time limit on reinstatement was determined to be an acceptable amount of time. Smith believed that wording to that effect was in the current regulation.

Senator Drexler, Business, moved to amend "...acceptable college level work..." to "...transferable college level work" in the second line under 'Reinstatement to the University.' Motion was seconded by Senator Harris, ROTC.

Senator Deboodt, Extension, amended the amendment to change "...minimum of 24 credits..." to "...minimum of 24 quarter credits..." in the same line. Motion was seconded by Senator Harris, ROTC.

Point of Order was raised which questioned whether it was truly an amendment to the amendment. Parliamentarian Knapp ruled that it could not be an amendment to the amendment; Senator Drexler accepted Senator Deboodt's amendment as a 'friendly amendment.'

Motion 93-496-04 to amend AR.22 passed by voice vote with no dissenting votes.

Brian Clem questioned the reason behind requiring 24 credits. Smith replied that 24 credits implies that the student would be away from OSU for more than one term. DeKock noted that it takes more than one term to get in trouble, so it takes more than one term to get back.

Motion 93-496-03 to approve the revisions to AR. 22, as amended, passed by voice vote with no dissenting votes. President DeKock thanked the Committee for the effort put into revising the regulation.

Proposed Academic Advising Council Standing Rules

President DeKock recapped the activity to date on this issue: The Academic Advising Committee has been

moribund for several years; DeKock received approval from the Faculty Senate in June via a straw vote to approach the Academic Advising Council and ask them to join the Faculty Senate as a Standing Council under their own Standing Rules; the Council agreed to join the Senate; and the Executive Committee has unanimously approved the Council's Standing Rules which appear below.

Kathleen Heath, Immediate Past Academic Advising Council Chair, explained that the Council began as an informal group and was encouraged by then Provost Spanier to formalize the group by developing Standing Rules and procedures. The Council reported to the Provost, which left the Senate out of any discussions or decisions. An advantage of having the Academic Advising Council become part of the Senate is that recommendations from the Council would come to the Senate.

Heath mentioned that the service units are referred to in the Standing Rules but are not listed individually since the Rules would need to be voted on by the Senate each time a service unit was added or the name was changed.

Motion 93-496-05 to approve the Standing Rules for the Academic Advising Council was approved by voice vote with no dissenting votes.

Academic Advising Council Standing Rules

The Academic Advising Council furnishes support and information to those units on campus that provide academic advising for students and makes policy and procedure recommendations to the Faculty Senate for consideration.

The Council shall be composed of a Head Advisor or designated representative from each academic college and one or more representatives from each service unit involved in advising students. Each of the academic colleges and the service units represented shall have one vote on the council.

The Chair and Secretary shall be chosen by the Council in a manner to be determined by that body.

One member of the Council shall participate on the Faculty Recognition and Awards Committee in selecting the recipient of the Dar Reese Excellence in Advising Award.

Discussion Item

Bylaws Changes

President DeKock proposed that the following Bylaws changes be voted on at the November meeting:

- 1) Replace the Academic Advising Committee with the Academic Advising Council.

- 2) Change the name of the Academic Deficiencies Committee to the Committee on Academic Standing, as proposed by the Academic Regulations Committee and approved by the Academic Deficiencies Committee. The Committees feel that the name change would be less pejorative.

There was no discussion on these changes. A written ballot vote will be conducted in November.

Information Items

- **Faculty Senate Elections** - Nomination deadline for the positions of President-Elect, Executive Committee member and Interinstitutional Faculty Senate representative was October 11.

- **Graduation Statistics** - Summary of 1993 graduation statistics.

- **Faculty Senate Calendar** - All Faculty Senate meetings have been scheduled in the Construction and Engineering Hall of the LaSells Stewart Center, unless otherwise noted:

November 4, 1993

December 2, 1993

January 6, 1994

February 3, 1994-TBA

March 3, 1994

April 7, 1994

May 5, 1994

June 2, 1994

- **Distinguished Professor Award Deadline** - Nominations for this award are due November 19, 1993. This award recognizes individuals who have achieved national/international stature as a result of their contribution to scholarship and research and whose work has been notably influential in their fields of specialization. For more information, contact Chris Mathews at 737-1865.

Reports from the Faculty Senate President

President DeKock reported on the following items:

- A letter from AOF has gone out to all faculty asking them to carefully think about where the State is going. DeKock encouraged all faculty to respond to the letter.
- Next month DeKock wants to engage the Senate in a dialogue concerning Faculty Senate representation.

New Business

There was no new business.

Meeting was adjourned at 4:32.

Respectfully submitted: Vickie Nunnemaker - Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1993 No. 495

Oregon State University

June 3, 1993

For All Academic Staff

The meeting was called to order at 3:02 pm by President Carroll DeKock.

There were no corrections to the May minutes.

The Faculty Senate unanimously passed the following Resolution of Sympathy (motion 93-495-01) which will be sent to the Mumford family:

Resolved: The Faculty Senate of Oregon State University expresses its deepest sympathy to the Mumford family at the death of D. Curtis Mumford.

Curtis gave exceptional, ongoing, dedicated and unselfish concern for and service to the Faculty of the Institution. His devotion to the University's faculty will be long remembered.

Meeting Summary

- **Action Items** - The following items were approved: Resolution of Sympathy for the D. Curtis Mumford family; proposed list of degree candidates; and recommendations regarding the Intercollegiate Athletic Department to adhere to OSBHE guidelines. [Motions 93-495-01 through 93-495-05]

The following item was not approved: Proposal to require Graduate Record Examination [Motion 93-495-03]
- **Discussion Item** - Proposed reorganization of Academic Advising Committee [Motion 93-495-06]
- **New Business** - There was no new business.

Roll Call

Members Absent With Representation:

Bell, J. Van Vechten; Bryant, M.A. Sward; J. Davis, M. Flahive; Drexler, M. Fiegenger; Ebbeck, R. Michael; Harding, C. Friedman; Ketchum, K. Kingsley; Orzech, C. Kendrick; and Rivin, B. Taylor.

Members Absent Without Representation:

Ahrendt, Bayne, Beatty, Beschta, Bolte, Boyle, Brodie, Calder, Canfield, Carson, Cornelius, Cowles, Curtis, Daniels, Danielson, DeYoung, Deboodt, Engel, P. Farber, V. Farber, Gentle, Gould, Grimes, Hanna, Haskell, Hoag, Hogue, Huddleston, Jensen, Kiaei, Larwood, Lassen,

Leklem, Lev, Lunch, Lundin, McDowell, Mason, Miller, Mix, Pahl, Pearson, Pereira, Plant, Pyles, Robbins, Rudd, Snow-Harter, Sproul, Strik, Strub, Williams and Zaerr.

Faculty Senate Officers/Staff Present:

C. DeKock, President; M. Oriard, President-Elect; T. Doler, Parliamentarian pro tem and V. Nunnemaker, Administrative Assistant.

Guests of the Senate:

D. Armstrong, Graduate Council; B. Balz, Registrar's; J. Dunn, Academic Affairs; A. Hashimoto, Bioresource Engineering; D. Nicodemus, Dean of Faculty, Emeritus; B. Shepard, Academic Affairs.

Action Items

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 3,738 students who are candidates for 3,814 degrees which include: 2,865 Bachelors, 723 Masters and 226 Doctors. There are 74 students who are candidates for two degrees and 1 student who is a candidate for 3 degrees.

The Class of 1993 has 344 seniors who qualify for Academic Distinction and includes: 190 "cum laude" (gpa 3.5 - 3.69), 95 "magna cum laude" (gpa 3.7 - 3.84) and 59 "summa cum laude" (gpa 3.85 and above).

Senator Tiedeman, Liberal Arts, questioned where approval came from for Veterinary Medicine graduates since they have already graduated. Balz responded that they are included in the above numbers, the same as students who graduated last fall and winter.

Motion 93-495-02 to approve the proposed list of degree candidates passed by voice vote with no dissenting votes.

Graduate Record Examination (GRE) Proposed Policy Change

Don Armstrong, Graduate Council Chair, presented the following motion which was discussed in May:

OSU ATHLETICS BUDGET REQUIREMENTS
Fiscal Years 1993, 1994 and 1995

Expenditure Limitation:

1991-92 Operating Budget	\$10,913,000
1991-92 Repair and Replacement	175,000
1991-92 Operating Indebtedness	<u>287,000</u>
Total Operating Budget	\$11,375,000
2% Budget Cut	<u>(227,000)</u>
Expenditure Limitation	<u>\$11,148,000</u>
1991-92 REVENUE BASE	\$8,571,000

Hashimoto noted that \$2,577,000 (the difference between \$11,148,000 and \$8,571,000) is the amount that the Chancellor's Office, OSU and student fees contribute to support Athletics.

The next slide showed the breakdown of OSU's contribution to Athletics:

	<u>Amount</u>	<u>Fiscal Year</u>
OSU Revenue	\$436,000	1991-92
Add 4% Inflation	<u>17,000</u>	
SUB-TOTAL	\$453,000	1992-93
Add 3.5% Inflation	<u>15,000</u>	
TOTAL	\$468,000	1993-94

(Assuming inflation is considered on both revenue and expenditures in 1994-95, the amount of additional net OSU funds needed would be the same as 1993-94.)

Hashimoto explained that the Athletic Department is proposing that OSU keep the above funds in the amount of \$468,000, but OSU would provide the following services:

OSU ATHLETICS BUDGET REQUIREMENTS
FY 1993, 1994 & 1995

Additional University Funding - FY 1993-94 and 1994-95

	<u>OSU Revenue</u>	<u>NCAA Rev & Sales</u>	<u>Total Revenue</u>	<u>Expenditures</u>
Student Svcs *	\$149,000	\$25,000	\$174,000	\$149,000
Facilities Svcs	149,000		149,000	149,000
Sports Info.		28,000	28,000	318,000
NCAA PAC-10 Dues	<u>170,000</u>		<u>170,000</u>	<u>170,000</u>
TOTAL	\$468,000	\$53,000	\$521,000	\$786,000
Amt. Transferred to Dept's.	<u>(\$468,000)</u>	<u>(\$53,000)</u>	<u>(\$521,000)</u>	<u>(\$521,000)</u>
ADD'L OSU FUNDS NEEDED	\$0	\$0	\$0	\$265,000

* advising and tutoring of student athletes

OSU INTERCOLLEGIATE ATHLETICS
1992-93 Budget Summary

Total Revenue	\$8,628,000
Total Gen Ed & Fees	<u>2,862,000</u>
Total Budget	\$11,490,000
Expenditure Limitation	\$11,148,000
In Excess of Limitation	342,000
Revenue in excess of base *	57,000
Net variance	\$285,000

(* Note: The guidelines allowed Athletics to spend more when their revenue was greater than the base amount of \$8,571,000.)

It appears to the B&FPC that Athletics is exceeding the expenditure limitation by \$285,000 for fiscal year 1992-93.

Athletics is proposing to shift functions, such as Student Services, from the Athletic budget to the University and contends that those costs should not be included in the limitations. By shifting the functions and costs, they can meet the limitations. The B&FPC does not feel this proposal conforms to the intent of the guidelines.

In addition to requesting approval of the recommendations printed in the agenda, the B&FPC proposed the following motion:

Faculty Senate convey to President Byrne, Chancellor Bartlett and Board President Bailey its:

Endorsement of the previous recommendations;

Endorsement of Intercollegiate Athletic's proposal to shift specific functions to appropriate University units; and

Opposition to the interpretation of the Board's guidelines that allows the expenses of the activities shifted from Intercollegiate Athletics to be exempted from the Expenditure Limitation.

Senator Harris, ROTC, questioned the benefit of allowing Athletics to shift expenditures and revenue to the University. Hashimoto responded that the advantage would be to appear to allow them to meet the expenditure limitation but, in fact, they would be spending above the limitation. Hashimoto noted that the Senate has discussed integrating Athletics into the University so, in concept, the committee supports that move. However, it should not be used as a mechanism to avoid accounting for the costs within the Athletic budget. If Athletics feels that the limitations are too severe to meet, the Committee feels that should be dealt with at the Board's level since they imposed the guidelines.

Senator Gamble stated that all athletes are in disciplines which provide advising and counseling and commended

It is recommended that the Academic Advising Committee be abolished and be replaced with the Academic Advising Council which shall have all the duties and responsibilities formerly held by the Academic Advising Committee.

The manner which is being proposed is allowed for in the Bylaws:

Article VIII: Committees and Councils

Sec. 2. Responsibility. All University committees and councils dealing with academic policy matters, and standing committees and councils authorized by the Faculty Senate for carrying out its Object shall be responsible to the Faculty Senate.

The EC has discussed this proposal with Kathy Heath, Academic Advising Council Chair. However, no formal presentation has been made to the Council.

Policy matters are currently sent from the Council to the Provost, who decides whether or not to forward them to the EC, the EC then decides whether to forward the issues to the Faculty Senate, then they are sent to the Provost upon approval. If the Council becomes a Standing Council of the Faculty Senate, the only change is that issues would not go to the Provost until the Senate has given approval.

DeKock emphasized that he did not consider this to be a turf battle on the part of the Faculty Senate. He felt it would be giving recognition to the excellent job the Council has been doing. Their Standing Rules would be different since the proposal to incorporate them into the Senate does not include changing the way the Council currently conducts its business or the composition and appointment of the Council.

Senator Schwartz, Liberal Arts, congratulated the EC on this recommendation to resolve the problem of what to do with the Academic Advising Committee. He questioned whether there would be a conflict with any Bylaws or Standing Rules if the EC did not appoint members to the Council every year as they did with all other Senate committees. DeKock was not aware of any problems, but acknowledged that some Bylaws may need to be modified to accommodate the proposal.

Senator Gamble was not opposed to the proposal but was concerned that the logistics of asking them to join the Senate was cumbersome.

Senator Helvig, Agricultural Sciences, questioned whether there would be a representation component missing from the Council which is currently provided for on the Committee. DeKock noted that the Committee composition includes students who are not included on the Council and indicated he was willing to approach the Council to request that students be involved. Senator Schwartz suggested that differences in composition

could be remedied by adding some at-large faculty to the Council so that its composition consisted of not only head advisors.

A straw vote was called for to determine if the sense of the Senate was to proceed with exploring the willingness of the Academic Advising Council to join the Faculty Senate as one of its Standing Councils. The straw vote passed by voice vote with no dissenting votes (motion 93-495-06). DeKock will meet with the Academic Advising Council and invite them to become a Standing Council of the Faculty Senate.

Information Items

- Gopher Access - Faculty Senate Minutes and Faculty Forum Papers are now available on the Gopher information server. After you have accessed the main Gopher menu, follow these steps:

Minutes - Select "OSU Information and Services"; select "OSU Campus Committees"; select "Minutes"; select "Faculty Senate"; it will give you a menu from which to choose.

