

Faculty Senate

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1995 Minutes

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FACULTY SENATE MINUTES

1995 No. 516

Oregon State University

December 7, 1995

For All Academic Staff

The meeting was called to order at 3:02 pm by President Sally Francis. There were no corrections to the November minutes.

Meeting Summary

- Special Reports: President John V. Byrne and Faculty Senate Election Results
- Action Items - The following items were approved: Category I Name Change from Department of Agricultural Communications to the Department of Extension and Experiment Station Communications; Executive Committee Election; Bylaws Change banning discrimination; Standing Rules Changes for the Committee on Academic Standing and Undergraduate Admissions Committee [Motion 95-516-01 through 04]
- New Business - There was no new business

Roll Call

Members Absent With Representation:

Burton, R. Robson; Cappaert, D. Roloff; Christie, L. Kulm; Duncan, C. Savonen; Gupta, L. Jasman; Rose, M. Pyles; and Williamson, P. Easley.

Members Absent Without Representation:

Ahearn, Bell, Boyer, R. Collier, Cornelius, S. Davis, DeAngelis, Deboodt, Falkner, Farber, Farnsworth, Flaherty, Fletcher, Hart, Headrick, Hu, Ingham, Jenkins, Jensen, B. Johnson, D. Johnson, Ladd, Leid, Liebowitz, Locke, Lomax, Lundy, Macnab, Meints, Terry Miller, Tom Miller, A. Mix, Pacheco, Prucha, Riggs, Robbins, Rosenberger, Rudolph, Somero, Stevens, Taylor, Tiger, Todd, Torres, and Zollinger.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-Elect; T. Knapp, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

A. Hashimoto, K. Heath, C. Kerl, K. Kingsley, W. Loveland, D. Nicodemus, M. Rice, H. van der Mers, R. Watson, and T. Wirth.

Special Reports

President John V. Byrne

President Byrne spoke about the following issues during his farewell address to the Faculty Senate.

Byrne noted that, in the old days, change was thought of as an occasional occurrence and then things went back to a period of relative stability. He felt that the next five years will bring constant change, constant demands and constant opportunities for altering the way things are currently done. He expressed the feeling that more pressure will be placed on higher education to be more responsive to the needs of people in more effective ways.

Dr. Byrne spoke about the changes necessary for OSU to step into the future, which include serving the people of Oregon and beyond, and focussing on the individual learner. He listed several impediments which prevent OSU from effectively allowing an individual to learn, and asked faculty to think about them in the context of the individual learner:

- Curricular Programs which are highly structured.
- Campus Affiliation - Focussing on campus affiliation which locks the student in psychologically with a particular institution rather than with existing opportunities in post-secondary education. Byrne suggested the concept of a student paying tuition and having access to all seven undergraduate OSSHE institutions and all of the Oregon community colleges.
- Calendar - The calendar will be revisited, not only quarter vs. semester, but 9-month vs 12-month, and weekend classes which would reach the learner when they want to learn.
- Geographic Location - Students should not be place-bound given the 16 community colleges, 7 OSSHE institutions, and the 70 locations operated by OSU alone, particularly with the advances in technology.
- Promotion & Tenure Guidelines - Byrne felt that the Promotion & Tenure Guidelines at OSU are the best he's ever seen, on paper. The real test is to what degree and how effectively they will be used.
- Student Credit Hour Base for Courses - Byrne noted that the same number of credit hours are earned by students regardless of their grade. He suggested offering 4 credits to the 'A' student, 3 credits to the 'B' student and 2 credits to the 'C' student.
- Classroom Focus - Since learning takes place everywhere, not just in the classroom, it is advantageous to turn the living environment into a better learning environment.

— Graduation Requirements – Byrne questioned the wisdom of requiring the same number of credit hours for different majors.

Dr. Byrne emphasized the importance of structuring to recognize the perspective of the individual learner since not all learn at the same speed or in the same way.

Additional impediments to change concern accreditation and institutional ego. Accreditation, both regional and professional, has been under attack throughout the nation. He felt that professional accreditation can be a real impediment to change and becoming more effective. Byrne felt that institutional ego serves as the biggest impediment to change since it involves turf issues and athletic outcomes.

In terms of revenue, Byrne stated that faculty must be more involved in recruiting and retaining students. Personal contact by faculty makes the difference between success and failure for students.

Byrne also mentioned the importance of the extended education model and encouraged faculty to take advantage of the opportunities available.

Dr. Byrne briefly touched on the following topics and urged faculty to think about them in new ways:

- "Strong Dean Model" – Needs to be evaluated
- Need to address the issue of tenure for its intent, which is to preserve academic freedom.
- Collective Bargaining – Urged faculty to consider what would really be gained by collective bargaining in a public state university.
- ROTC – Byrne felt it is important to have military officers who are trained in civilian institutions and felt that the strength of the military base is from ROTC. He noted that, at one time, OSU was referred to as the 'West Point of the West.'
- Extended Education Model – Provides an opportunity for the future.
- AIMS – About a year ago, three OSU Aims were defined: 1) Quality – the key to success in any organization is the degree to which you can achieve the highest quality possible; 2) Value – listening and talking with the stakeholder and governing our actions accordingly; and 3) Diversity – opportunity for all to learn from each other through open dialogue.

Dr. Byrne ended his farewell talk by expressing his absolute confidence in the faculty of OSU and noted that the institution has grown in terms of the character of the people who have weathered difficult times. He stated that it was "a wonderful opportunity to be involved with Oregon State" and emphasized that "being an Oregon Stater is something you should all feel very, very proud of, to be a part of a really outstanding Land Grant University."

President Francis presented Dr. Byrne with a trilogy of Farley Mowat books in appreciation for his 35 years of service to OSU and read the following resolution of

recognition:

The Oregon State University faculty, through the Faculty Senate, are pleased to recognize John V. Byrne, our twelfth President, for more than eleven years of service building and restructuring OSU through creative and cooperative leadership. President Byrne has served the institution at all levels, as Professor of Oceanography, College Dean, Dean of the Graduate School, and as Vice President and President.

President Byrne is highly respected as a builder:

- *helping to build the Department of Oceanography into the nationally prominent College of Oceanic and Atmospheric Sciences;*
- *building strong relationships with the members of the Oregon Legislative Assembly to promote interests not only of OSU but also of higher education in general throughout the State;*
- *defining the mission of Oregon State University and leading its strategic planning efforts to better serve the State, the nation, and the global community;*
- *continuing a strong commitment to faculty governance of the institution;*
- *building facilities to support classroom and laboratory instruction;*
- *building a new library as the result of his untiring fund raising;*
- *building a new "home" for the alumni of this institution.*

President Byrne is a builder of an institution that stands ready to meet the challenges of the next century. He has overseen the transition of Oregon State University through a period of severe financial difficulties as the result of the property tax referendum. Because of his efforts and leadership, a new and, yes, more efficient institution is positioned to meet the challenges of a new millennium.