Faculty Forum Papers - Select "OSU Information and Services"; select "Faculty Forum Papers"; it will give you a menu from which to choose.

- Faculty Awards Criteria - The Faculty Senate Office is compiling the criteria for University and Faculty Senate awards and will, hopefully, have the information available on Gopher by the end of the summer.

Annual Reports

The agenda contained annual reports from the following committees:

- Academic Deficiencies Committee
- Academic Regulations Committee
- Academic Requirements Committee
- Administrative Appointments Committee
- Baccalaureate Core Committee
- Budgets & Fiscal Planning Committee
- Committee on Committees
- Curriculum Council
- Faculty Economic Welfare Committee
- Faculty Mediation
- Faculty Recognition and Awards
- Faculty Status
- Graduate Admissions Committee
- Graduate Council
- Instructional Media Committee
- Library Committee
- Undergraduate Admissions Committee
- University Honors Program Committee

Reports from the Executive Office

Provost Roy Arnold's report included a review of the past year:

- Higher Ed is now being viewed more positively in the Legislature than at the beginning of the session.
- An evolutionary change continues at OSU with a demonstrated willingness to review and examine such things as organization, structure, programs, and processes to seek ways to make OSU more effective and efficient.
- The institution is responding positively to themes established in the vision statement, such as: interdisciplinary emphasis, greater global emphasis, and cultural diversity.
- Several programs have been instituted at OSU which are unique in the State System: International Degree, Molecular Cellular Biology, and the MA in English.
- Progress continues to be made in administrative reorganization.
- There is a continued willingness to think about how we approach academic endeavors.
- Two events which reinforced the quality and importance of activities at OSU were the Student Recognition Banquet, which was very inspirational, and the recognition of the Authors, Editors and Patent Recipients which highlighted the enormous diversity on this campus.

Arnold noted that all faculty should feel good about the positive impacts on many people in the state through teaching, research and service programs. He thanked the faculty for their efforts of the past year to make 1992-93 another successful year at OSU. He left the faculty with the hope that they would find time to enjoy much needed rest and relaxation which they have earned.

Reports from the Faculty Senate President

President DeKock made two observations about the "big picture" at OSU.

He first shared some information which he recently learned during a LIT meeting dealing with undergraduate recruitment. He found the following figures concerning advance tuition payments (which are approximate) to be both appalling and frustrating:

	<u>U of O</u>	<u>OSU</u>
Non-resident freshman	1,323	271
Resident freshman	1,250	721

The U of O anticipates a fall enrollment of approximately 2,445 freshman while OSU anticipates only 1,550 freshman. OSU currently has advance tuition payments for only 992 students while the U of O has received payment for over 2,500 students.

The LIT committee was rightfully concerned and noted this indicates that OSU has an image problem. They recommended that OSU develop a consistent, high-quality university image. The committee also recognized that the Chancellor has been working on down-sizing, but this rate indicates OSU is not in control. He noted that this class size, even with 1,000 transfer students, is far below the 1993 graduating class (2,865) related by Barbara Balz at the beginning of the meeting.

DeKock next turned his attention to Ballot Measure 5. He noted the budget shortfall for 1993-95 is about \$1.26 billion. His real concern is 1995-97 when the shortfall is estimated to be \$2.4 billion. DeKock related several remarks made by legislators which appear to mean that they may be willing to propose some type of revenue replacement package. He appealed to faculty to become engaged in the revenue replacement issue. He mentioned that the OSU Faculty Senate represents nearly 2,000 individuals and suggested that \$1 million could be raised if each faculty member, on average, contributed \$500. This money could then be used to fight for replacement revenue. He felt that faculty owe it to themselves and the young people of Oregon to work as hard as possible to work on a revenue issue. DeKock stated, "I think we have to be prepared to give and to give again in both our time and our money, until it hurts, in order to get some revenue replacement."

New Business

There was no new business.

Meeting was adjourned at 4:58 pm.

Respectfully submitted by:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

Fall Calendar

September 17 - University Day

October 7 - Faculty Senate

November 4 - Faculty Senate

December 2 - Faculty Senate

Athletics for providing additional advisors and tutors to accommodate the athletes' schedules. He asked exactly what was being transferred from athletics associated with these functions. Hashimoto noted that Athletics expects to save \$149,000 if Student Services is transferred out of the Athletic Department.

President Byrne interjected that this is not just a budgetary transfer since it does fall under the re-engineering processes. He noted there are currently two people who do physical plant work and whose salaries come directly from Intercollegiate Athletics. The proposal includes integrating them into the Physical Plant and having that unit handle Athletics' needs. Byrne explained there is currently a cadre of individuals in Intercollegiate Athletics who handle academic advising, tutoring and counseling. These individuals may or may not be physically moved, but the proposal is to transfer their activities to "some more general University-wide advising, counseling, tutoring opportunity." These proposals follow the context of the Peat Marwick/LIT report recommendations. He added that the advantage is not necessarily budgetary since the University will monitor the Athletic budget to ensure that the OSBHE guidelines are met. Byrne felt that by becoming more efficient, economies of scale may develop.

President Byrne stated that, if these transfers are made, OSU must account for the expenditures which support Intercollegiate Athletics. The purpose of the transfers is to make Athletics successfully function under the OSBHE guidelines. He also noted that these transfers support the blue ribbon panel report on Intercollegiate Athletics which recommended that Athletics be more closely integrated into the rest of the University.

Senator Schwartz, Liberal Arts, questioned what will offset the Athletic budget if there is still a shortfall after these functions are transferred. Byrne responded that we have to deal with the deficit which has accumulated over the years. He took exception to the recommendation that Athletics could increase expenditures if there is an increase of revenue generated above the revenue base since there is a moral and fiscal obligation to pay off the accumulated debt. Byrne admitted that he couldn't answer the question Schwartz posed since he had no solution other than to have basketball and football teams who consistently draw a full house.

Schwartz observed that the recommendations seem to be in favor of making the transfers as long as they result in overall cost-saving but not making the transfers in order to offset increased expenditures and asked if the President was in favor of the recommendations. Byrne responded that, other than his exception above, he had no problem with the recommendations.

Senator Holmes reminded Senators that faculty have previously faulted Athletics for duplicating services on campus and some of the shifts would eliminate duplica-

tion which would result in an overall better operation. She questioned who would receive the revenue if Sports Information was to be mainstreamed into the campus. Hashimoto responded that the estimated \$28,000 would be transferred from Athletics and the University would pick up \$290,000 in remaining expenditures. He noted that President Byrne indicated there may be economies by working with other campus communication offices which would reduce the total expenditures and Athletics should receive the proportionate benefit of the reduction.

Senator Gamble mentioned that revenue comes not only from sports but from individuals interested in sports who contribute to the Beaver Club and questioned whether those donations would be included in revenue. Hashimoto responded that some income to the Beaver Club is restricted and some is non-restricted, but all income and expenditures are monitored by the University.

Gamble also questioned how savings would be accomplished if athletic advisors are transferred to university units since there would still be the same number of individuals. Hashimoto agreed that the cost is still there and the Committee felt the cost of those services should still be included in Athletics' expenditures.

President DeKock reminded Senators they were voting on the three recommendations printed in the agenda and the additional two recommendations proposed today. Motion 93-495-05 to approve all five recommendations passed by voice vote with no dissenting votes.

Academic Advising Committee Proposed Reorganization

President DeKock stated the Senate has been wrestling with reorganization of the Academic Advising Committee for at least the last four years. He noted that, after discussing this item at the last Senate meeting, the Executive Committee (EC) again considered what to do with this committee without giving the appearance that it was being abolished since advising is an important function at the University. The EC felt it would be unnecessary and counterproductive to have a Faculty Senate Committee doing the same work as the Academic Advising Council. He explained that the EC recognizes the superb job the Academic Advising Council is doing in the area of advising and they felt it would be appropriate for the Senate to recognize that fact and give them the credibility they deserve.

The EC discussed two ways of recognizing the Council. A possible scenario to handle advising activities would be to have the Academic Advising Council Chair serve as a liaison to the EC. If there are policy issues, the Chair would present them to the EC which would then present them to the Faculty Senate.

An alternate way to handle it is proposed in the following recommendation:

All applicants for admission to graduate study at Oregon State University are required to submit current scores from the GRE General Test.

Armstrong noted that since, currently, not all departments require GRE scores, the Graduate Council felt it would be useful to assure that both GPA and GRE data be available to all review teams. He mentioned that some departments are now using GRE scores inappropriately and, by requiring all departments to use the scores, it would serve to standardize its use and educate departments in the proper use.

Although the Graduate Council's primary motivation is to obtain additional information which would be of use in review processes, departments may find the scores to have a positive value in identifying students who have considerable academic ability who may not have a high GPA. He expressed concern that GPA scores alone may not be much better predictors.

Senator Holmes, Home Economics and Education, urged the Senate to not support the motion given the cost involved and the negative aspects discussed in May. Senator Hemphill, Agricultural Sciences, also spoke in opposition to the motion. Senator Verts, Associated, opposed the motion and stated that it appears that students are being required to pay upwards of \$100 to collect OSU's data. Senator Krane, Science, opposed the motion and noted that, over the last 20 years, the Physics Department has found the GRE to be a poor predictor. Krane also mentioned there were documented statistics which show that women score 50-75 points lower than men on the general, verbal and quantitative sections.

Armstrong responded that many of the same concerns were addressed during Graduate Council meetings, but that the GRE requirement would make additional information available when making decisions. He noted the GRE scores would be helpful when doing reviews to make internal comparisons.

Senator Gamble, Science, opposed the motion since the effect would be to take the decision process away from the people closest to the academic discipline.

President DeKock voiced his concern that students are already required to pay a \$40 application fee and, if this additional cost is imposed, some students may not consider attending OSU. Senator Lee, Liberal Arts, also spoke in opposition noting that women and students of color could score lower.

Senator Schwartz, Liberal Arts, moved the previous question which was seconded by Senator Harris. Motion 93-495-04 to move the previous question was approved by voice vote with one dissenting vote. Motion 93-495-03 to approve the motion was defeated by voice vote by a large margin with some dissenting votes.

Athletics Budget

Andy Hashimoto, Budgets & Fiscal Planning Committee (B&FPC) Chair, presented a report from the committee on whether OSU is adhering to the guidelines and limitations set forth by the Oregon State Board of Higher Education (OSBHE) on May 22, 1992. The following recommendations were submitted by the Committee and printed in the agenda for approval by the Senate:

- 1) *The Intercollegiate Athletic Department adhere to the guidelines established and approved by the Oregon State Board of Higher Education on May 22, 1992.*
- 2) *If actual revenue for Intercollegiate Athletics lags behind the projected revenue during the fiscal year, then steps should be taken to reduce expenditures to the level of revenue.*
- 3) *If a deficit is incurred by Intercollegiate Athletics in a fiscal year, then the initial operating budget for the subsequent fiscal year should be reduced by the deficit amount.*

Hashimoto reviewed the guidelines imposed by the OSBHE:

- 1) Impose a surtax on all tickets sold (average \$1 per ticket).
- 2) Reduce expenditures by 2% and maintain operating budgets at the 1991-92 level through 1994-95.
- 3) Continue to pay interest on the operating budget deficit.
- 4) Encourage and support private fund raising efforts.
- 5) Institutions are authorized to use institution resources for the support of non-revenue sports.

Guideline #2 contained the following five subsections:

- a. Reduce the 1991-92 budgeted expenditures by 2%.
- b. Maintain the 1992-93, 1993-94 and 1994-95 operating budgets at the same level.
- c. Reduce costs by reorganizing and restructuring administrative and support functions.
- d. University athletic departments are to incur no increased deficits.
- e. Expenditures (operating budget) may increase if additional revenue are generated beyond the additional revenue expected from the ticket surtax.

Through the use of overhead slides, Hashimoto led the Senate through a budget discussion to explain why the B&FPC proposed the recommendations. He noted that all figures are based on those supplied by the Intercollegiate Athletic Department.

FACULTY SENATE MINUTES

1993 No. 494

Oregon State University

May 6, 1993

For All Academic Staff

The meeting was called to order at 3:00 pm by President Carroll DeKock. There were no corrections to the April minutes.

Meeting Summary

- **Special Reports** - Faculty Productivity Issues - Charles Wright; Curriculum - Jim Foster; and Chief Business Officer Search - Kinsey Green.

- **Discussion Items** - Revisions to Standing Rules were discussed and approved for the following committees: Promotion & Tenure, Administrative Appointments, Advancement of Teaching, Budgets & Fiscal Planning and Faculty Status. A recommendation for future revisions to Standing Rules pertaining to titles and departmental/college name changes was also discussed and approved. [Motion 93-494-01 & 02] A recommendation to merge the Academic Advising and Advancement of Teaching Committees was also discussed.

Proposed policy to require Graduate Record Examination scores as a condition for admission to the Graduate School was discussed.

- **New Business** - There was no new business.

Roll Call

Members Absent With Representation:

Cornelius, S. Miles; Danielson, J. Peters; Gamble, B. Becker; Grimes, M. Sessions; Hart, E. Piel; Krane, C. Kocher; and Orzech, R. Daniels.

Members Absent Without Representation:

Ahrendt, Bayne, Beatty, Beschta, Boyle, Brodie, Calder, Curtis, Daniels, DeAngelis, DeYoung, Engel, P. Farber, J. Glenn, Hanna, Haskell, Huddleston, Jensen, Kiaei, Ladd, John Lee, McDowell, Pearson, Pyles, Rossignol, Rudd, Snyder, Strik, and Strub.

Faculty Senate Officers/Staff Present:

C. DeKock, President; M. Oriard, President-Elect; T. Doler, Parliamentarian pro tem, and V. Nunnemaker, Administrative Assistant.

Guests of the Senate:

K. Green, Home Economics and Education; A. Hashimoto, Bioresource Engineering; K. Lively, *The Chronicle of Higher Education*; D. Nicodemus, Dean of Faculty, Emeri-

tus; B. Shepard, Academic Affairs; and B. Wilkins, Liberal Arts.

Special Reports

Faculty Productivity

Charles Wright, from the University of Oregon, is the Chair of the Chancellor's Task Force on Faculty Workload and Productivity. Wright presented a brief synopsis of the final report prepared by the committee and forwarded to the Chancellor. He noted that the committee met from November into April. Wright hopes that people will see workload as a side issue since productivity is the primary, and a separate, issue.