President Byrne is a builder of an institution that respects and honors diversity. He has actively promoted the highest degree of diversity among students, faculty, and staff. He has endeavored to make Oregon State University a truly international institution. As a patron of the arts, he has recognized the synergism of science and the humanities, and he has worked to assure that perspective is in an Oregon State University education both at the graduate and undergraduate levels.

As our leader, President Byrne has been a consummate professional, thoughtful, insightful, cooperative, friendly, and helpful.

And now, as one of your oft quoted favorite authors has said:

*The time has come for you to talk of many things —
Of shoes — and ships and sealing wax — of cabbages
— and kings —
and why the sea is boiling hot — and whether pigs
have wings.*

We of the Faculty Senate congratulate you on a job well done as President of Oregon State University and offer for you and Mrs. Byrne our very best wishes.

Faculty Senate Election Results

Michael Oriard, Committee on Bylaws and Nominations Chair, announced that Leslie Davis Burns (Apparel, Interiors, Housing, and Merchandising) had been elected to a three-year term as an Interinstitutional Faculty Senate Representative and that Anthony Wilcox (Exercise & Sport Science) had been elected President-Elect. President Francis thanked Janet Nishihara and David Hardesty whose names were also in nomination.

Action Items

Category I Name Change Proposal

Walt Loveland, Curriculum Council Chair, presented a Category I proposal to change the name of the Department of Agricultural Communications to the Department of Extension and Experiment Station Communications. He noted that the rationale behind the name change is that the department doesn't exclusively support the College of Agricultural Sciences, but works with other colleges as well. The Curriculum Council recommended approval. There was no discussion. Motion 95-516-01 to approve the name change passed by voice vote with no dissenting votes.

Executive Committee Election

Those running for two-year terms were: Jim Folts, Cheryl Jordan, Don Reed, Mary Alice Stander, J. Antonio Torres, and Ken Williamson.

Ballots were distributed and counted during the meeting. Those elected were: Cheryl Jordan (Apparel, Interiors, Housing, and Merchandising), Don Reed (Environmental Health Sciences Center), and Ken Williamson (Civil Engineering).

Proposed Bylaws Change

President Francis noted that this proposal is a result of the November 2 Senate action regarding Department of Defense discrimination policies, which are in conflict with OAR 580-15-005. That action directed that the Bylaws be amended to require Faculty Senate apportionment units to comply with the OAR. Michael Oriard, Committee on Bylaws and Nominations Chair, presented the following proposal to the Senate for approval (highlighted sections indicate additions and strike-throughs indicate deletions):

ARTICLE III: AUTHORITY AND RESPONSIBILITY

Sec. 2 Apportionment units represented in the Senate must comply with Board of Higher Education Oregon Administrative Rule (OAR 580-15-005), banning discrimination on the basis of age, disability, national origin, race, marital status, religion, sex or sexual orientation.

Sec 2 3. Members of the Faculty Senate are the uninstructed representatives of their constituents. It shall be the responsibility of the members of the Faculty

Senate to seek for the opinions of their constituencies. Having exercised such responsibility, the members of the Faculty Senate shall feel free to make decisions and vote on matters according to their own reasoned judgements.

Sec. 3 4. Interinstitutional Faculty Senators shall be responsible for seeking opinions of the OSU Faculty and the OSU Faculty Senate as a body.

In response to Senator Gamble, Science, questioning the definition of the word 'discrimination' as used in this context, Francis read OAR 580-15-010 (1):

"Discrimination" means any act that either in form or operation, and whether intended or unintended, unreasonably differentiates among persons on the basis of age, disability, national origin, race, marital status, religion, sex, or sexual orientation.

Oriard felt that discrimination was implicitly defined, in part, as discrimination in employment since a faculty member was no longer allowed to teach due to sexual orientation.

Marvin Rice, Naval ROTC, stated that by defining discrimination as proposed in the Bylaws change, ROTC would never be allowed to be members of the Senate since the military does discriminate on the basis of age and disability.

In response to a question from the floor regarding credit hours earned by ROTC students being disallowed toward graduation, Francis affirmed that there would be no academic implication for ROTC if this proposed Bylaw was approved. Francis also stated that the motion is restricted to Senate membership.

Senator Mukatis, Business, questioned how it would help if the motion passes. Oriard replied that it would be a small step toward putting pressure on the military establishment to alter the policy. Oriard noted that ROTC curriculum is not governed by the Curriculum Council and ROTC students would not be affected by approval of the motion.

Senator Scheuermann, Associated, questioned how the compliance would be verified. Francis responded that she knew of no method of monitoring compliance, but overt statements to the contrary, such as ROTC, would be considered.

Senator Landau, Science, noted that the Senate is empowered to make its own rules regarding membership and felt that passing a basic human rights rule is quite reasonable.

Richard Watson, U.S. Navy, felt it was important to cast aside the military aspect and focus on courtesy faculty who are not allowed to participate in the affirmative action program if they are not paid by OSU accounts. Passage of this motion would mean that all apportionment units would abide by a non-discriminatory policy. He noted that selected enforcement of a policy is no policy at all. He commended the Faculty Senate, regard-

less of the outcome of the motion, for intellectually discussing the issue.

Senator Davis, Engineering, felt that all were opposed to discrimination and noted that we were trying to find the best way to achieve equality.

Senator Pearson, Veterinary Medicine, is opposed to discrimination but spoke against the motion for several reasons: the military, for obvious reasons, has a very different job from others; people with differing opinions should be listened to rather than excluded; he felt that those who drafted the proposal are attempting to make themselves look good; and he didn't feel that passage of the motion would help to change the Department of Defense policy.

Senator Ede, Liberal Arts, reminded Senators that there are many courtesy faculty who do not have the opportunity to be represented in the Faculty Senate and felt that the issue was professional self-regulation of professional ethics. She also noted that the motion does not appear to have any impact on ROTC students.

Senator Paige, Liberal Arts, proposed a friendly amendment to alphabetize the listing in the motion so that 'marital status' appears after 'disability.' The Committee chair accepted the amendment.

Anthony Wilcox, IFS Representative, reiterated Dr. Byrne's comments regarding the benefits of having ROTC at a public institution. He acknowledged that we can't change the DOD policy, nor can the Faculty Senate expel ROTC from the university, but felt that it was necessary for the Faculty Senate and university policies to be consistent. He noted that ROTC courtesy faculty have Faculty Senate representation which no other courtesy faculty are granted.