He cautioned faculty to keep in mind that, due to the diversity of the committee, some recommendations in the report will need to be tailored to each specific institution. He shared the following highlights and instructions to the Chancellor and OSSHE from the report:

- Focus on productivity rather than on workload.
- Center the development of productivity, policy and strategy to the level of the department for academic programs.
- Encourage OSSHE institutions to develop clear definitions, and measures of their product, as well as of their expectations.
- Urge institutions to ensure that their reward structure supports their goals.
- Explicitly recognize the importance of evaluating instruction.
- Develop a process to assist institutions in the use of technology in support of instruction.
- Expand current efforts to explain what the faculty does and why their work merits public support.

Perspectives from the individual level: review time management (look at ways to do things just once and cut back on some things, such as committees) and ask yourself how you really want to spend your time.

At the unit level: rethink core curriculum; implement individual workload policies and peer pressure and peer support.

At the institutional level: reinforce and reward excellence; get better at peer evaluation; possibly evaluate instruction by looking at student outcomes in many instances; reallocate resources; and review curriculum and degree requirements. He mentioned the approach of giving an increased share of responsibility to students by more actively involving them in scholarship, research and community service.

In response to Senator Mukatis, Business, Wright indicated that he doesn't anticipate the report to be forwarded to the legislature; he expects the Chancellor to use it within the system.

Curriculum

Jim Foster, Baccalaureate Core Committee Chair, informed the Senate that "the core is in serious jeopardy" and shared some disturbing statistics regarding the number and availability of courses required by the Baccalaureate Core.

Of the four components (skills, perspectives, synthesis and writing intensive (WIC)), three are in very good shape with adequate courses and innovative instructors. Both synthesis components (Science, Technology and Society and Contemporary Global Issues) have reached a crisis stage due to a shortfall of courses. Bruce Shepard, Academic Affairs, has projected a shortfall of about 3,500 seats, or 70 courses with 50 students per course, in synthesis courses for both 1993-94 and 1994-95.

If replacement revenue is not found to offset Measure 5, conditions will get worse in the 1995-97 biennium. We are faced with making difficult choices in a climate of extreme uncertainty since no one knows when or if replacement revenue will occur, or what the magnitude may be.

The University cannot wait until next summer to decide how to deal with this problem. Foster feels that we need to start thinking about the commitment to the Core and how the commitment can be realized in the context of extreme financial exigency. Some of the choices include: suspending curriculum requirements; diverting resources to the Core; or scaling back on one or more of the four components. Foster indicated that the examination of the Core should not be limited to the Baccalaureate Core Committee and suggested that the Faculty Senate Executive Committee create a forum to discuss the core curriculum and reach conclusions.

Senator Gould, Science, questioned why there is a shortage. Bruce Shepard responded that there is a resource allocation problem since synthesis courses are upper division, therefore, more expensive.

Search Update

Dean Kinsey Green, Chair of the Chief Business Officer Search Committee, presented a status report on the search. She briefly reviewed the four areas this position has jurisdiction over: financial management and planning, business services, facilities management and human resources. Green reported that the closing date for the position is May 21 with interviews anticipated in late June. To date, 102 applications, 94 male and 8 female, have been received. Only 20 of the 102 meet the advertised criteria since most do not have experience in facilities management or in higher education administration. Names of committee members are posted on Gopher and Green urged faculty to submit comments to them.

Discussion Items

Standing Rules Revisions

Mike Burke, Committee on Committees (COC) member, discussed Committee recommendations to revise Standing Rules and a proposal to merge the Academic Advising Committee with the Advancement of Teaching Committee.

[Proposed new sections to the following Standing Rules are indicated by highlighted areas and proposed sections to be deleted are indicated by strike-throughs:]

Promotion and Tenure Committee -

These recommendations specifically address (1) the eligibility of tenured P&T committee members under consideration for promotion to serve on the committee; (2) the eligibility of faculty whose appointments are primarily administrative to serve on the committee; and (3) whether the standing rules should retain the phrase "primarily full professors."

The Promotion and Tenure Committee studies statements of policy, advises on matters pertaining to promotion and tenure of faculty, and makes recommendations to the Faculty Senate Executive Committee. The Committee is entitled to observe the annual promotion and tenure process in the Executive Office and to read the dossiers. The Committee shall file an annual report with the Faculty Senate. This report will include a summary of the previous year's promotion and tenure actions. The Committee consists of six tenured faculty, primarily full professors, who have been granted tenure at OSU, whose appointments are primarily in teaching, research and service and who reflect the diversity of the University. Whenever a committee member is under consideration for promotion, he or she will be ineligible to serve on the committee.

In response to a question from President DeKock, Parliamentarian pro tem Doler indicated that the rules could be suspended and the entire package of recommendations could be voted on during this meeting rather than waiting until June and voting separately on each recommendation.

Recommendations for Administrative Titles and Departmental/College Name Changes in Faculty Senate Standing Rules

The following recommendations reflect title and name changes as a result of President Byrne's proposed organizational structure for Oregon State University announced in February 1993. Additional changes have occurred over the past academic year and are intended to update current Standing Rules.

Administrative Appointments Committee

In addition to newly created administrative positions, the following positions are to include involvement on the part of the Administrative Appointments Committee:

- 26193
Chief Institutional Advancement Officer
- A. General Administration: Provost and ~~Executive Vice President for Academic Affairs; Vice President for Finance and Administration Chief Business Officer; Vice President Provost for Research, Graduate Studies Extension & and International Programs; Vice President Provost for Student Affairs; Vice President for University Relations; Executive Director for Institutional Advancement; Associate Vice Presidents Provosts; Dean of the Graduate School; Dean of International Education; Dean of Research; Dean of Students; Registrar; Director of Admissions; Director of Agricultural Experiment Station; Director of Computing Services; Director of the Office of Continuing Higher Education and Summer Term; Director of Extension Service; Director of Libraries; and Director of Sea Grant College Program.~~
 - B. College and Deans: Deans of Agricultural Sciences, Business, ~~Education, Engineering, Forestry, Health & Human Performance, Home Economics and Education, Liberal Arts, Oceanography, Oceanic and Atmospheric Sciences, Pharmacy, Science, and Veterinary Medicine.~~

[Note: Only the portion of the above Standing Rules which are being revised have been reproduced here.]

There was no discussion concerning this recommendation.

Advancement of Teaching Committee

The only change is the title reflected in the last sentence of the current Standing Rules.

The Committee on the Advancement of Teaching formulates and evaluates statements of policy that

influence the teaching process, including (1) teaching effectiveness and efficiency, (2) support, (3) dissemination of information, (4) encouragement of innovation and experimentation, and (5) appropriate recognition of good teaching. The Committee seeks information and opinions from students, faculty, and administrators in formulating statements of policy, and presents to the Faculty Senate recommendations and perspectives useful to that body in determining appropriate actions and positions to be taken in support of the advancement of teaching. 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 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. The Committee consists of five Faculty and three Student members, one of whom must be a graduate student and one of whom must be an undergraduate student, and the ~~VP for Academic Affairs, Provost and Executive Vice President ex-officio, or designee, ex-officio.~~

There was no discussion on this recommendation.

Budgets and Fiscal Planning Committee

The last line of the first paragraph refers to the "Associate Director for Institutional Research and Planning, Ex-Officio." This position has been abolished. The Ex-Officio is currently the Director of the Office of Budgets and Planning and is a non-voting member. The last line of the second paragraph is current practice.

The Budgets & Fiscal Planning Committee assists the Faculty Senate in development of recommendations to the President regarding the University's budget and fiscal priorities. The Committee reviews the adequacy of resources allocated to existing programs and the fiscal implications of proposed changes in programs, enrollment, and budgetary priorities and procedures. The Committee participates in the facility planning process and reviews campus building priorities. The Committee consults with administrative officers of the University and is empowered to make recommendations to them during the preparation of the Institution's budget. The Committee consists of six Faculty and three Student members, one of whom shall be a graduate student, and the ~~Associate Director for Institutional Research and Planning, Director of the Office of Budgets and Planning, Ex-Officio.~~

A Member of the Budgets & Fiscal Planning Committee, appointed by its Chair, shall be a liaison member, non-voting, on the Curriculum Council. ~~The Chair of the Budgets & Fiscal Planning Committee shall serve as an observer on the University Budget Committee.~~

There was no discussion on this recommendation.

Faculty Status Committee

Change the third line to state "Deans' Council" rather than the "Council of Deans." According to Academic Affairs, that group has been called the Deans' Council for about six years.

The Committee on Faculty Status develops policies regarding academic freedom and tenure, appointment, and termination, procedures for review and appeals, and promotion, and makes recommendations to the Faculty Senate, Executive Office, ~~Council of Deans, Deans Council~~ and Deans and Department Heads. It maintains liaison with other faculty affairs committees. The full Committee meets monthly; subcommittees may meet more frequently. The Committee is composed of nine Faculty members representing all segments of the University, three being appointed annually for three-year terms.

10/12/23
Provost's Council
→

There was no discussion on this recommendation.

Retirement Committee

Change the body that the Committee makes recommendations to.

This Committee shall study the matter of retirement in all its aspects and ramifications to include, but not to be limited to, the following: Retirement, options, advantages and disadvantages of early, regular, and late retirement; beneficiary options and their comparative merits, comparisons and contrasts with other retirement systems; the retirement problems of retired Faculty and the solutions to these problems; and the adaptation of the retirement system to the economic realities of the times and needed adjustment to those times. Further, the Committee shall formulate recommendations to the ~~Executive Committee for possible submission to the~~ Legislature for amendments to the retirement system. It is encouraged to maintain liaison with other Faculty Committees, such as the Faculty Economic Welfare Committee, Faculty Status Committee, and Budgets & Fiscal Planning Committee. The Retirement Committee shall report regularly to the Executive Committee of the Faculty Senate.

Membership shall consist of six Faculty appointed so that two member's terms expire each year. Membership shall include up to one-third retired Faculty members. The Director of Staff Benefits shall be an Ex-Officio member.

There was no discussion on this recommendation.

Recommendation for Future Revisions to Standing Rules Pertaining to Titles and Departmental/College Name Changes

The COC recommends the following authorization through a Senate motion:

The Faculty Senate directs the Faculty Senate President to revise the Standing Rules of the Committees to reflect change in titles of positions or names of organizations or units when the changes become effective.

This would alleviate the COC from dealing with these minor changes as well as bringing them before the Senate each time they occur.

Senator Holmes, Home Economics and Education, moved that the Senate approve the recommendations printed in the agenda. Motion 93-494-01 was seconded by Senator Rudd, Engineering. Senator Holmes proposed a friendly amendment to include the Retirement Committee recommendation which was not in the agenda. Senator Lunch, Liberal Arts, seconded the motion. Motion 93-494-02 to amend the recommendations was passed by voice vote with no dissenting votes.

In response to a question from Senator Tiedeman, Liberal Arts, regarding the proposal to the Promotion and Tenure Committee Standing Rules, Provost Arnold indicated there are some instances of no-rank tenured faculty.

Motion 93-494-01 to approve all recommendations currently discussed, passed by voice vote with no dissenting votes.

Proposal to Merge the Academic Advising and Advancement of Teaching Committees

Burke reported that the COC would like Senate input regarding the merger of the Academic Advising Committee with the Advancement of Teaching Committee. He noted that the existing Academic Advising Council suggests that the Senate committee, which has not been active for over two years, is duplicative. Moreover, since advisors are aware of our best teachers, merging this into a proposed Advancement of Teaching and Advising Committee may be advantageous.

Senator Schwartz, Liberal Arts, recounted that this merger has been attempted in the past and, each time, the chairs of the two committees have not been supportive of the merger. He recommended that the Committee on Committees receive input from the chairs of both committees and that past history on this matter be reviewed.

Senator Becker (v. Gamble), Science, noted that the Academic Advising Council is not a body of the Senate

and doesn't feel that we should delegate everything to the Council.

Senator Harris, ROTC, doesn't see a need for the committee and felt it should be abolished.

President Byrne commented that, as administrative support activities are reduced, it may become obvious that there is a need for this committee at the Senate level since anything is possible.

President DeKock indicated that the Executive Committee will consider these remarks and consult with the committee chairs.

Graduate Record Examination (GRE) Proposed Policy Change

President DeKock led a discussion of a proposed policy which would require GRE scores as a condition for admission to the Graduate School at OSU.

The following motion, which came from the Graduate Council and received endorsement from the Faculty Senate Executive Committee, was discussed:

All applicants for admission to graduate study at Oregon State University are required to submit current scores from the GRE General Test.

DeKock reported that the Graduate Council and Graduate School support this proposal for the following reasons:

- The scores would be available when a review of the department is done by the Graduate School. Currently there is difficulty, during the review, when comparing students from different departments.
- Departments would be better able to determine the quality of applicants since this would give additional information.

Both bodies stressed that the GRE would not be the only way in which students would be evaluated.

DeKock noted that, according to Dean Maresh, in cases of unusual candidates or circumstances, this requirement could be waived.

Senator Carson, Liberal Arts, stated that the more arguments she hears in favor of the proposal, the more opposed she becomes. She noted that the company administering the GRE is not federally regulated and OSU should not be involved in its support. She also mentioned that students are advised to not review for the GRE since they're being tested over what they already know, but those who do review are at a significant advantage and do much better than those who followed the advice.

Senator Zaerr, Forestry, felt that the GRE scores are very

valuable but was concerned that the University would require students to take it. He noted that only four departments on campus have participated in a GRE validation study which determines how well a GRE score predicts performance at the graduate level. Another concern dealt with foreign students who have a difficult time taking the test and, after it's required, some departments won't even use the scores. He felt that only those departments who actually use the GRE should require students to take the test, but the requirement should not be across the board. Senator Harris concurred with Senator Zaerr.

Senator Sproull, Associated, felt that this requirement would cause a hardship to foreign students. DeKock noted that his experience in Chemistry has shown that the group which consistently scores the highest are Chinese students.

A member of the Graduate Council reported that this same type of discussion occurred at meetings of the Graduate and Deans' Councils. The Graduate Council found that most departments on campus were already requiring GRE scores and using it as a standard reference. The main reason for the recommendation was to track, within departments, changes of students scores over time.

Senator Verts, Associated, felt this requirement and the associated cost was an undue imposition on students.

Senator Krueger, Science, hoped that the motion would be defeated so departments would be allowed to use their own best recruitment procedures.

Senator Drexler, Business, realized that this requirement would impose burdens but, after having served on the Graduate Admissions Committee, he felt that any kind of standardized scores would have been helpful.

Senator Zaerr noted that only marginal students have to go before the Graduate Council and it doesn't seem fair that all would be required to take the test when the evaluation would apply to only a few.

This issue will come before the Senate for a vote in June.

Information Item

- April Interinstitutional Faculty Senate Report

Annual Reports

The agenda contained annual reports from the following committees:

- Advancement of Teaching Committee
- Committee on Bylaws and Nominations

- Retirement Committee
- Student Recognition and Awards Committee

Reports from the Executive Office

Provost Roy Arnold's report included the following information:

- Master of Arts in English - Approved on the OSBHE April consent agenda.
- Master of Public Health - External review team will be on campus in early June.
- Associate Provost for Information Services - Position announcement is out and search committee has been appointed.
- Academic Structure Work Group - Will be talking about some of the principles and guidelines which should be considered in making decisions regarding academic structure.
- Faculty Productivity Footnote - There is a fair amount of correspondence between items noted in the Chancellor's Task Force report and the report issued by the legislative committee which visited campuses. In particular, they both agreed that the focus should be productivity, not individual workload, and that the appropriate place for consideration of productivity issues is at the unit or program level. The general reaction was that the legislative report is much kinder with respect to higher education than what was anticipated.

Reports from the Faculty Senate President

President DeKock urged anyone having questions or concerns regarding the discussion issues to contact him or other Executive Committee members.

New Business

There was no new business.

Meeting was adjourned at 4:55 pm.

Respectfully submitted by:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1993 No. 493

Oregon State University

April 1, 1993

For All Academic Staff

The meeting was called to order at 3:02 pm by President Carroll DeKock. There were no corrections to the March minutes.

Meeting Summary

- **Special Reports** - Budget Update from Lee Schroeder, VP for Finance and Administration and Legislative Update from Lynn Spruill, VP for University Relations
- **Action Item** - Bylaws revision was approved to allow references to administrative titles or unit names to be revised as they occur without Senate approval each time. [Motion 93-492-01]
- **New Business** - There was no new business

Roll Call

Members Absent With Representation:

Bryant, C. Jordan; Burns, S. Francis; J. Glenn, E. Brazee; Grimes, M. Sessions; Snow-Harter, H. van der Mars; and Verts, E. Davis-Butts.

Members Absent Without Representation:

Bayne, Beatty, Beschta, Bolte, Brodie, Calder, Carson, DeYoung, Deboodt, Engel, C. Glenn, Gould, Hardesty, Hart, Haskell, Hoag, Hogue, Huddleston, Ingham, Jensen, Ladd, Lassen, Janet Lee, Leklem, Lundin, McDowell, Mix, Oriard, Pahl, Pearson, Pereira, Reed, Rivin, Robbins, Snyder, Stephenson, Strik, Strub, and Zabriskie.

Faculty Senate Officers/Staff Present:

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

Guests of the Senate:

A. Asbell, Faculty Recognition & Awards Committee; R. Cater; A. Mathany, Budgets & Planning; S. Moore, Academic Affairs; L. Schroeder, Finance & Administration; and L. Spruill, University Relations.

Special Reports

Budget Status

Lee Schroeder, Interim Vice President for Finance and Administration, provided an update of the budget status.

The general overall scenario of the OSSHE biennial budget process consists of the following:

- Institutions receive guidelines from the Chancellor's office - OSU's reductions amount to 20 per cent or \$15,750,000 in addition to a \$7,255,000 reduction in state-wide public services (Agricultural Experiment Station, Extension Service and Forest Research Laboratory). OSU was directed to look at high-cost, low enrollment programs and target reductions at those programs.
 - OSU Spring Budget Hearings (March-May '92) - After the units identified 10, 20 and 30% reduction impacts, the budget committee allocated reductions.
 - Recommended Budget Submitted to OSSHE (06/92) - OSU's reductions included a 20% reduction overall, with 50% coming from administrative and support services and 50% from the units. Decision packages were also proposed.
 - OSSHE Recommends Higher Education Budget (09/92)
 - Governor Presents Budget Recommendations (12/92) - The three recommendations included: 1) Mandated Budget, consisting of a 20% reduction; 2) Mandated Plus, also consisting of a 20% reduction. There were changes from the Mandated Budget, but no changes occurred for Higher Education; and 3) Recommended Budget, consisting of a 15% reduction which added funding for additional students.
 - Other Budget Proposals by Legislature and Legislative OSSHE Budget Hearings (March-May '93)
 - Legislature Approves OSSHE Budget (?)
- OSU's Budget Planning consists of the following steps:
- Spring Budget Hearings (March-May '92)
 - 20% Budget Submittal to OSSHE (06/92)

- ARC Report/LIT Follow-up
 - Restructure
 - Process Re-engineering
 - Outsourcing and Elimination
 - Mergers and Consolidations
 - Achieve Cost Reduction of 20%
- Provost Reviews Budget Proposals with Deans
- \$1,000,000 in New Expenditure Proposals - If these new expenditures identified during the last year are approved, reductions will need to be made in other areas which were not previously targeted.
- Finalize 20% reduction - Layoffs announced (05/93) - Administration hopes to keep layoffs to a minimum since many positions were not filled during the last year in anticipation of this scenario.
- Legislative Appropriation - (?)
- OSSHE Allocation (?)
- Final 1993-94 OSU Budget (?)

The following budget recommendation was submitted to OSBHE on June 8, 1992:

Oregon State University
Proposed State General Fund Reductions*
Percentage of Budget
1993-95

<u>Unit</u>	<u>%</u>
Agricultural Sciences	6.67
Business	8.05
Engineering	4.00
Forestry	6.12
Health & Human Performance	5.00
Home Economics & Education	8.15
Liberal Arts	4.89
Oceanic & Atmospheric Sciences	8.48
Pharmacy	10.00
Science	4.99
Veterinary Medicine	84.76
Library	5.00
Academic Affairs	20.00
Finance & Administration	20.00
Research, Grad Studies & Int'l Programs	10.00
Student Affairs	20.00
University Relations	10.00
Physical Plant	10.00

*Net after tuition enhancement

Built into the recommendation are differential tuitions for the Colleges of Pharmacy and Engineering which have not yet been approved. The mandate was that 50% of the reductions come from administrative and support functions. The last six units listed account for 90% of the 50% and the remaining 10% comes from colleges which have chosen to reduce these functions.

In response to a question from Senator Holmes, Home Economics & Education, concerning the activities involved in the range of reductions, Provost Arnold replied that there are four possible components: 1) administrative support services; 2) programmatic reductions; 3) merger/consolidation; and 4) differential tuition or lab fees. Holmes noted that it was really strange that faculty will be spending more time typing tests, etc., as a result of reductions in support staff at the same time the Legislature is telling faculty to be more productive and efficient. She felt that this was poor management of supposedly talented people.

Senator Schwartz, Liberal Arts, asked for examples of new expenditures which will be offset by further reductions in other areas. Schroeder noted that there are units which have a small number of people, one of whom would be eliminated if they had to take a reduction; there are also some situations where individuals are one year away from retirement and their positions have been preserved.

Senator Esbensen, Oceanic & Atmospheric Sciences, questioned whether the ratio would remain constant if we were to take a 15% reduction rather than 20%. Schroeder replied that, probably, the dollar amounts and corresponding impact would be used to determine the ratio.

President DeKock asked if there was any academic money being targeted for athletics in the next biennium. Schroeder replied that state general fund money, coming basically from Finance & Administration, does go toward athletics. This money, about \$450,000, is used primarily to support non-revenue sports.

At the request of Senator Miller, Agriculture, Schroeder agreed to prepare an overview of the reductions for the state-wide programs (those figures are provided below).

Oregon State University
State-Wide Public Services
Budget Reductions
1993-1995

OSU Extension Service	\$2,925,000	20%
Agricultural Experiment Station	3,930,000	20%
Forest Research Laboratory	400,000	20%
Total	\$7,255,000	20%

In response to a question from Senator Mukatis, Business, regarding anticipated shock waves, Schroeder responded that non-approval of the differential tuition for Pharmacy and Engineering, and proposed laboratory fees amounting to \$1.6 million, would be a great shock wave.

President DeKock asked if OSU still expects to receive \$3 million from the Legislature for hardware to facilitate the operation of the processes and re-engineering programs. Schroeder replied that the hardware and software for OSU administrative computing will exceed \$3.5 million. He noted that \$1 million has been built into the budget for that purpose. The total amount to upgrade the computing capacity for OSSHE comes to about \$20 million. The Legislature will look at this request as an additional appropriation.

Dr. Schroeder volunteered to return to the Senate when additional information is available.

Legislative Issues

Lynn Spruill, VP for University Relations, reported on several issues currently before the Legislature.

Higher Education Hearings - The first full round of Higher Education hearings on the budget bill, SB 5502, ended March 31. Spruill's perspective was that presentations from faculty were among the very best ever made to the Legislature. In particular, he praised the presentations by Jo-Ann Leong and Pat Breen. Spruill anticipates that a bill will come from the Senate regarding Higher Education appropriations within the next 10-15 days. The bill would then go to the full Senate for a vote before going to the House Appropriations Committee for hearings.

Senate Bill 5502 - Spruill reported that the "Budget Bill" received tremendous support.

Senate Bill 298 - Senator Hamby's bill contained three sections affecting Higher Education: 1) there should be a distinction between instructional faculty and research faculty and each should be separated on the budget; 2) no student could receive credit for a course taught by a student; and 3) no faculty member or administrator could engage in sexual relations with a student. (Senator Mukatis was concerned about this point since his wife is considering returning to college for three years!)

Of importance to the College of Forestry, there is a series of bills concerning harvest tax.

House Bill 2711 - The "Veterinary Medicine" bill is out of the House Education Committee and is in the House Appropriations Committee.

Revenue Generation - The Senate Revenue Committee is looking at alternative tax reform proposals. In particular, the following three proposals are receiving considerable attention: 1) the Oregon School Board Association's; 2) Representative Tony Van Vliet's; 3) and Associated Oregon Industries'. Spruill indicated there is some perceptible movement in the Senate to recognize a need for tax reform.

Senator Davis, Agriculture, was concerned with the possibility of the budget being unknown until July 1, then having it fully funded, but the cuts would have already been made and individuals would be gone. Senator Lunch, Liberal Arts, replied he had spoken with Representative Van Vliet who told him the last time a situation occurred where there was a time gap between the beginning of the fiscal year until the budget was approved was in 1983 and the Legislature passed bridge financing. Lunch suggested the possibility of state employees being paid in scrip or promissory notes, similar to the situation last year in California. His words of caution were to save a few shekles in anticipation of this occurrence. Spruill noted that the Oregon Constitution does not allow for deficit spending. VP Schroeder explained that if an individual is terminated from his/her position and the budget is later fully funded, that individual has the opportunity to return to the job. Spruill stated that he believed it was not out of the question to not know what our budget is at the beginning of July.

Senator Krane, Science, questioned the status of Veterinary Medicine's earmarked appropriation. President Byrne noted that HB 2711 states that \$8.8 million is necessary, in addition to the state funds requested for OSSHE.

President Byrne related a conversation held last night between Chancellor Bartlett and Senator Frank Roberts, where Roberts complimented OSSHE on their presentation in the hearings to the Senate committee. Roberts indicated that, if these were normal times, money would be flowing into Higher Education. Byrne added his personal comment that these were the best hearings and presentations OSSHE has ever had before a Legislative committee. Byrne concurred that the highlight was the faculty panel last Friday. He felt that, as a result, there were "stages of enlightenment" which have never been seen before. He noted that some of the legislators finally understood what faculty productivity and faculty effort are about.

Action Items

Bylaws Revision

President DeKock presented a housekeeping change which would allow the Bylaws to be revised to reflect the proper names of Colleges or positions. These were not viewed as substantive changes by the Executive Committee.

The Faculty Senate directs the Faculty Senate President to revise the Bylaws to reflect changes in titles of positions or names of organizations or units when the changes become effective.

Senator Gamble, Science, noted that there have always been changes which have been dealt with when present-

ed and felt that the statement was not explicit. He was concerned with the phrase "when the changes become effective." He felt that the title change of a position or unit is not always irrelevant. President DeKock stated that the Faculty Senate President would be allowed to make changes in position or unit titles without bringing each one to the Senate floor.

Senator Holmes, Bylaws and Nominations Committee Chair, spoke in favor of the motion and said the Committee felt this was a clean motion and would prevent the Committee from presenting many motions to the Senate.

Motion 93-493-01 passed by written ballot with a vote of 61 to 5.

Information Items

- A recap of the February Interinstitutional Faculty Senate meeting was included in the agenda.
- Annual reports of Faculty Senate Committees/Councils are due in the Faculty Senate Office.

Reports from the Executive Office

Provost Roy Arnold's report included the following information:

- He noted that an error concerning the Academic Affairs reduction amount occurred in an OSU THIS WEEK article. The reported amount was \$116,000 and should have been \$716,000.
- He introduced Dr. Sylvia Moore who is on an ACE Administrative Fellowship in the Provost's Office at the University of Wyoming. She is visiting OSU for two weeks to get acquainted with our administrative processes and procedures and to learn how we approach issues such as budget and program review, administrative reorganization, faculty productivity, etc.
- OSBHE held a special meeting in March to discuss longer term options for Higher Education in Oregon. These options were first referred to as "radical ideas," but these ideas (which include privatizing parts of OSSHE and a single university model) may need to be considered further if additional budget reductions occur beyond 1993-95.
- Instructional Productivity - An OSU task force, chaired by Leslie Burns, has been appointed to work with Academic Affairs to identify strategies to increase instructional productivity. A Chancellor's task force has produced materials which have been used by their staff in legislative discussions to explain about instructional productivity in higher education.

- OSBHE has appointed its own productivity committee, called the Board's Committee on Academic Productivity (BCAP), which is chaired by OSBHE member Les Swanson. BCAP consists of two OSBHE members and 5-6 individuals outside of higher education and v focus on how to establish that the productivity issue has been clearly addressed and to more adequately explain higher education's role. The initial meeting will be the week of April 5.

- An Academic Structure Work Group is being appointed by the Provost to produce a rough document which will be distributed for faculty comment/input.

- Senate Bill 298 - Arnold noted that the wording concerning courses taught by students is vague since it does not contain the word "graduate." He went on to say that the next line stated that "nothing here should be interpreted to prohibit graduate students from being faculty members." He indicated that graduate deans, graduate students and faculty from both OSU and the U of O have been present at the hearings. Specific sections of this bill were outlined in VP Spruill's report.

- Faculty Morale - Arnold related reports from parents of OSU students who are concerned that their children are being told by faculty, during classroom time, that OSU is not a good place to be and advising students to transfer elsewhere. Arnold noted he was surprised that these comments came from faculty in programs which are not being eliminated or cut significant. There were two concerns: 1) parents are paying out-of-state tuition and don't appreciate this use of class time; and 2) as a result, students are making inquiries about transferring. Arnold noted that these activities hamper both retention and recruitment.