Senator Fast, ROTC, felt that the ROTC courtesy faculty maintain a somewhat different status since they compose an entire department. He also expressed the view that, by denying ROTC Senate representation, it would affect his ability to represent ROTC's concerns and interests within the Faculty Senate which affects his ability to teach ROTC students. He asked the Senate to deal with this issue on a federal level since it concerns a federal law, not DOD policy.

Senator Tricker, Health & Human Performance, urged the body to think about what Senators represent as a faculty and to remember that the vote should be based on principle. He felt that the Senate was a self-determining body and should have the courage to take a stand.

Senator S. Miller, Agricultural Sciences, commented on the necessity of determining compliance in accordance with the motion, which is not addressed. He felt that the motion was very broad and noted that some individuals on campus would argue that female athletes are discriminated against in terms of representation. He questioned whether the Senate is prepared to bar Athletics due to non-compliance. He argued that ways must be found to

verify compliance if the term 'must comply' is going to be used.

Kathleen Heath, a member of the Athletic Advisory Board, noted that, after investigating OSU sports, the Office of Civil Rights has found that OSU is completely in compliance with regard to equal rights between men and women.

Senator Orzech, Academic Affairs, called for the question, which was seconded. Motion 95-516-03 to cease debate and vote on the question passed by voice vote with one dissenting vote.

Based on the 86 Senators in attendance, 58 affirmative votes were necessary for a 2/3 margin of approval. Motion 95-516-02 passed by written ballot with 58 affirmative and 28 negative votes.

Proposed Standing Rules Changes

Al Mukatis, Committee on Committees Chair, presented the following proposed Standing Rules changes (highlighted sections indicate additions and strike-throughs indicate deletions):

COMMITTEE ON ACADEMIC STANDING

~~The Committee on Academic Standing reviews the academic records of all undergraduate students who are not making satisfactory academic progress and makes decisions concerning probation status or suspension of those students. In addition, the committee hears all appeals from academic suspension, and all requests for reinstatement following academic suspension. At the close of each term, the Registrar's Office submits to this Committee a report of all those students who are not making "profitable and creditable progress towards graduation," as defined by the Academic Regulations of the University. Upon consultation with the Head Advisors, the Committee then makes a determination of the appropriate status of each student. Upon request of the student, the Committee conducts a personal interview to review the decision and determine causes of unsatisfactory progress and possible remedies. Within its discretionary authority, the Committee develops Probation and Suspension Guidelines for administering the Academic Regulations and each year reports such Guidelines to the Academic Regulations Committee and the Faculty Senate. The Committee consists of five Faculty and two Student members, and the Registrar (or representative), Ex-Officio.~~

The Committee on Academic Standing is charged with the enforcement of the regulations on Satisfactory Academic Standing. In this regard the Committee has developed guidelines for the administration of these regulations. Guidelines are reviewed annually to ensure that they continue to serve the interests of the University community and that they reflect current University policies and procedures. The Committee has discretionary authority to grant exceptions to the regulations on

Academic Standing. The Committee hears all requests for reinstatement exceptions following academic suspension. Upon request of the student, the Committee conducts a personal interview to determine the causes of unsatisfactory performance and possible remedies. The Committee meets to consider such requests, as needed, each term prior to the last day to register. The Committee consists of five faculty and two student members, and the Registrar (or representative), Ex-Officio.

UNDERGRADUATE ADMISSIONS COMMITTEE

The Undergraduate Admissions Committee passes on any potential undergraduate applicant, not meeting the stated admission requirements as established by the Oregon State Board of Higher Education and who requests consideration by the Committee. Previous academic experience, test scores, recommendations, and other criteria are reviewed in the process of determining which requests for exemptions should be approved. The Committee consists of seven faculty members, one student, and one person selected at-large. Of the seven faculty members, there shall be five from the teaching faculty, one college head advisor, and one representative from International Education. It is desirable that at least four of these persons be available to serve during the summer. All members should be available to serve during the summer since most of the committee activity, in fact, takes place during the summer. In addition, a representative from the Admissions Office should be granted discussion and voting rights for deliberation on student appeals.

Mukatis noted that the proposed changes to the Committee on Academic Standing are a result of complying with a change to Academic Regulation 22 which clarifies when students are put on probation and suspension and when and what the committee can do to reinstate them.

In response to Senator Gamble's question about excluding 9-month faculty from serving on the Undergraduate Admissions Committee, Mukatis replied that no one is excluded, but faculty must be aware of the time commitment during the summer.

Motion 95-516-04 to approve the Standing Rules changes to both the Committee on Academic Standing and the Undergraduate Admissions Committee passed by voice vote with no dissenting votes.

Information Items

- Interinstitutional Faculty Senate Recap - Tony Wilcox, IFS Representative, made available a report of the December IFS meeting and verbally recapped the following issues:

Chancellor Cox views the following as objectives which currently face OSSHE: 1) Stop the budgeting slide experienced from the state legislature; 2) Improve faculty

salaries; and 3) Build broad support for higher education in the state so it would be politically impossible for legislators to cut higher education, with business identified as the most effective pressure group on the legislature.

The following steps are seen as necessary to achieve the above objectives: 1) Develop a better understanding of the Oregon of 2005 or 2010; 2) Look critically at institutional missions and assignments; missions will be sharpened, narrowed, and differentiated; 3) Focus on the core missions of institutions in demonstrable ways; and 4) Consider the governance (structure, organization) questions.

Chancellor Cox will recommend formation to the OSBHE of four committees and four topics to be covered by each committee. Committees: Undergraduate Education, Graduate Education and Research, Lifelong Education & Professional Development, and Economic & Community Development. Topics: Resources & Funding, Delivery Modes, Accountability, and Governance & Structure. Faculty, selected through consultation with faculty senates and/or by specific expertise, will serve on each committee. The committees are expected to complete their work in time to permit OSSHE initiatives and their funding requirements to become part of the Governor's budget.

- New Senator Orientation will be January 11, 1996, in MU 211 preceding the regular Senate meeting which will be held in MU 105.
- 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.
- Collective Bargaining Straw Poll Results -

	Returns	% Returns	% Total Mailed
Yes	355	54%	18%
No	296	45%	15%
Abstain	2	<1%	Negligible
TOTAL RETURNS	653		33%
Non-Returns	1,321		
No longer at OSU	4		
Total Non-Returns	1,325		67%
Total Ballots Mailed	1,978		

Given the low response rate (33%) to the straw poll on collective bargaining and the low level of overall faculty support (18%) for collective bargaining for OSU, the Executive Committee of the Faculty Senate plans no

further action on collective bargaining at this time. The recommendations contained in the report of the Task Force on Collective Bargaining that were endorsed by the Senate have now been completed, culminating with this information item.

There may be individual faculty members who have a strong interest in actively pursuing collective bargaining for OSU. If so, the Faculty Senate Office will provide assistance to those faculty members by facilitating the organizing of groups.

President Francis and Gary Tiedeman, Chair of the Task Force on Collective Bargaining, each had telephone conversations with Patrick Ward, Labor Relations Specialist, Oregon Federation of Teachers. The results of the OSU straw poll were shared with Mr. Ward. He indicated that he would be willing to come to campus and talk with faculty members who have a strong interest in collective bargaining for OSU about the process involved in organizing a campaign building on the current level of interest to reach an interest level needed for unionization. However, in order to go forward, he indicated that 30% of the total faculty would have to show signatory support for unionizing. There are others who might be willing to offer similar consultation.

Reports from the Faculty Senate President

President Francis' report included the following remarks:

- Thanked Tony Wilcox for his service as IFS representative during the past three years.
- On behalf of faculty, thanked all Senators whose terms are ending in December for their dedication.
- Thanked the outgoing Executive Committee members, Jo-Ann Leong, Leslie Burns, Beth Strohmeyer and Michael Oriard, for their countless hours of service during the past year.
- Recognized Dr. Andy Hashimoto as the new Associate Provost for Academic Affairs.

New Business

There was no new business.

Meeting was adjourned at 4:35.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1995 No. 515

Oregon State University

November 2, 1995

For All Academic Staff

The meeting was called to order at 3:01 pm by President Sally Francis. There were no corrections to the minutes.

Meeting Summary

- Highlight: Paul Risser was introduced as OSU's 13th President
- Action Items - The following items were approved: 1996 Apportionment Table; Nominees for elected positions; Establishment of a new OSSHE International Exchange Program in Mexico; Resolution Regarding DOD Discrimination Policy; and D. Curtis Mumford Faculty Service Award Guidelines Revision [Motion 95-515-01 through 07]

Roll Call

Members Absent With Representation:

Chambers, G. Fallow; Fast, M. Rice; Ragulsky, K. Smith; Root, C. Anderson; Snow, A. Asbell; and Warner, C. Langford.

Members Absent Without Representation:

Bentley, Boyer, Burke, Christensen, Christie, de Szoeko, DeAngelis, Duncan, Farber, Flaherty, Fletcher, Hu, Huddleston, Humphrey, Jensen, Knight, Krause, Krueger, Ladd, Landau, Liebowitz, Logendran, Lomax, Loudd, McAlexander, Meints, Tom Miller, Mills, Mukatis, Oye, Pacheco, Rathja, Robbins, Rosenberger, Rudolph, Somero, Taylor, Tiger, Zabriskie, and Zollinger.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-elect; T. Doler, Parliamentarian pro-tem; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

D. Hardesty, K. Heath, W. Loveland, P. Primak, J. Strommer, and J. Zautner.

Action Items

1996 Apportionment Table

OSU FTE in the ranks of Instructor or above, including No Rank faculty and Sr. Faculty Research Assistants totalled 1,775.34 or 125 Senators which reflects an overall decrease of two Senators from 1995. Motion 95-515-01 to approve the apportionment table passed by voice vote with no objections.

Faculty Senate Nominations/Elections

President Francis, presented the slate of nominees:

President-elect – Nominees recommended were: David Hardesty (Professor & Department Chair, Art) and Anthony Wilcox (Associate Professor & Department Chair, Exercise & Sport Science). There were no nominations from the floor.

Executive Committee – Nominees recommended were: Jim Folts (Associate Professor, Art); Cheryl Jordan (Assistant Professor, Apparel, Interiors, Housing & Merchandising); Don Reed (Distinguished Professor, Biochemistry, and Director, Environmental Health Sciences Center); Mary Alice Stander (Coordinator, Student Athlete Services); J. Antonio Torres (Associate Professor, Food Science & Technology); and Ken Williamson (Professor, Civil Engineering, and Director, Water Resource Research Institute). There were no nominations from the floor.

Interinstitutional Faculty Senate Representative – Nominees recommended were: Leslie Davis Burns (Professor, Apparel, Interiors, Housing and Merchandising) and Janet Nishihara (Assistant Professor and Academic Coordinator, Educational Opportunities Program).

Motion 95-515-02 to approve the nominations as presented passed by voice vote with no objections.

Category I Proposal — Establish a New OSSHE International Exchange Program in Mexico

Walt Loveland, Curriculum Council Chair, presented a proposal to establish a new OSSHE International Exchange Program at the Universidad de las Americas in Cholulu, Puebla, Mexico; the Curriculum Council recommended approval. Approval of this proposal would satisfy the need for an additional intensive Spanish language site; currently the only Spanish language site is in Ecuador. Loveland noted that this particular university was selected due to its strong academic reputation and because it is one of the few institutions in Latin America which is accredited by an American accrediting agency. He noted that the budget appears to be small, but realistic within the parameters of international education.

Senator Rose, Forestry, questioned whether anyone has visited the site. Paul Primak, who has been to the site several times, responded that David LaFrance and Kay Garcia from OSU have also visited.

Motion 95-515-03 to approve the Category I proposal passed by voice vote with no objections.

Resolution Regarding Department of Defense Discrimination Policy

Kathy Heath, Faculty Status Committee Chair, presented the following resolution and motion which was approved by the Faculty Status Committee:

ROTC ON OREGON STATE UNIVERSITY CAMPUS

Whereas Oregon State University is committed to a policy of nondiscrimination against individuals on the basis of sexual orientation. . .

Whereas the Department of Defense and its Reserve Officer Training Corps (ROTC) follow a policy that discriminates against known homosexuals. . .

Whereas the Department of Defense policy stands in direct contradiction to the affirmative action policies of Oregon State University and the Oregon State Board of Higher Education . . .

Be it resolved that the Faculty Senate strongly condemns the Department of Defense policy of discrimination against individuals based upon their sexual orientation. . .

Be it further resolved that the Faculty Senate go on record as opposed to the Department of Defense policy of discrimination and that it encourages the University community to voice its opposition. . .

Be it further resolved that the Faculty Senate urges the Administration to encourage Oregon's Congressional delegation to seek changes in the Federal policy which discriminates against known homosexuals in the military. . .

Be it further resolved that the Faculty Senate urges the University Administration to require that ROTC comply with the policy of non-discrimination as stated in OAR 580-15-005.

MOTION:

The Faculty Status Committee recommends that the Faculty Senate Committee on Bylaws and Nominations be directed to amend the Bylaws to require that apportionment units represented in the Senate comply with Board of Higher Education Oregon Administrative Rules (OAR 580-15-005). These rules state: "No institution or division shall recognize, register, or otherwise provide assistance to any organization that discriminates in its membership on the basis of age, disability, national origin, race, marital status, religion, sex or sexual orientation." Apportionment units not complying with this rule by September 16, 1996 will not be represented in the Senate.