Arnold invited faculty to think of ways to effectively focus on the programs and strengths which remain at OSU, given that many academic programs have been spared from major reductions, and that OSU will continue to be a good place for students to pursue their educational goals.

- Faculty Development - It is clear that OSU should aggressively pursue private sector funding to invest in faculty development. This would be a way to internally strengthen positive messages about OSU.

In response to a comment from Senator de Szoeki, Oceanic & Atmospheric Sciences, stating that the people are being made aware that the University is taking a 20% cut, Arnold felt that they are getting the wrong message since academic programs are not being cut 20%. Arnold noted that other institutions that are going through budget reductions are focusing on the positive points what is remaining rather than what is being lost.

Senator Rose, Forestry, mentioned that people don't feel safe due to a high degree of uncertainty. Senator

Mukatis, Business, suggested installing an 800 number where people could call and get information about OSU budget cuts.

Arnold encouraged faculty to submit ideas to strengthen the messages about positive aspects of OSU to any member of his office or to the Faculty Senate Executive Committee.

Reports from the Faculty Senate President

President DeKock's report included the following items:

Faculty Award - DeKock announced the creation of the Richard M. Bressler Senior Faculty Teaching Award which will be presented for the first time at University Day 1993 and include a \$2500 award. The criteria include: 1) rank of full Professor; 2) minimum of 15 years as an OSU faculty member; and 3) involvement in consistently providing direct instruction to undergraduate students during the course of their career at OSU. The deadline for nominations is May 17. Nomination information has been sent to Deans, Directors and Department Heads or can be obtained from the Faculty Senate Office.

TQM Fair - The TQM Fair will be held on April 16 from 9:00 am to 4:00 pm in the LaSells Stewart Center. The keynote address will be by Ken Miller from the Xerox Corporation. The theme is, "TQM...Journey Toward Excellence."

Committee Interest Forms - DeKock noted we had 350 forms returned and thanked all those who responded.

May Meeting Location - The Faculty Senate will meet in room 102 of the Electrical and Computer Engineering Building on May 6.

University Day - Due to a conflict with Rosh Hashanah, University Day has been changed from September 16 to September 17.

AOF/AAUP Joint Meeting - Governor Roberts, Grattan Kerans and Norma Paulus will speak at the joint meeting on April 24 in the LaSells Stewart Center. Senator Lunch encouraged faculty attendance to send a signal to legislators that faculty are concerned.

Executive Session

President DeKock called the Senate into an Executive Session to consider the Distinguished Service Award nominee. Ann Asbell, Faculty Recognition and Awards Chair, presented information about the nominee. There was no discussion. The nominee was confirmed by a

written ballot of 60 to 2. The award will be presented at Commencement.

New Business

There was no new business.

Meeting was adjourned at 4:43 pm.

Respectfully submitted by:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1993 No. 492

Oregon State University

March 4, 1993

For All Academic Staff

The meeting was called to order at 3:02 pm by President Carroll DeKock. There were no corrections to the February minutes.

Meeting Summary

- Special Reports were presented by the following individuals: LIT Outsourcing & Elimination, Andy Hashimoto; LIT Processes & Systems, Lee Schroeder; Multicultural Affairs, Phyllis Lee; and Lay-Off Policies, Jacque Rudolph.
- Action Items - The following items were approved: Bylaws Revision to include non-Senatorial Executive Committee members as Senate Ex-Officios and a Category I proposal to establish an exchange program with the University of Sussex. [Motions 93-492-01 through 93-492-02]
- New Business - There was no new business.

Roll Call

Members Absent With Representation:

Akyeampong, D. Ellsworth; Bell, J. Lundy; and Ladd, R. Knight.

Members Absent Without Representation:

Ahrendt, Bayne, Beatty, Bolte, Boyle, Brodie, Cowles, Curtis, Danielson, de Szoeki, Esbensen, Gamble, Grimes III, Haskell, Hermes, Hogue, Huddleston, Jensen, Johnson, Ketchum, Lassen, John Lee, Mason, Orzech, Pearson, Pereira, Reed, Snyder, Strik, and Williams.

Faculty Senate Officers/Staff Present:

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

Guests of the Senate:

J. Dunn, Academic Affairs; G. Gallessich, News & Communication; A. Hashimoto, Bioresource Engineering; L. Hatch, Human Resources; R. Laudd, Affirmative Action; L. Rice, English; J. Rudolph, Human Resources; L. Schroeder, Finance & Administration; D. Shaw, Human Resources; B. Shepard, Academic Affairs; and S. Wong, Counseling Center.

Special Reports

Leadership Implementation Team (LIT) Subcommittee Updates

The Senate received updates on the following LIT subcommittees:

Outsourcing and Elimination - Andy Hashimoto co-chairs this committee with Tom Scheuermann and included the following items in his report:

- The criteria used by this committee were outlined in the ARC report.
- Several project groups are reviewing the following areas: Bookstore, Copy & Mailing, Food Services, and selected operations in the Physical Plant (elevator maintenance, grounds maintenance, painting, and renovation and construction). Questionnaires have been sent to the impacted areas and individuals have been interviewed to aid the project groups in their review. The recommendations are sent to the LIT who then sends it to President Byrne.
- Areas which are being considered for elimination or discontinuance include: the aquarium at the Hatfield Marine Science Center, Horner Museum, OSU Portland Center and the OSU Press. If the committee feels that some of these areas could become self-supporting in a reasonable length of time, they are considering allowing them that opportunity.

There were no questions from the audience.

Processes and Systems - Lee Schroeder co-chairs this committee with Evelyn Madison and reported on the following:

- The committee's task is to review processes and systems modifications needed to accommodate a possible reduction in staff and to increase the efficiency of the University.
- Peat Marwick prepared requirements documents for a Financial Information System and a Human Resources Information System which the committee is reviewing.
- The following four information system subcommittees were formed: Human Resources, chaired by Evelyn Madison; Financial, chaired by Bob Newton; Student, chaired by Bruce Shepard; and other systems, chaired by Lee Schroeder.
- The pilot test of the Financial Information System is underway at the U of O and should be finished during

the middle of April. A decision will be made as to whether this particular system will be adopted state-wide.

- The Student Information System is being installed on campus.
- The Human Resources System, also a Banner product, is being tested at OHSU.
- Decisions on these information systems should be made between April and June and the entire package should be up and running by December 1994.
- Implementation of these systems will entail a major investment by the State System and will require an appropriation from the Legislature.
- In response to the interim problem of continuing to run the university while waiting for these systems to be implemented, the committee selected 23 key processes identified in the ARC report which are important to the operation of the University. University Process Review teams have been established to identify adaptations and modifications which will allow the University to continue to operate in an efficient manner until these systems are in place.

In response to a question from Senator Harris, ROTC, Schroeder thought that the University Computing Steering Committee was handling site licenses and purchase agreements for personal computers.

Senator Mukatis, Business, questioned the probability of receiving an appropriation outside of the normal budget. Schroeder replied that a request for an appropriation will be necessary and the legislature is aware of the need. The projected amount is \$20 million system-wide with about \$4 million designated for OSU. Schroeder could not comment on the probability of the appropriation being approved.

Multicultural Affairs

Phyllis Lee, Multicultural Affairs Director, began her report by thanking those faculty who expend the energy to ensure that students receive the best education possible.

The mission of the Multicultural Affairs Office is fairly flexible and allows the staff work throughout the University. Services and programs are provided to students, faculty and staff at OSU as well as outside organizations that impact members of the OSU community. Their activities have included: a university-wide training program to develop a common understanding of cultural diversity; video conferences on issues dealing with race and ethnicity in educational settings; working with students who are confronted by insensitive and hostile interactions and an inhospitable environment; advising and assisting with MUPC, ASOSU, and ISOSU activities; making presentations to classes; and acting as consultants to departments, colleges and conference planners to ensure that diversity is addressed in their courses and other activities.

Their most recent outside work includes cultural diversity training for supervisors and staff of the City of Corvallis and administrators and managers of Good Samaritan Hospital. They also spend time seeking development dollars.

Lee stressed that faculty must make an effort to interact with students and suggested that calling students by name and learning about them personally creates a sense of belonging and inclusion for the student. Students need the person-to-person contact which can be provided by the faculty. Lee told faculty, "Be accessible, not merely visible."

A resource called "Connections" is expected to be available this term. Connections is intended to assist advisors and other faculty and staff in meeting the needs of students of color while also helping the student to "connect" with the University. It features a section comprised of OSU faculty who have volunteered to be informal mentors.

Lee encouraged faculty to visit the Office of Multicultural Affairs, located in Snell 330, or call 7-4381 with questions.

Lay-Off Policies

Jacque Rudolph, Director of Human Resources, provided a brief overview of the lay-off process. She shared her feelings that more lay-offs will occur than in 1991 and that each person on campus will be impacted.

Rudolph noted that, in 1991, 85 classified or management service positions were reduced or eliminated which affected 155 individuals. During FY 92-93, 68 individuals have been affected so far by reduced or eliminated positions and she expects more individuals to be affected.

Rudolph emphasized that employees have to participate in the bumping process since they are generally not eligible for unemployment benefits if they choose not to bump and a position is available. She stressed that the Department of Human Resources acts as a facilitator during the process and is not trying to be disruptive to the people and offices affected.

After the last round of bumping, a TQM team was established to study ways to minimize disruption and loss of productivity and morale. Two areas which they found to be of most concern were: 1) understanding the mechanics of the process and 2) the timing and distribution of information. One result of the team was the compilation of an information packet, distributed during the meeting, which outlines the bumping process and allows affected employees to contemplate their options away from the work unit where they might not feel so pressured. The team found that when employees are

told they are being laid off, they focus only on that fact and aren't receptive to available options at that time.

Rudolph showed a short video whose subjects are three OSU employees and one academic supervisor who were affected during the last round of budget cuts. These individuals talked, from their experience, about their feelings, options and resources available on campus. The video is available to be loaned to departments or to individuals to take home and share with their families.

In response to a question from Senator Morris, Science, Rudolph responded that Human Resources and the Union will hold open forums for classified and management service employees to educate them about the process, options and bumping rights.

Senator DeYoung, Agriculture, questioned whether information was available to support groups throughout the community so they have an idea of how to help affected individuals if they are approached. Rudolph felt that the University is not keyed in to the community support groups as well as they could be and will consider strengthening the contacts. She mentioned that, over the summer, an intern contacted businesses and other groups to establish resources for outplacement opportunities. She did note that the Employer Assistance Program, facilitated by Cascade Counseling Center, is very aware of the pressures placed on affected employees and has provided workshops, seminars and transitioning. They have agreed, at no extra charge, to extend the annual visits from three to five to assist employees directly affected by lay-offs.

Action Items

Bylaws Revision

Zoe Ann Holmes, Committee on Bylaws and Nominations Chair, presented a proposed Bylaws revision which was requested by the Faculty Senate Executive Committee. Holmes explained that problems arise when Senators are elected to the Executive Committee during their last month as a Senator and, although they are representing the Senate, they are never members of the Senate while serving on the Executive Committee.

Motion 93-492-01 to add the following highlighted section to Article IV, Sec. 3, was approved by written ballot with a vote of 72 to 4.

Sec. 3. Ex-Officio Members. The President of the University and the Vice President for Academic Affairs & Provost, Interinstitutional Faculty Senators, and immediate past president, and any Executive Committee member whose term in the Senate has expired shall be Ex-Officio members of the Faculty Senate.

Category I Proposal

Ken Krane, Curriculum Council Chair, presented a proposal to establish an exchange program with the University of Sussex in England. The proposal has been approved by the Study Abroad Committee and International Program Advisory Committee and was brought to the Curriculum Council by the Office of International Education (OIE). Since the program is relatively small, the OIE feels that it can handle the administrative chores of this additional program with no increase in staff.

In response to a question from Senator Strub, Oceanic and Atmospheric Sciences, regarding the selection process, Senator Sproull, Associated, stated that applicants would be interviewed by OIE staff as well as head advisors from Liberal Arts, Science and Engineering.

Motion 93-492-02 was approved by the Senate by voice vote with no dissenting votes.

Information Items

- Included with Senators agendas were two items to update Faculty Senate Handbooks. The Faculty Senate Membership list replaces the list in the "Membership" section and the State Senators and Representatives replaced last years list in the "Legislative" section.

Reports from the Executive Office

Provost Roy Arnold's report consisted of information on the following topics:

OSBHE Actions -

- The Master of Arts in English was approved and moves to the consent agenda.
- The Master and Doctorate in AIHM was officially ratified. As with all new programs, it will be reviewed within a five-year period to determine the progress and status.
- The Master of Public Health, which is a joint venture with OSU, OHSU and PSU, received a recommendation from the Academic Council to invite an external review team to review the proposal.

Productivity - The Provost expected to receive a draft copy of the report titled "Faculty Workload and Productivity" the following day. The report will consist of the following: an outline of the nature of faculty work activities, a review of a brief summary of national data at peer institutions, an analysis of instruction as a component of workload, an overview of how OSSHE faculty fit into the national pattern, actual data summaries for OSSHE faculty, and a discussion of other activities (e.g. research, scholarly and public service). The target is for the

Chancellor's staff to have this information available for the legislative hearings in mid-March.

Legislative Visit - Representatives Adams and Rijken visited OSU for a day to visit with faculty and talk about faculty issues and workload. Arnold mentioned that they appreciated the openness and candor of OSU's faculty and that Adams was interested in how much time faculty spend on committee work, particularly search committees. Adams and Rijken also observed that, to people outside of higher education (including those in the Legislature), productivity means the number of hours taught, but they realized that measure is not adequate. They discovered that teaching activities also include independent study and practicum which are not included in hours taught. The advice received from the legislators was to do all we can to highlight the activities mentioned above, clarify the role of teaching assistants, and to provide a summary of changes over the past five years which have enhanced productivity. They emphasized the importance of OSU designing its own definition of productivity.

Arnold noted that appointments to the external Chancellor's group studying productivity is almost complete. The chair of the group is Les Swanson (OSBHE member) and Roy Arnold has been asked to be a liaison to this task force.

Process for academic restructuring - Recommendation #3 of the Administrative Review Committee report dealt with academic reorganization and suggested that OSU, when compared to other institutions of comparable size and mission, has a larger number of colleges and departments than peer institutions. President Byrne expanded that concern to include the total learning environment at OSU. Arnold consulted with the Faculty Senate Executive Committee, Deans, and LIT members to arrive at a general outline for the process.

A small group of faculty will meet with him to draft a white paper consisting of the following:

- 1) Review of present organization and structure of academic programs and historic reasons for the structure.
- 2) Issues and factors influencing academic structure (e.g., increasing emphasis on interdisciplinary programs, budget realities).
- 3) Discussion of future options including possible models and rationales.

The culmination of the process will be for the recommendations to be forwarded to President Byrne. He and Provost Arnold will then present the final recommendations to the Council of Academic Administrators and the Faculty Consultative Group. President Byrne has requested that the report be completed by July 1.

OSSHE Budget Hearings - The hearings will begin in

mid-March.

House Bill 2711 - This bill was adopted by the House Education Committee after amending it to include an appropriation to sustain the Veterinary Medicine academic and research programs excluded from the OSSHE budget. The bill now goes to the Ways and Means Committee.

Senator Krane, Science, was concerned about productivity surveys from the Chancellor's Office which, he felt, put faculty "in the worst possible light" since only contact hours are requested. He noted that there is no allowance for the many hours spent in direct contact with students on activities such as thesis projects. Arnold acknowledged that the time demand is very great and expected the forthcoming document to adequately represent this issue.

Senator Strub, Oceanic and Atmospheric Sciences, questioned whether the legitimate role of research was presented to the legislators who visited campus and what their response was. Arnold replied that they did discuss how faculty divide their time between teaching and research and noted that a question arose as to whether there was a need for more than one Oregon institution to be involved in research. Other discussions have centered on two topics: 1) the nature of research and its importance to society and 2) the importance of research and its reinforcement of the quality of teaching (including the opportunities provided to students beyond the classroom). He mentioned that a legislator who visited the U of O observed in a follow-up letter that all the research in a number of fields had already been done and there was no reason to continue research activities. Arnold noted that the regional colleges are concerned they will be told they shouldn't be involved in scholarly activities; that 100% of their time should be devoted to instruction.

In response to a question from Senator Scheuermann, Student Affairs, the Provost replied that there has been discussion and interest in putting together a public relations video and the Chancellor's Office is being approached for funding.

Senator Davis, Agriculture, noted that the general perception of the administrative restructuring is that titles were changed and no budget savings were accomplished. Arnold stated that President Byrne's comments about budget savings pertained to which administrative structure would most effectively and efficiently serve OSU. The 1993-95 budget targeted an 80% general fund level with at least one-half of the cuts coming from administrative and support services. He noted that Academic Affairs will be 20% lighter on July 1.

In view of these concerns, Senator Davis questioned President DeKock whether the Faculty Senate should take some kind of official position in response to the

proposed structure. DeKock replied that the Executive Committee had discussed this issue and felt that it was a "done deed" and nothing much would be gained by taking a position. He noted that other LIT activities, such as Academic Restructuring and recommendations from the Processes & Systems and Elimination & Outsourcing Committees, would be reviewed by the Faculty Consultative Group. DeKock mentioned that any Senator can present these issues, either as New Business or to the Executive Committee, for consideration.

Reports from the Faculty Senate President

President DeKock noted that the visiting Legislators talked about productivity, but the key issue is really access for students and the number of students that OSSHE can serve. He felt that if we can serve the number of students we need to serve within the budget given to us, then we can avoid some of the worst scenarios which could occur. The worst scenario, in his opinion, would be a formula from the legislature stating that every faculty member will teach a set number of credit hours per term. The preference is to be told how many students need to be educated and let the university determine how to accomplish the task. DeKock encouraged faculty to let the Provost know if they have ideas to improve access to students.

DeKock reminded Senators to indicate their committee preference and return the Committee Interest Form.

DeKock mentioned the possibility of a photo directory. The directory would enable the faculty member to have a photo directory of his or her class. He will have more information at a later date.

New Business

There was no new business.

Meeting was adjourned at 4:50 pm.

Respectfully submitted by:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1993 No. 491

Oregon State University

February 4, 1993

For All Academic Staff

The meeting was called to order at 3:04 pm by President Carroll DeKock. There were no corrections to the January minutes.

Meeting Summary

- Special Reports were presented by the following individuals: OSU Reorganization - OSU President John Byrne and Athletics - OSU Athletic Director Dutch Baughman and Bob Frank, Institutional Faculty Representative.
- Action Items - There were no action items
- New Business - There was no new business.

Roll Call

Members Absent With Representation:

Baggott, T. Skubinna; Burns, S. Francis; Ebbeck, G. Smith; Ladd, R. Knight; Reed, P. McFadden; Rivin, S. Coakley; and Seville, S. Martin.

Members Absent Without Representation:

Bayne, Brodie, Collier, S. Davis, Finnan, Haskell, Hogue, Lundin, Mix, Strik, and Warnes.

Faculty Senate Officers/Staff Present:

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

Action Items

Sexual Orientation Policies for ROTC Students

President DeKock ruled that this item was moot due to President Clinton's recent action taking steps to allow homosexuals in the military and discontinuation of the requirement for ROTC students to sign a statement concerning their sexual orientation.

Special Reports

OSU Reorganization

OSU President John V. Byrne presented his reorganization decisions based on the Leadership Implementation Team (LIT) Organization and Structures Subcommittee recommendations. Dr. Byrne read OSU's mission statement and noted that it was important not to lose sight of the Land Grant status.

Byrne explained that these decisions were the culmination of activities which started with the Vision Statement adoption, followed by the Administrative Review Committee with Peat-Marwick and then the LIT. He stated that the reorganization was not a budget exercise, but an exercise in organization to become more effective and efficient. He mentioned that an attempt was made to keep the process as open as possible and that more than 100 individuals had responded. Byrne commended the LIT on their efforts in preparing the recommendations. The last page of these minutes contains the proposed organization structure, slated to become effective July 1, which was distributed at the meeting.

Byrne stated that the Provost would oversee the day-to-day operations of the University and announced that Roy Arnold would continue as Provost on a continuing basis. Byrne also announced he had requested that the Provost immediately initiate actions to permanently fill the following positions: Associate Provost for Academic Affairs, Associate Provost for Information Services, Chief Business Officer and the combined position of Dean of Agriculture and Director of the Agricultural Experiment Station.

Byrne informed the Provost that a review of the entire learning environment at OSU will take place with recommendations regarding appropriate academic restructuring submitted no later than July 1.

President Byrne ended with the reminder that reorganization is only the first phase in preparation of becoming more effective and efficient and thanked those who worked on the reorganization recommendations and to those who shared their thoughts with him.

Athletics

Dutch Baughman, Director of Athletics, and Bob Frank, Institutional Faculty Representative, spoke on issues discussed at the recent NCAA convention.

Baughman explained that the President's Commission, comprised of 44 presidents, chancellor's and CEO's from universities across the country, was established in 1984. Its purpose was to provide direction, stability and guidance to member institutions at a time when it was felt that more control was necessary and it established four areas of concern:

- 1) Academic Reform
- 2) Financial Aid
- 3) Institutional Control & Integrity
- 4) Student Life

The Commission relies on the membership to provide data on areas of concern. As a result of this Commission, member institutions have almost a year to discuss and review items which will be on the agenda at the next convention.

Baughman mentioned several items which were presented to the membership at the recent convention:

Clearing House - Institutions currently obtain information about a prospective student athlete from their principal, counselor or coach. Under the clearing house system, all documents which would normally have gone directly to OSU will now go to the clearing house and must be requested by each NCAA institution. OSU and the PAC-10 did not embrace this concept since there was some concern regarding the timeliness of the clearing house receiving and distributing the information. In response to a question from Senator Oriard, Liberal Arts, Baughman stated that high schools are required to release information and the cost is borne by the student athlete. Senator Harris, ROTC, was concerned that this was another invasion of privacy and Baughman stated that concern had been voiced during the convention.

Certification - Similar to accreditation of institutions, but applies to athletic programs. Each NCAA athletic department will be required every five years to conduct a self-study and analysis of programs based on criteria provided by the NCAA. Upon completion of the study, a team will visit the institution, study the analysis results and determine whether the athletic program is in compliance with the NCAA. OSU did support the concept, but were concerned that it would cost each institution about \$10,000 every five years.

Continuation of Cost Containment Theme - The membership realized they would not find common ground at all institutions, but that it was necessary to legislate cost containment issues whether they are compatible or not.

Gender Equity - There is still no definition on the concept. Baughman noted that, based on what they think

the definition will be, OSU feels good about the position we have taken. In response to Senator Oriard's question, Baughman stated that we are essentially operating under the conciliation agreement which was put in place several years ago and mentioned that women's sports programs have \$25,000 more in scholarship awards than do the men, if football is excluded.

Baughman provided the Senate with an update of OSU's standing with four OSBHE task force funding policies established a year ago for the three state universities:

- 1) **Foundation** - OSU was required each year over a three-year period of time to increase the base of Beaver Club support by \$200,000. During the last year, the base increased by \$250,000.
- 2) **Ticket Surtax Averaging \$1** - There was no impact on football tickets since they had already been printed prior to receiving the requirement. Baughman mentioned that faculty and students tickets were not increased. The Athletic Department is attempting to make up the \$1 average in other areas.
- 3) **Cost Reductions** - In addition to reductions already made, the Athletic Department was required to further cut the budget by \$220,000, then freeze the 1992-93 FY budget for the next two years. Baughman explained that the scholarship costs which occurred due to tuition increases will result in reductions to the budget.

The Chair of the task force will attempt to raise about \$1 million from corporate areas which will be available to the three state universities.
- 4) **Sports Action Lottery** - It's anticipated there will be about \$50,000 more generated this year than in the past.

Baughman noted that each year there is an opportunity to compare OSU's athletic budget with others in the PAC-10 and we are currently in 9th or 10th position. If compared to other Division I or II institutions, OSU is below average in every category.

Bob Frank addressed the work before the Gender Equity Task Force and noted that actions with regard to gender equity were limited, but the NCAA Executive Director urged the membership to not let this issue become divisive. The charge to the Task Force is to develop a definition of gender equity, since definition seems to be the main problem, to review current NCAA practices for the purpose of determining their impact on gender equity and to propose a set of principles that would guide improvements and establish benchmarks for measuring progress.

Frank stated that Proposition 136 was adopted which allows six male/mixed sports and eight women's sports to meet minimum sports requirements rather than seven

of each. Frank stated that the PAC-10 still requires seven of each, but he is confident that this policy will soon be reviewed.

The following financial aid models are being considered:

- 1) Based solely on financial need and the funds could come from any institutional sources, including Athletic Departments.
- 2) Based solely on financial need but funds could not come from Athletic Department funds.
- 3) Room and board grants from Athletic Departments.
- 4) Tuition and fee grants with no other need based aid.
- 5) Retain current Division I provision, but establishing maximum limits for each sport and reflecting need for more equivalencies and higher maximum number of women's sports.

The committee will forward recommendations to the President's Commission in June and the membership will vote on them at the January 1994 meeting.

A hand-out was available comparing graduation rates in the PAC-10 Conference. Among other rates, the data indicated that 97% of OSU Freshman athletes who completed their eligibility graduated and the average time for athletes to graduate was 5.1 years.

Senator Leklem, Home Economics and Education, questioned the possibility of OSU leaving Division I-A. Frank responded that a task force studied the feasibility of OSU and the U of O leaving the PAC-10 and determined that moving to another conference would complicate the problems. He stated that 80-90% of our revenue comes from PAC-10 affiliation and moving to Division II would compound problems since we would lose gate and TV/radio revenues. A number of people on the task force found a move to Division III unacceptable. Even if OSU was to leave the PAC-10, the ongoing debt of approximately \$2 million per year for OSU, U of O and PSU would remain. Baughman added that the word they hear from other PAC-10 institutions that OSU is a very respected member of the PAC-10.

Information Items

- IFS Report - Written report of the December meeting.
- Governor's State Employees Food Drive - Information provided for donating cash or food to the drive.
- Faculty Awards Deadline - February 15 was the deadline for many faculty awards.

Reports from the Executive Office

Provost Arnold's report included the following remarks:

- Reorganization and Restructuring - Arnold thought that the correct implementation date for the administrative

changes announced by President Byrne would be July 1. He thanked the faculty for their support during the last 15 months and noted that he serves at the pleasure of President Byrne.

In terms of savings, he noted that the bottom line of savings will be budget driven. He also mentioned that these changes may generate a credibility issue with on-campus people feeling that there will definitely be an impact while the public may have a very different perception.

- Workload and Productivity - The activities of the Chancellor's task force include the following:
 - Drawing information from a wide variety of sources and reducing the information to concise summary statements describing what faculty do.
 - Developing descriptions which will help people understand what faculty do, e.g., anecdotal types of descriptions.
 - Comparing workload expectations in OSSHE with those of higher education generally and comparing across institutions within OSSHE and pointing out the reasons for the differences.
 - Describing how the total missions of the institutions differ.
 - Advising the Chancellor on strategies to answer questions raised by legislators.

Arnold noted there are two "facts of life" to keep in mind:

- The OSSHE budget request adopted by the OSBHE includes language which assumes a 10% increase in productivity.
- All discussions related to this issue primarily focus on instructional productivity.

Arnold reported two conclusions:

- The focus needs to continue to be on productivity (output per unit of input), not on workload
- This whole issue is best managed at the unit level. When discussing productivity, the focus should be on the expectations of the unit rather than individual faculty members.

The Chancellor has indicated his intent to appoint a BARC-like group, consisting of Board members as well as outside members who understand Higher Education, to study workload and productivity. The rationale of this group is that the issues are exceedingly difficult to be discussed in the legislative arena and it would give Higher Ed an opportunity to take some control over this issue.

Arnold reported that there continues to be legislative interest in the issue of productivity. President Byrne was notified that OSU can expect to have at least two members from the House Education Committee visit our campus this month to interact with faculty.

Arnold noted that OSU's approach will be to communicate to Deans that they need to factor in an increase of 10% in instructional activity when developing budgets for the next year.

- The MA in English was positively endorsed by the Academic Council.
- The name change to the College of Oceanic and Atmospheric Sciences was endorsed by the Board and approved by the Chancellor.
- The Master's and Doctoral programs in AIHM were approved at the Board meeting and will be on the consent agenda at the next meeting.
- The Western Center for Community College Special Development was approved by the Board and became effective February 1st.

Senator Rose, Forestry, questioned the amount of responsibility, under the reorganization plan, which will be placed on department heads to increase efficiency and effectiveness. Arnold responded that the amount will probably be less influenced by the reorganization plan than by the Processes and Systems portion of the ARC report. In response to Rose's question about whether department heads should manage more and teach less, Arnold stated that legislators feel that administrators should teach in addition to managing.

In response to a question regarding ROTC policies from IFS Representative Wilcox, President Byrne replied that ROTC is receiving phone and fax communications focusing on not asking questions with respect to homosexuality. ROTC is also being directed to accept students regardless of what the perception may be of the students' sexual orientation. Byrne is waiting for a definitive communication prior to making a public statement. Byrne also mentioned that he sees no reason not to reiterate the support which was given several years ago.