Heath explained that the Faculty Status Committee was asked to review the Department of Defense discrimination policy against homosexuals as an outgrowth of the military discharge of an OSU ROTC courtesy faculty

member. Heath provided the OSU Handbook definition of courtesy faculty: "A faculty member not paid by OSU accounts, but who contributes to the mission of the University through teaching, research, or service." She noted that courtesy faculty do not have the rights of employment as do OSU faculty. She also reminded Senators of a previously approved resolution in June 1990 which voiced opposition to the DOD policy of discrimination against individuals based on their sexual orientation and urged the OSU administration to seek changes in the federal policy. President Byrne proceeded to write letters to the Secretary of Defense, members of the Oregon Congressional delegation and the NASULGC president to encourage that the discriminating laws governing ROTC be changed. Heath referred to the Morrill Act of 1862 which states that Land Grant institutions must provide certain courses, "including military tactics," but noted it is not necessary that the courses be taught by ROTC. She mentioned that the Committee also recognizes that ROTC provides scholarships and career opportunities to students, and that the ROTC faculty members have been strong representatives in the Faculty Senate. The Committee also recognizes that training officers on a public university campus is a benefit, but that the military policies regarding sexual orientation violate OSU's non-discrimination policy. The Committee feels it is time to reaffirm the commitment to these issues of equity and justice.

President Francis explained that the Executive Committee (EC) approved placing this item on the agenda because, while recognizing that the Senate does not have the authority to change national policy, it does have the authority, and the EC believes the Senate has the responsibility, to ensure that the body is in compliance with the stated anti-discrimination policies as referenced in the motion and resolution. Francis noted that approval of the document does not change the Bylaws; it would direct the Committee on Bylaws and Nominations to bring forward a Bylaws revision with the appropriate wording changes.

Senator Gamble, Science, questioned the rationale behind denying membership in the Senate to faculty members and noted that ROTC have not violated the rules. Francis reiterated, from the EC's point of view, that it would provide for the Senate's compliance with OAR 580-15-005. Heath reminded Senators that ROTC faculty are the only courtesy faculty allowed Senate representation. The Committee felt it appropriate to ask faculty represented by the Senate to abide by the rules. In response to Gamble's question of the effect of the resolution, Francis responded that it may provide additional pressure to ultimately change national policy.

Senator Miller, Agricultural Sciences, felt that the Senate is asking for disciplinary action against a group that has no ability to control the policy in Washington. He felt the document was unfair and counter-productive to the ROTC faculty as well as to the ROTC students and that pressure should be placed on Washington D.C. rather than on ROTC students and faculty at OSU.

Senator Rose, Forestry, reminded the body that the Senate has continually voted against discrimination on the basis of homosexuality. He noted that the reassignment of the individual concerned was tragic, but felt that it serves no purpose to punish the military members at OSU.

Senator Scheuermann, Student Affairs, questioned whether ROTC faculty have a choice in abiding by our anti-discrimination policy and remaining in the military. Senator Hightower, Army ROTC, responded that if the resolution is approved, the Faculty Senate would be asking him to violate those orders which he was sworn to uphold and to violate federal law.

Senator Rose noted that OSU depends very heavily on the federal government. He felt that, if the resolution and motion are approved, OSU is almost ethically and morally obliged to tell the NSF, USDA, etc., (who are also part of the federal government) that OSU doesn't want to continue to receive support from them. Approval of this document would cause the relationship with the federal government to become very cloudy. He also noted that some institutions, such as Harvard, have phased out ROTC.

Senator Rice, ROTC, stated that military members have two options: they can support the U.S. President and the Constitution of the United States, or they can take off their uniforms and go home. If the resolution is approved, he felt that some of the best and brightest students on campus would be hurt and noted that approval may ultimately hurt the Senate because, in his words, the Senate would be discriminating against a discriminator. He noted that the diversity of the Senate may be helped to have an opposing view. He reminded Senators that the issue affects not only OSU and Oregon, but the entire nation. He felt that changes were on the way, but probably not by September 1996. After a recent conversation with the Congressional Liaison Office in Washington, D.C., regarding the mood toward either making changes or a review of the "Don't Ask, Don't Tell" policy, he was told that there is currently nothing on anyone's agenda to address this issue; he felt that this issue would most likely be settled in the courts. In a recent case Virginia case, the judge ruled in favor of the "Don't Ask, Don't Tell" policy. He mentioned that there are currently two cases on the West Coast making their way through the court system and stated that, regardless of the outcome of the Seattle case, it will be appealed and end up in the Ninth District Court of Appeals in San Francisco. He noted that if this particular court rules as it traditionally has in cases similar to this one, it will strike down the government's position. With one court case ruled in favor and one in opposition, it will become a constitutionality issue and end up in the Supreme Court. It is possible that the Virginia case could up on the Supreme Court docket in 1997, which is one year after the 1996 deadline as provided in the motion. Rice spoke about the changes which have occurred during his 32 years in the Navy and noted that the system ought to be allowed to take its course in this issue. He suggested an alternative to approving the resolution which was that

every Senator who feels strongly about the current DOD policy should write individual letters to the Congressmen, Senators, Governor, Secretary of Defense, and the President of the United States to attempt to bring about congressional action.

Heath noted that MIT, which receives a large amount of federal grants, is an institution which has passed a resolution to phase out ROTC by 1998 if a change in policy is not approved. She also stated that if the resolution is approved, it may cause other institutions to publicly oppose the policy. She reiterated to Senators that, although there are many courtesy faculty on campus, ROTC are the only ones who are represented in the Senate.

Tony Wilcox, IFS Representative, emphasized that the Faculty Senate is asking the University to take on discrimination, not the military. The reason that the recommendation would sever ROTC from the Faculty Senate is because they are agents of discrimination, whether they choose to be or not.

Mike Oriard, Immediate Past Senate President, elaborated on the reasoning behind placing this item on the agenda. He noted that the original consideration was to recommend that ROTC be removed from campus, rather than just from the Senate. After much discussion about what could be done, loss of federal funding, etc., it was decided that the Senate needed to take a course of action which they would be responsible for rather than passing a resolution and forwarding the responsibility to administration. The Senate can put pressure on the system by making ROTC uncomfortable on campus. Oriard felt that, in a responsible way, the passage of this resolution and motion would be contributing "to a value that we all cling to." He noted that the EC was aware that it's inconceivable that the policy will change by September 1996 and that the consequences would be that ROTC would not have representation in the Senate.

Francis remarked that, of the seven institutions represented at the recent PAC-10 Faculty Leaders Conference, only OSU allowed ROTC Senate representation.