Reports from the Faculty Senate President

President DeKock reported on the following items:

- Provost Arnold accepted the amendments to the Academic Regulations approved by the Faculty Senate in January and asked that the Academic Deficiencies Committee review the policies and guidelines for readmission of students suspended due to academic deficiencies.
- The Committee on Bylaws and Nominations is currently conducting a study of faculty representation in the Faculty Senate as a result of a resolution approved by the Senate in November 1992.
- An ad hoc committee is studying ways in which OSU can become a more caring community for undergraduates. The goal is to provide a climate which encourages cooperative faculty/student learning. Anyone interested in participating in this endeavor should contact Carroll DeKock or Tom Scheuermann.

New Business

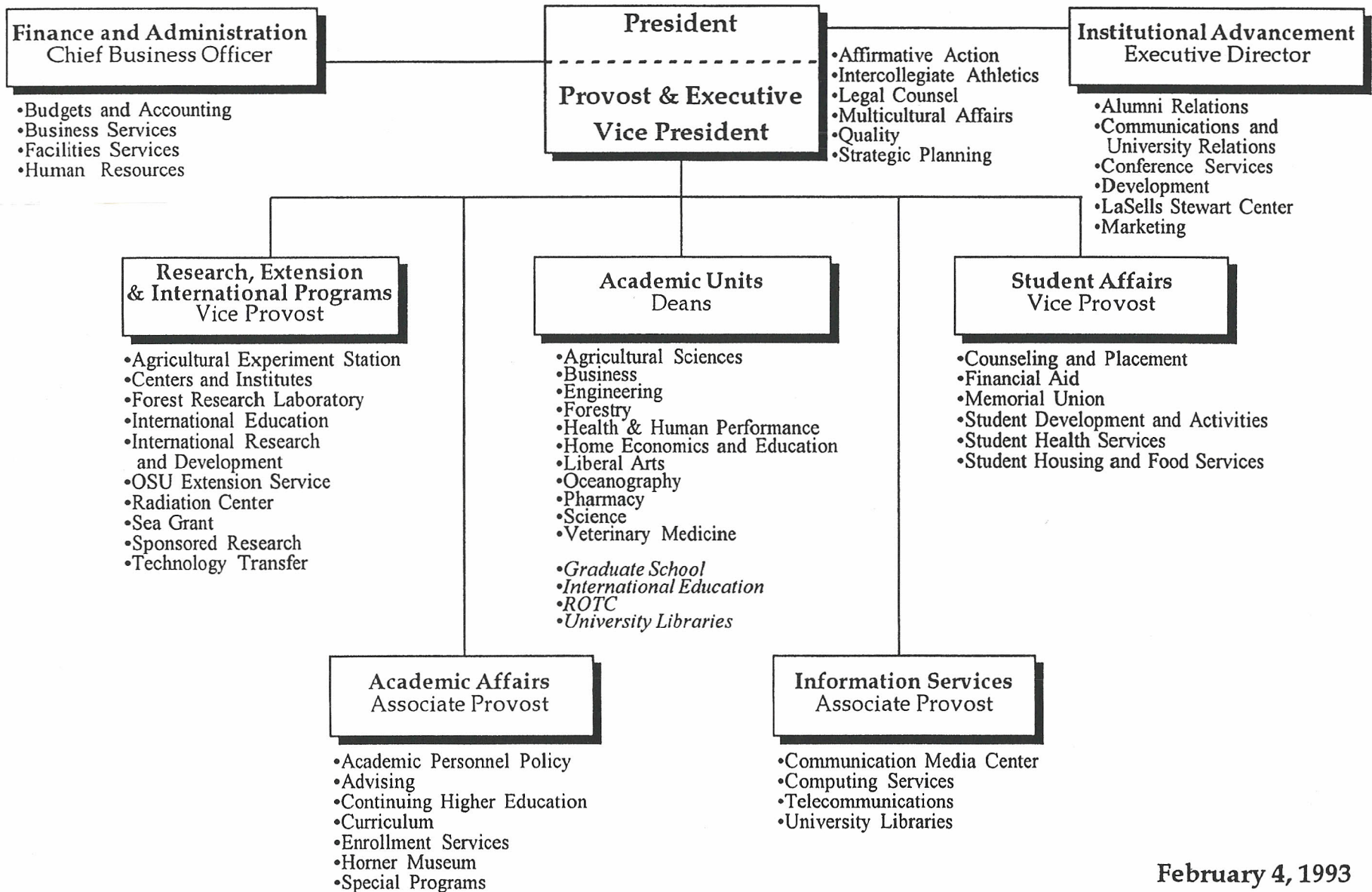
There was no new business.

Meeting was adjourned at 4:54.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

Proposed Organization Structure: Oregon State University



February 4, 1993

FACULTY SENATE MINUTES

1993 No. 490

Oregon State University

January 7, 1993

For All Academic Staff

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

President Heath thanked the Executive Committee members for their good action during her term of office. The retiring members were Larry Curtis, Larry Griggs and Joe Hendrix; the continuing members are Janet Nishihara, Laura Rice and Tony Wilcox. She also thanked Past President Zoe Ann Holmes, President-Elect Carroll DeKock and Vickie Nunnemaker, Senate Administrative Assistant. She noted that OSU is fortunate to have excellent cooperation from central administration, in particular, John Byrne and Roy Arnold. Heath also thanked the members of the Senate and Faculty Senate committee members. She mentioned that there is a strong tradition of faculty governance at OSU and her wish for the future is that faculty continue to be involved in faculty governance, especially new faculty members. She thanked everyone for allowing her to have the opportunity to be Senate President.

Following her remarks, President Heath turned the gavel over to President-Elect DeKock and declared him installed as Faculty Senate President.

President DeKock presented Heath with a Myrtlewood plaque engraved with the following message:

"Given in appreciation for her patience, perseverance and thoughtful leadership on behalf of the faculty at Oregon State University."

"Life is a succession of moments, to live each one is to succeed." Corita Kent

President DeKock then asked the following individuals to rise and declared them installed: President-Elect Mike Oriard; Tony Wilcox, IFS Representative; Executive Committee members, Bill Lunch, Terry Miller and John Morris; and all newly elected Senators.

Summary of Senate Actions

The following items were approved: Denise Krause-Yochum was named Parliamentarian; revisions, with amendments, to the following Academic Regulations - 11, 8, 2a., 25e, and 25d.

Revisions to AR 17 were defeated. [Motions 93-490-01 through 93-490-16]

Roll Call

Members Absent With Representation:

Akyeamong, M. Verploegen; S. Davis, H. Meyer; Gould, J. Ingle; Hogue, T. Skubinna; Huddleston, R. Morris; and Ladd, R. Knight.

Members Absent Without Representation:

Beatty, Beschta, Brodie, Curtis, de Szoeki, Engel, Esbensen, Farber, Finnan, Hardesty, Haskell, Holleman, Larwood, Lassen, Lunch, McDowell, Pahl, Sproul, Strik, and Strub.

Faculty Senate Officers/Staff Present:

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

Guests of the Senate:

B. Balz, Registrar's; J. Dunn, Academic Affairs; R. Laudd, Affirmative Action; S. Malueg, CLA; S. Martin, Academic Regulations Committee Chair; L. Rice, Executive Committee member; S. Sanford, Affirmative Action; B. Shepard, Academic Affairs; and C. Smith, Academic Regulations Committee member.

Special Report

Shirley Clark, Vice Chancellor for Academic Affairs

Vice Chancellor Clark is working with the task force which is addressing faculty productivity and workload and spoke to the Senate about these issues. She mentioned that this is a national issue which is receiving a great deal of attention.

She noted that faculty productivity and workload are interrelated, but not the same, and gave the following definitions.

Workload - Teaching, research, and service. The common question regarding workload is, "How do faculty spend their time, and is sufficient time allocated to instruction, particularly undergraduate instruction?"

Productivity - Output per unit of input. Questions regarding productivity include, "How do we increase instruction-

al output in terms of quantity, quality or some combination of both with the same resource input?" or "By producing the same output with fewer inputs, how do we teach the same number or more students with reduced resources?"

She explained that we are on a collision course with demography as more individuals are seeking higher education. Three vectors of the collision course include: cost, quality and access. Cost refers to the underlying production function of colleges and universities which is highly labor intensive and demanding in capital investment. Quality refers to a standard using comparative cost data as evidence of quality built around a premise that the more we spend, the better we are. Access refers to responding to the desires of Oregonians for a higher education experience. She noted that the primary questions in Oregon revolve around allocation of effort to undergraduate instruction and meeting the increased demand for higher education (access).

Clark noted the following statistics acquired from studies:

- faculty average 50-60 hours of work per week
- research faculty always self-report the longest work weeks
- perception that teaching loads have been reduced drastically, but little data to support perception
- weekly classroom contact hours show little variation from the average of 6.6 hours for research faculty

Data collected by OSSHE in 1989 was in the form of organized class sections, not by contact hours, and gave the following comparisons: U of O - 2.36; OSU - 2.35; and PSU - 2.95. A conclusion from the two data sets suggest that we are comparable or somewhat higher than average.

Observations:

- 1) Total workload and number of hours won't be changed since it probably can't be increased anymore.
- 2) Can examine how faculty spend their time and make adjustments to allocations to instruction, research and service.
- 3) Absolutely need to provide more meaningful information, data, illustrations, etc., about how university faculty spend their time and why the contributions are important to the social, economic and cultural roles of Oregon.
- 4) Being pressed to achieve greater instructional productivity in universities.

Solutions:

- 1) Some members of the Legislature think that every university faculty member should teach one more course per year.
- 2) Faculty must be proactive in devising agenda for reshaping faculty productivity and undergraduate instruction.

Possibilities to explore:

- 1) How effort is allocated within the workforce.
- 2) Whether there is flexibility and differentiation among different members of the departmental team. (Is everyone expected to do the same thing? What are the interests, skills and weaknesses of faculty members?)
- 3) Whether explicit, versus informal, expectations should be conveyed concerning instructional responsibilities.
- 4) How to bring the reward structure into better alignment with workload expectations.
- 5) How to provide incentives for departmental instructional productivity.
- 6) Whether there should be curricular adjustments - Provide more focus which would lead to fewer, larger, courses or a variation in size of courses which would ensure fewer low enrollment courses typical of research universities.
- 7) Whether different approaches to instruction that have productivity implications, such as using greater technology, should be tried.

Clark noted that the task force is beginning to address these issues on a system-wide basis. However, each campus needs to establish its own faculty workload and productivity agenda. She noted that the Chancellor has already heard from legislators that faculty should teach more courses.

At this point Vice Chancellor Clark turned the floor over to Provost Arnold who added specific comments concerning the OSSHE task force he is serving on. Arnold noted that the specific interest is on undergraduate classroom instruction which is driven by concerns of access to higher education for Oregon residents. He felt that discussions need to be shifted to productivity rather than workload and that decisions are best made at the unit level.

Arnold listed several areas the task force will consider:

- 1) Review the available data within OSSHE on faculty productivity and workload with the emphasis on instructional programs.
- 2) Look at gaps in data which will better capture workload and productivity issues and establish appropriate reporting formats.
- 3) Establish definitions and interpretations and recognize institutional differences, as well as level and type of instruction and program areas.
- 4) Efforts will be made to benchmark with data from other institutions.
- 5) Efforts will be made to determine current OSSHE strategies and policies.
- 6) Review and assess models for workload expectations which have been developed in other states.
- 7) Try to define and describe actual faculty workload from the narrow focus on classroom time to include all functions involved in the instructional mission.

Arnold listed two concerns frequently heard, primarily in regard to universities and not the colleges:

- 1) Time to graduation for students - specifically how lack of access to courses affects graduation time.
- 2) Differentiation of expectations among faculty.

Provost Arnold indicated he would be appointing an OSU committee to study this issue and act as an advisor to him.

In response to a question from Senator Harris, ROTC, Clark stated that the emphasis on access is broad-based, but will be mainly centered on the four-year sector rather than vocational education.

Senator Holmes, Home Economics & Education, questioned how the legislative commitment to teach one more course would be handled by the OSU service areas. Arnold responded that this is an easy issue to deal with due to the separate line item budgets and separate missions of extension and forestry units. He also mentioned that federal funding guidelines strictly prohibit use of funds for credit generating activity.

Clark noted that the bigger issues would be focused on the U of O and PSU since OSU is better understood due to our service and research missions.

Arnold cautioned faculty to be careful of creating a legislature versus higher education atmosphere. Legislators would like higher education to help them define the issues which will enable them to respond to their constituents in a way which can be quickly understood.

Action Items

Approval of Parliamentarian

Motion 93-490-01 to approve Denise Krause-Yochum, Speech Communication, as Parliamentarian passed by voice vote with no dissenting votes.

Academic Regulations Proposed Changes

Sharon Martin, Academic Regulations Committee Chair, presented several proposed changes to the Academic Regulations. Martin stated that the Academic Requirements Committee reviewed 3,270 student petitions last year and felt that the proposed changes would lessen the number of petitions reviewed. She noted that the change to telephone registration also necessitated changes in the regulations.

Sections to be deleted from the following Academic Regulations are lined out; proposed sections are highlighted.

AR 11. Adding and Dropping Courses

[The Academic Regulations Committee makes a motion for a procedural change in the Add/Drop Policy necessitated by the implementation of telephone registration.]

- ~~a. Official forms for adding and dropping courses are obtained in the Registrar's Office and, when properly signed, must be filed with the Registrar within three days of issue.~~
- ~~b. A fee of \$6 per course add and \$6 per course drop is charged the student for each such change of program accepted by the Registrar's Office. (Please noted Add, Drop, Grade Change in the Schedule of Classes.)~~
- ~~c. A student may add a course any time during the first five days of classes, depending on the nature of the course and the availability of space, by notifying (obtaining the signature of) the appropriate department of his or her intention. From the sixth day through the tenth day of classes, permission (signature) of the instructor is required in addition to departmental notification. Thereafter, courses may not be added.~~
- ~~d. A student may drop a course without responsibility for grades through the tenth day of classes of any term. The student must notify the appropriate department by obtaining a signature in the departmental office. After the tenth day of classes, courses may not be dropped.~~
- ~~e. Failure to drop a course properly will result in an F grade being recorded; courses properly dropped never appear on the student's transcript.~~
- ~~f. When there is evidence that a student has been incorrectly placed in a course being taken for the first time, he or she may change course or subject area level with the approval of the instructors concerned, the head of the department, and the student's dean. Such changes in course level must be made within the first four weeks of the term.~~
- a. Students may add courses through the first ten class days of each term, depending on the nature of the course and the availability of space.**
- b. From the sixth class day through the tenth class day of each term, permission (signature) of the instructor offering the course must be obtained.**
- c. A student may drop courses without responsibility for grades through the tenth class day of each term. After the tenth class day of each term courses may not be dropped. Failure to drop a course properly may result in an F grade being recorded; courses properly dropped do not appear on the student's transcript.**
- d. Add/drop fees will be assessed in accordance to the fee policies stated in the Schedule of Classes.**

Senator Michel, Associated, proposed combining Section b. with Section a. to read as follows:

Students may add courses through the first ten class

days of each term, depending on the nature of the course and the availability of space. From the sixth class day through the tenth class day of each term, permission (signature) of the instructor offering the course must be obtained.