Senator Gamble noted that the Senate hasn't always taken what he would consider to be excellent strategies. He didn't believe that disagreeing with the U.S. government's position by changing the Bylaws would make a statement. He also felt it was beneficial to have people in the body who have differing views.

Senator Scheuermann felt it would be helpful, if approved, that the issue be communicated to people who can make a difference. Francis assured the Senate that the press, as well as Senate offices in the PAC-10 and Big-10, would be contacted. In response to Senator Macnab, Extension, Francis stated that the result would be communicated whether or not it is approved.

A College of Agricultural Sciences faculty member expressed the opinion that probably most could accept the motion with the omission of the disciplinary action.

He remarked that whether discrimination is present is a legal question. He felt that the action proposed is highly discriminatory to a group which cannot change the rules.

Senator Tiedeman, Liberal Arts, noted that the move seems to be fairly innocuous in a choice between two already existing contradictory points of law: OAR 580-15-005 and the federal law. Tiedeman suggested that approval of this motion is consistent with what has previously been pledged at this institution.

Lt. Richard Watson, U.S. Navy, stated that he is currently an active duty Naval officer in federal litigation challenging the "Don't Ask, Don't Tell" policy. He explained that Federal litigation prohibits him from discussing the details of the case. He stated that selective enforcement of a non-discrimination policy is no enforcement at all and supported the Senate body for the democratic process they were engaging in by taking up this case. He also noted that homosexual Federal civilian employees are not terminated, as in the case of the military. He appreciated the candor of the views expressed and appreciated the chance to speak to the Senate and thanked the body for at least analyzing the issue.

Motion 95-515-04 to approve the above resolution and motion, which would direct the Committee on Bylaws and Nominations to prepare an amendment to the Senate Bylaws, was approved by voice vote with many dissenting votes.

Introduction of Dr. Paul Risser

While introducing Dr. Paul Risser as the President Designate of Oregon State University, President John Byrne expressed his admiration of "the finest faculty anywhere in the United States." Dr. Risser voiced his pleasure in accepting the responsibilities of the University and commended Dr. Byrne on his great leadership through difficult times. Risser stated his commitment to work with the faculty and the Faculty Senate and commented on his "opportunity to lead one of the very good universities in this country."

President Francis welcomed Dr. Risser as a member of the OSU faculty and noted the existence of strong faculty governance and the spirit of administrative cooperation, and expressed the hope of continuing a positive process of shared governance by working closely with him and the administration toward the common goal of advancing the mission of OSU. Francis also invited Risser to attend Faculty Senate meetings and presented him with an orange and black umbrella.

Francis thanked the Oregon State Board of Higher Education, the Chancellor, and Rob Miller who worked tirelessly throughout the search process. Miller stated that it was an honor and privilege to serve and represent the University. OSBHE President Les Swanson congratulated Risser and is looking forward to the progress that OSU will continue to make as it moves farther into the front rank of universities in America. Swanson also

thanked Miller and Diane Christopher who represented the Board on the search committee. Francis thanked Virginia Thompson of the Chancellor's Office and Gary Beach, OSU Budgets & Planning, for their efforts in assisting the committee during the search process.

D. Curtis Mumford Faculty Service Award Guidelines Revision

Ken Krane, Faculty Senate President-elect, presented the proposed revisions to the D. Curtis Mumford Faculty Service Award; the proposed additions are highlighted and the proposed deletions are shown as strike-overs.

D. CURTIS MUMFORD FACULTY SERVICE AWARD

The "D. Curtis Mumford Faculty Service Award for Distinguished Service to OSU Faculty" was created by the Senate in June 1983 and first presented to the man for whom it was named in September 1983 at Faculty Day ceremonies. The Award was conceived by a group of Faculty who desired to find a means of recognizing exceptional, ongoing, and dedicated and unselfish concern for and service to the Faculty of this institution and to OSU.

PROCEDURES:

Each Fall, the Senate's Executive Committee Faculty Recognition & Awards Committee, through the Faculty Senate Office, will place a notice in the Staff Newsletter reminding the University community of the availability of this Award. However, the Award will not necessarily be given yearly. Nominations and supporting documentation (5 letters from colleagues, department chairmen chairs, deans) outlining the stated criteria (exceptional, ongoing, and dedicated and unselfish concern for and service to the Faculty of and to OSU) should be submitted to the Faculty Senate Office Patricia J. Lindsey, Faculty Recognition & Awards Committee, 213 Ballard Hall, Corvallis OR 97331-3601, by January 26, 1996. Past presidents of the Faculty Senate shall be ineligible for nomination during the 3-year period immediately following the end of their term as president.

Nominations will be reviewed by a Subcommittee of the Executive Committee appointed by the Senate President the Faculty Recognition & Awards Committee. The Committee shall report to the Faculty Senate Executive Committee by March 15 as to whether it wishes to recommend to the Executive Committee and the Faculty Senate presentation of an award. If an award is recommended, the name of at least one recipient from among the nominees, with supporting documentation, will be forwarded to the Executive Committee and the Faculty Senate. If no award is recommended, the subcommittee Faculty Recognition & Awards Committee shall state its reasons for this decision, but the nominees need not be reviewed in the process. Nominations not resulting in an award shall automatically be reviewed for two years beyond the year in which the nomination is submitted. Nominators shall have the opportunity to update the materials prior to reconsideration. The Executive Commit-

tee shall make the final decision whether to forward a recommendation to the Faculty Senate.

If the Faculty Senate approves presentation of the Award, the Executive Committee will be responsible for preparing a plaque for presentation to the recipient at the following University Day program. A \$1,000 cash award is customarily provided.

NOMINATIONS SOLICITED:

Faculty are invited to make nominations for this award. ~~Seven (7) double-sided copies of the nomination letters packet should be addressed to the Faculty Senate Executive Committee, c/o Faculty Senate Office, Social Science 107, Patricia J. Lindsey, Faculty Recognition & Awards Committee, Agricultural & Resource Economics, 213 Ballard Hall, Corvallis OR 97331-3601 via campus or U.S. mail, as appropriate and should include appropriate documentation supporting the nomination. All nominations must be received in the Senate Office by January 27, 1996.~~

Since it seems that this award has become almost an automatic honorarium for retiring Faculty Senate presidents, the Executive Committee asked Krane to head an ad hoc committee to consider recommendations to eliminate that impression. After suggesting recommendations, the committee forwarded the proposed changes to the Faculty Recognition and Awards Committee for review which suggested that the committee representation selecting the recipient be broadened. The ad hoc committee then decided there was no reason not to place the entire consideration for the award under the jurisdiction of the Faculty Recognition and Awards Committee.

Senator Langford, Liberal Arts, was concerned about the use of a specific name and address to which the information should be sent, noting that the Senate would again have to change the document when the chair changes. Langford moved to amend the wording so that the information is to be sent to the Chair of the Faculty Recognition & Awards Committee and delete the address and deadline date. Motion 95-515-06 to amend the document passed by voice vote.

Senator Stevens, Agricultural Sciences, moved to delete the reference to past presidents in the first paragraph under "Procedures" since he felt that the three-year waiting period was unfair. He felt that the problem has been resolved by removing the selection process from the Executive Committee. Motion 95-515-07 to amend by deleting the reference to past presidents was approved by voice vote with one dissenting vote.

Motion 95-515-05 to approve the guidelines, as amended, passed by voice vote with no dissenting votes.

Information Items

- A summary of 1994/95 Senator attendance by apportionment unit was included in the agenda and sent to each Dean or head of an apportionment unit. Faculty members may view this summary to determine the representation received from each Senator during the past year. The summary is also available for viewing in the Faculty Senate Office.

- Materials for the following awards are being sent to Deans, Directors, and Department Heads; a summary of the awards was included in the agenda:

OSU Alumni Association Distinguished Professor Award, Elizabeth P. Ritchie Distinguished Professor Award, Dar Reese Excellence in Advising Award, Richard M. Bressler Senior Faculty Teaching Award, OSU Outstanding Faculty Research Assistant Award, OSU Faculty Teaching Excellence Award, Extended Education Faculty Achievement Award, and D. Curtis Mumford Faculty Service Award.

All nomination materials for the above awards must be submitted to the Faculty Recognition and Awards Committee Chair, Patricia J. Lindsey, Agricultural & Resource Economics, Ballard 213, by February 15, 1996; February 8 for the OSU Distinguished Service Award.

- Instructions regarding the nomination and election of Faculty Senators was included in the agenda.
- A recap of the October Interinstitutional Faculty Senate meeting was attached.
- Collective Bargaining Straw Ballots were distributed and must be returned by November 8 to be counted.
- The Instructional Media Committee has placed meeting minutes, information, and activities from the past year on the World Wide Web (<http://www.orst.edu/Dept/ecoedu/fs/index.html>). The Committee's 1995-96 Instructional Technologies Requests for Proposals are also available on the Web page; copies may be obtained from ZoeAnn Holmes via e-mail, holmesz@ccmail.orst.edu.

Reports from the Faculty Senate President

President Francis reported on the following items:

- Annual Reports — Noted that the annual reports for the Academic Requirements Committee and the Promotion and Tenure Committee were included in the agenda.
- Reminded Senators that they have a responsibility to assist with the upcoming Senator elections, as explained in the Instructions for Nomination and Election of Faculty Senators which was included in the agenda.
- Presidential Search — Thanked all faculty who participated in the search process for giving incredible amounts of time and thought while superbly representing faculty issues and concerns. She also thanked

those who took time to attend the presidential forums and submitted input. Francis individually thanked the following faculty members:

Search Committee — John Block, Jo-Ann Leong, Ron Mobley, and Kathleen Moore;

Screening Committee — Thayne Dutson, Andy Hashimoto, Mike Henthorne, Clint Jacks, Ken Krane, Phyllis Lee, Michael Oriard, John Owen, Susan Stafford, Jack Van de Water, Tony Wilcox, and Sandra Woods.

Francis stated that there is clearly a need to evaluate the search process and make appropriate revisions based on the experiences of OSU and WOSC. She noted that both the campus and community are not satisfied with the time frame surrounding the on-campus interviews with the finalists. She mentioned that an amendment to the search process to include management or classified staff on the search or screening committees was discussed at the October Interinstitutional Faculty Senate (IFS). Since OSU's process is now complete, IFS will engage in an evaluation of the process. She also noted that the OSU campus screening committee has begun formulating recommendations regarding the process, which should soon be submitted to the Board.

- OSBHE — System restructuring is an agenda item for public discussion at the Board when they meet on November 17; Francis encouraged faculty to attend.
- Thanked Thurston Doler for serving as Parliamentarian.
- Francis reminded the body that individual announcements are not appropriate under New Business unless they are matters of concern to be taken up as action by the Senate.

New Business

There was no new business.

Meeting was adjourned at 4:18.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1995 No. 514

Oregon State University

October 5, 1995

For All Academic Staff

The meeting was called to order at 3:02 pm by President Sally Francis. There were no corrections to the June minutes. President Francis presented John Dunn, Associate Provost for Academic Affairs, with a farewell gift and commended him for his contributions to the Senate as a Senator, IFS representative, and member of numerous committees. Dunn commented that he has assumed many roles and had many opportunities at OSU, but his interaction with the Faculty Senate has been the most important and meant the most to him.

Meeting Summary

- Special Reports – Gary Beach and Provost Arnold
- Action Item – The following item was approved: OSU Faculty Teaching Excellence Award Revised Criteria [Motion 95-514-01]
- New Business – Kick the Kicker information and Parliamentary Debates announcement

Roll Call

Members Absent With Representation:

Burke, S. Williams; D. Collier, J. McCubbin; Ede, M. Dempsey; Griggs, U. Mali; Headrick, T. Knapp; Ragulsky, K. Smith; Rose, D. Haase; Sandine, B. Geller; Stander, M. Vydra; and Warner, C. Langford.

Members Absent Without Representation:

Akyeampong, Balz, Burrridge, Calvert, Christie, R. Collier, DeKock, Deboodt, Dodrill, Falkner, Farber, Fletcher, Griffiths, Hart, Higley, Huddleston, Humphrey, Ingham, Jenkins, Knight, Krueger, Leid, Logendran, Macnab, McAlexander, McDaniel, Terry Miller, Mills, A. Mix, M. Mix, Orzech, Rathja, Robbins, Rosenberger, Rowe, Rudolph, Rulofson, Sherr, Somero, Suzuki, Taylor, Tiger, Torres, Tricker, Vuchinich, Zabriskie, and Zollinger.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-Elect; T. Knapp, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

G. Beach, J. Block, J. Hughes, P. Lindsey, K. Manring, D. Nicodemus, and L. Roper.

Special Reports

OSU Presidential Search Update

President Francis informed Senators that Rob Miller, Presidential Search Committee Chair, had asked Gary Beach, Presidential Search Coordinator, to report to the Senate in his place. She noted that the status report presented by Beach would be the only one permitted. Although Miller had been asked for status reports by other groups, he felt it was important that it be done at this time out of respect for the OSU faculty and the Faculty Senate.

Francis noted that the presidential search process is an Oregon State Board of Higher Education process. She reminded Senators that faculty had a voice in shaping revisions to the process in 1993 via IFS. Francis apprised Senators that she had asked Tony Wilcox, IFS Representative, to recommend to the IFS to revise the process to add a classified or management service employee to future presidential search committees. She also referred to an article in the September 15 issue of *The Chronicle of Higher Education* regarding confidentiality during presidential searches. She pointed out that the need for confidentiality is for the purpose of retaining the highest quality candidates in the pool during the entire process.