President DeKock ruled this to be a friendly and welcome amendment.

A Senator from Science as well as Senator Schwartz, Liberal Arts, were concerned with the proposed sentence 3 in Section c. which changed "...will result in an F grade..." to "...may result in an F grade..." Martin explained that this was due to a Z grade proposal contained in AR 17 which would be acted on later during the meeting. Schwartz felt it would be appropriate to have the word "will" remain until the Z grade is actually approved and amended the motion to that effect. The amendment was seconded by Oriard.

Senator Franz, Extension, moved the previous question on all matters, which was seconded by Senator Gamble, Science. Motion 93-490-04 to move the previous question was approved by voice vote with no dissenting votes.

Motion 93-490-03 to amend sentence 3 in Section c. to read "...will result in an F grade..." passed by voice vote with one dissenting vote.

Motion 93-490-02 to approve the main motion, as amended, passed by voice vote with no dissenting votes.

AR 8. Late Registration

[Due to the implementation of telephone registration the procedure for late registration fee payment must be changed. Therefore, the Committee makes a motion for the following change in AR 8.:]

Late registration is permitted through the tenth class day of classes each term and fee payment through the third Friday each term as noted in the official University calendar. Students with extraordinary problems outside their control may request exceptions to these deadlines, but under no circumstances will petitions for late registration be accepted after the third week of classes or for late fee payments after the Friday before dead week. In all cases, a late fee of \$25 for the first day and \$2 for each additional day will be in effect on the first day of classes for registration and on the third day of classes for fee payment. Late fees are assessed in accordance with the fee policies stated in the Schedule of Classes.

Barbara Balz, Registrar, explained that the process for Spring term will change due to telephone registration. When a student registers, the assessment will move to the student's account; Business Affairs will then bill

around the 20th of the month and the student has until the first of the month to pay their fees to avoid being assessed an interest charge.

Motion 93-490-05 to approve the proposed changes to AR 8 passed by voice vote with no dissenting votes.

AR 2a. Credit From A Two-Year Institution (Undergraduate Students)

[The Academic Regulations Committee makes a motion to have the cumulative grade point average (GPA) be based upon Oregon State University work only. Students may transfer credits, however the transfer institution GPA will not be calculated with the OSU GPA to calculate an overall cumulative GPA. The change in AR 2a would be effective Fall term 1993 for all newly admitted students to Oregon State University.]

a. College Transfer Credits: Oregon State University accepts for credit toward a baccalaureate degree all college transfer work completed in an Oregon or other accredited community college up to 108 lower-division credits. A student who has completed 108 lower-division credits must obtain approval of a petition in advance before completing additional lower division work at a two-year institution if credit for such additional work is to count toward graduation. For all work accepted in transfer, credits attempted and points earned are used in calculating cumulative grade point average. Transfer credits and grades are not used in calculating the OSU cumulative G.P.A. Students who hold the Associate of Arts or other transfer degrees or who have 90 or more credits accepted in transfer will be granted junior standing.² Students who have received Associate of Arts degrees from Oregon community colleges will be considered to have met the Perspectives and Skills (except WIC) areas of the Baccalaureate Core. They must complete the upper division Synthesis areas of the Core. Students transferring from approved institutions of higher education ordinarily will be given Baccalaureate Core credit in the Perspectives and Skills areas on a course-by-course basis for work that is judged to be equivalent in content. They must complete upper division Synthesis courses.

²Such standing does not necessarily imply that OSU institutional, college, or division, and departmental requirements, normally satisfied by OSU students prior to their junior year, have been satisfied.

Senator Pyles, Forestry, felt that a modification with various honors in conjunction with this proposal was necessary since more people will now qualify for honors. He also noted that the gpa requirements for Phi Kappa Phi will now be based only on one term. Martin suggested that organizations could establish their own gpa requirements which would use the transfer gpa.

In response to a question from Senator Harris, Balz stated that, technically, if we wanted to include the overall gpa, it could be done, if directed by the Faculty Senate.

Balz answered Senator Morris' question by stating that transcripts currently list the transfer, OSU and cumulative grades. The cumulative gpa, combining OSU and transfer grades, is used to determine whether a student graduates from the institution.

In response to Senator Scheuermann, Student Affairs, Martin answered that the reason for this was to allow everyone to be treated equally since the true cumulative gpa should be an OSU cumulative gpa to receive an OSU degree.

Motion 93-490-06 to approve the proposed changes to AR 2a. passed by voice vote with several dissenting votes.

AR 25e. Institutional Requirements for Baccalaureate Degree

[The Academic Regulations Committee makes a motion to simplify the residence regulation and allow a student's dean to approve off-campus hours when a student has 60 credits or less remaining. Residence in this case is not the same as State of Oregon residency. The motion to revise is as follows:]

e. **Academic Residence:**

- ~~(1) Minimum, the last 45 credits, or 45 of the last 60 credits if authorized by approval of a petition to the academic requirements committee. All courses which are listed in the OSU General Catalog or Schedule of Classes, including those approved for teaching through the Division Continuing Education by the dean and department concerned, may be used. A student must be enrolled at OSU, in regular standing, before undertaking academic work to satisfy this requirement.~~
- ~~(2) Minimum, 15 credits of upper division credits must be taken in the student's major from courses regularly listed in the OSU General Catalog or Schedule of Classes.~~
- ~~(3) Subject to approval by the college and department in which the student is majoring at Oregon State University and by the academic requirements committee, credits earned in (a) a professional school which is not part of OSU but which is in a field designated for this purpose in the OSU General Catalog,⁴ (b) a foreign study program which is sponsored by the Oregon State System of Higher Education, may be accepted for all or part of the 45 credits referred to in (1) above, and all or part of the 15 credits referred to in (2) above. In this event, the total program presented for the baccalaureate degree must in-~~

~~clude a minimum of 45 credits which were earned by classroom work as a regularly enrolled student on the OSU campus in Corvallis, or through an approved off-campus degree program.~~

- ~~(1) Academic residence is defined as OSU courses taken as a regularly enrolled student of OSU or through an approved off-campus degree program⁴.~~
- ~~(2) A minimum of the last 45 credits, or 45 of the last 60 credits as approved by the student's dean, must be completed at OSU.~~
- ~~(3) A minimum of 15 upper division credits used to meet the preceding residency requirement (2) must be taken in the student's major.~~
- ~~(4) A student must be enrolled at OSU, in regular standing, before undertaking academic work to satisfy this requirement.~~
- ~~(4) 5 Credits earned by special examination for credit (AR 23) are not considered to be resident study in academic residence.~~

~~⁴An off-campus degree program is (a) a professional school which is not a part of OSU but which is in a designated field, and described in the OSU General Catalog, in dentistry, medicine, optometry, podiatry, or veterinary medicine and/or; (b) an international study program sponsored by the Oregon State System of Higher Education, and/or (c) an OSU off-campus degree program approved by the Oregon State System of Higher Education.~~

IFS Representative Francis asked if the limitation of Continuing Higher Education courses had been dropped. Martin responded that it was her understanding that these courses are now considered as residency and no longer off-campus courses.

Senator Rudd, Engineering, proposed a friendly amendment to Section (a) of the footnote to replace "professional school" with "professional program."

Senator Krane requested that the semi-colon before (b) in the footnote be deleted.

Motion 93-490-07 to approve the proposed changes to AR 25e. passed by voice vote with no dissenting votes.

AR 25d. Institutional Requirements For Baccalaureate Degree

[If the motions on AR 25e and AR 2a pass as written, the Academic Regulations Committee makes a motion to revise AR 25d, Institutional Requirements For Baccalaureate Degree (Undergraduate Students), as follows:]

- d. **Grade Point Average:** minimum of 2.00 on all of the following: cumulative grade point average on credits earned in academic residence at O.S.U.
 - ~~(1) All college work.~~
 - ~~(2) All work taken in residence at this institution.~~

- ~~(3) Last 45 credits for which registered.~~
- ~~(4) At least two of the last three terms.~~

In response to Senator Gamble's question, Balz stated that a student who is in academic difficulty and goes to another college may be reinstated at OSU through higher grades earned, but the higher grades earned at another institution will not be reflected in their OSU gpa.

Senator Pereira, Science, amended the motion to read, "d. Grade Point Average: minimum of 2.00 on the OSU cumulative grade point average." Motion was seconded by Senator Mukatis.

In response to Senator Harris asking if the intent was to loosen the academic requirements for graduation, Martin explained that the intent was to simplify the gpa calculation.

Senator Schwartz moved the previous question and the motion was seconded. Motion 93-490-10 passed by voice vote with one dissenting vote.

Motion 93-490-09 to amend the motion passed by voice vote with a few dissenting votes.

Motion 93-490-08 to approve the main motion to revise AR 25d. passed by voice vote with several dissenting votes.

AR 17. Grades

[The Academic Regulations Committee recommends three changes in AR 17.

- (1) The addition of a grade distinction, Z, to signify no basis for grade or a discrepancy. If the addition of a Z grade is approved, all regulations making reference to grades will need to be updated to include the addition of the Z grade;
- (2) To simplify the process for removal of an E grade; and,
- (3) In paragraph 4, change the word "satisfactory" to "passing".]

AR 17. Grades

The grading system consists of twelve basic grades, A, A-, B+, B, B-, C+, C, C-, D+, D, D-, and F. The grade of A denotes exceptional accomplishment; B, superior; C, average; D, inferior; F, failure. Other marks are E, final examination not taken; I, incomplete; W, withdrawal; R, thesis in progress; P, pass; N, no credit; S, satisfactory; U, unsatisfactory; ~~Z, no basis for grade~~

~~The mark of Z is authorized in situations where the instructor has no work upon which to judge the student's performance. Courses in which a Z is received do not figure into the grade point average and the mark shall be permanently recorded.~~

A student who has done ~~acceptable~~ passing work to the time of the final examination but who does not

take it will receive an E grade. ~~The student must petition the Academic Requirements Committee for permission to remove the E grade and must present an acceptable reason for having missed the examination. If the petition to remove the E is denied by the committee, the student will be assigned an F for the course or the committee may direct the instructor to submit a grade for the course on the basis of an F for the final examination. To remove the E grade, the student must receive approval from the instructor to take the final examination, and the final examination must be taken within the first term after the student's return to the institution. The instructor will then submit the appropriate grade. An E not removed within the first term after the student's return to the institution will be changed to an F.~~

When the quality of academic work is ~~satisfactory~~ **passing** 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.

An instructor may move to correct a grade erroneously given by filing a Change of Grade Card in the Registrar's Office. The Academic Requirements Committee routinely reviews grade changes.

The Senate first discussed the E grade change:

Senator Krane suggested that the number of students who miss final exams will greatly increase if they don't have to have a petition approved. He urged defeat of this revision and retention of the current policy.

Senator Michel spoke in support stating that he liked the idea of placing the responsibility with the instructor rather than the committee.

Senator Gamble supported Senator Krane's stand because he felt it would place the instructor in a precarious position based on the student's perception of why the instructor approved or denied the request to grant additional time.

IFS Representative Francis supported the idea of having criteria established by the committee and urged approval of the change.

Discussion continued with several more Senators voicing both support and opposition with some individuals stating that they felt the system works well now.

Motion 93-490-12 to change the E grade removal was defeated by a show of hands with 23 in favor of the change.

The next revision under consideration in AR 17 concerned inserting the word "passing" to replace "acceptable" in paragraph three and "satisfactory" in paragraph four.

After some discussion of what these terms meant, Senator Browne, Business, suggested inserting a grade to clarify the meaning. Senator Rudd noted that it was difficult to quantify a grade prior to having a student take the final.

Motion 93-490-13 to replace "acceptable" and "satisfactory" with "passing" was approved by voice vote with no dissenting votes.

Court Smith, Academic Regulations Committee member, explained that the inclusion of a Z grade would be used as a grading option and would signify an error, which frequently occurs in large or multiple sections, on the part of the institution or instructor.

Senator Schwartz spoke in opposition since he felt that faculty were probably the least qualified to judge what is an error and was not inclined to leave the determination of a Z grade up to the instructor.

Senator Drexler, Business, was opposed to establishing a new grade when an error can be taken care of administratively.

Senator Oriard was opposed to the change since students would not be treated in the same manner because some instructors would choose to use the Z grade and some would choose to assign an F grade.

Senator Pyles felt that a Z grade would increase the number of petitions. In response, Martin noted that the student would not have to petition for removal of the Z grade; it would be handled by the Registrar's Office. Balz stated that there will be fewer registration errors and scanning problems with telephone registration.

After discussion of whether telephone registration would eliminate the majority of registration errors, IFS Representative Francis moved to postpone consideration of the Z grade until October 1993. Senator Warnes, Engineering, seconded the motion.

Senator Franz moved the previous question, which was seconded by Senator Harris. Motion 93-490-15 to move the previous question passed by a show of hands.

Motion 93-490-14 to postpone consideration of the Z grade until 1993 was defeated by voice vote.

Senator Oriard moved the previous question with Senator Gamble seconding the motion. Motion 93-490-16 passed by voice vote with no dissenting votes.

Motion 93-490-11 to approve the main motion failed by voice vote with some votes in support.

ROTC Sexual Orientation Policies

President DeKock ruled, due to the lateness of the hour, that this issue would be the first agenda item at the March meeting.

Information Item

- Faculty Senate Handbook Update - If continuing Senators would like an update for their handbook, they need to contact the Faculty Senate Office via cc:Mail or at 7-4344. Since experience has shown that the majority of Senators do not use the updates, they are being sent only on request.

Reports from the Executive Office

Provost Roy Arnold's report consisted of the following items:

- Proposal Update - There was no meeting in December, therefore, no changes were made.
- Budget Update - No further action will be taken until the Legislature convenes next week. There is a possibility of a one-year budget.
- LIT - The Structures and Organization Committee has a target of January 15 for reporting their recommendations to President Byrne. Byrne will then allow a short period of time for comment.

New Business

There was no new business.

Meeting was adjourned at 5:30 pm.

Respectfully submitted by:

Vickie Nunnemaker
Faculty Senate Administrative Assistant