Gary Beach, Presidential Search Coordinator, provided a brief update on the presidential search process. He noted that this search marks the second time that the current process has been used since being approved in 1993; WOSC recently completed a search using this same process. Other institutions around the country are closely watching the process and considering its adoption.

Beach noted that "the Chancellor shall make recommendations to the Board in which rests the sole power of decision concerning the selection and appointment of presidents." He explained that the major players in the search process include the OSBHE, Chancellor, Search Committee, Screening Committee, Search Coordinator, and Search Liaison.

The Search Committee is responsible for assisting the OSBHE in identifying and recruiting possible candidates for the position of president, as well as being responsible for finalizing the advertised qualifications, placing announcements, identifying criteria for selection, initial screening of applicants, advancement to a quarter-finalist pool, selection and advancement to a semi-finalist pool, and selection of 3-5 finalists. The Screening Committee serves as advisors to the Search Committee during

Stage III of the selection process by identifying candidates strengths and weaknesses.

Beach listed the publications which advertised the position description, including the World Wide Web.

Preparations have begun for the 3-5 finalists who will be on campus during a three-day period prior to the end of this term. Beach stated there will be faculty and staff forums with each candidate. Candidate evaluation forms will be available to all attending the forums; all evaluation forms completed and submitted will be forwarded to the OSBHE. After interviews at OSU, candidates will meet with the Board who will select the finalist. Negotiations between the Board and finalist will take place, and the Chancellor and Board will publicly announce the name of OSU's 13th president.

Beach noted that OSU is on the fast track when compared to presidential searches nationally which last up to one year.

Provost Roy Arnold

Provost Arnold presented a State of the University report which contained the following items:

- Enrollment is clearly up this year, but specific numbers are unavailable until the end of the fourth week. He noted this is the third year that the number of incoming students has increased.
- Residence hall occupancy is also up about 10%.
- Response to the Honors College has exceeded expectations.
- A Search is now underway for the four faculty positions in the new Ethnic Studies Department.
- The Environmental Engineering Degree approved by the Faculty Senate last spring was approved during the summer by the OSBHE.
- Administrative changes:
 - Dr. Larry Roper, Vice Provost for Student Affairs, began last July.
 - Dr. Tim White, Health & Human Performance Dean, will begin his assignment on January 1, 1996.
 - Dr. Bruce Shepard, formerly Director, Undergraduate Academic Programs at OSU, left last July to become Provost at EOSC.
 - Dr. John Dunn, Associate Provost for Academic Affairs, leaves in mid-October to become the College of Health Dean at the University of Utah. Provost Arnold commended Dunn on his contributions to the University and noted that, "If there is an unsung hero in an administrative assignment, it's John Dunn."
- Administrative Searches:
 - The Dean of Veterinary Medicine Search, is being chaired by Dr. Kelvin Koong.
 - An internal search for the Associate Provost for Academic Affairs will be chaired by Dr. Bart Thielges.

Provost Arnold called on Joy Hughes, Associate Provost for Information Services, to talk about the technology fee. Dr. Hughes recapped the creation of the fee in 1994 when the OSBHE gave OSSHE permission to charge a

Technology Resource Fee, originally requested by the U of O; OSU implemented the \$50 per term fee in 1995 for all registered students. There are several categories which are included in the technology umbrella and which will benefit from the technology fee.

Hughes explained that a portion of the fee is used for "boring stuff" such as maintenance or restoration of central services which became necessary in the aftermath of cuts relating to Ballot Measure 5.

She mentioned problems associated with the cost of journals in the Library, not only here but nationwide. This problem lies not only with inflation and the decline of the dollar, but also with the odd pricing structure of scholarly journals. Publishers have a set recovery cost and the cost per journal is determined by the number of subscribers.

Hughes reported that growth must also be considered. She reported that eight years ago, only a few hundred students used electronic mail, while thousands use it now. She gave an example of 2,000 students requesting e-mail accounts during the first two weeks of fall 1994 who had never previously used the system but were told by their instructors that it was required. She noted that many instructors are using the network not only for text, but for video and graphics which require a greater amount of space. Increased use creates the need for greater security, staffing, training, and network management. Due to the Kerr Library expansion, the computer lab and classroom must be moved. Space must be found and renovated and possibly relocate offices if the new lab space is currently occupied.

Providing information services to students is yet another category. Hughes noted that today's students seem to be busier and want access to information immediately. In response to these needs, information kiosks are being installed which will enable students to handle some transactions via computer, such as obtaining transcripts, rather than waiting in lines. After grades have been recorded, students will be able to obtain the results via phone or at a kiosk. These innovations are a result of President Byrne's directive to find new, more cost efficient ways to deliver services.

The resource fee will also be used for simple data collection. Hughes reported that Information Services is working with the Survey Research Center to provide the ability to work with over a thousand continuing students, 60% of new students, and a representative sampling of faculty and staff. She mentioned that surveys will be distributed shortly to ascertain what equipment people are currently working with and what their skill levels are.

Another area covered by the technology fee will enable the University to incorporate new projects that will move teaching to a new level. The Resource Fee Proposal Committee was formed last summer and distributed \$100,000 to faculty teaching projects that use technology. The Faculty Senate Instructional Media Committee will also be soliciting calls for proposals. Hughes com-

mented that she would like this committee to work closer with the Advancement of Teaching Committee and direct more resources their way so that additional proposals can be funded. There is also a Student Technology Planning Subcommittee aimed at planning for the future. The Subcommittee will develop a five-year plan to achieve specific goals which are listed in the current issue of *Electricity*; contact Hughes if you don't have a copy of the publication. One project recommended for central resource fee funding is an open access graduate student lab. The Colleges of Science and Agricultural Sciences are taking the lead to develop the lab.

In looking to the future, Provost Arnold noted that this will be a year of change with new university leadership and new staff in the Office of Academic Affairs. He spoke about three major challenges facing OSU in the next year:

1) The OSU Aims mentioned by President Byrne on University Day focus on quality, stakeholder values, and diversity. Each academic and administrative unit has submitted plans to implement the Aims in their areas.

2) Arnold reported that the OSBHE has adopted a new process for reviewing new proposals for academic programs or departmental structure (Category I proposals). Beginning in January 1996, the Board will twice yearly review OSSHE academic areas under consideration. The review will allow Board members to pose questions they would like considered during the development of the proposal. The proposals will then be sent back to the campuses to be developed, approved by the Academic Council, and then submitted to the Board as a formal agenda item.

3) The third challenge for the year concerns budget implementation. The targeted add-backs for Veterinary Medicine, state-wide public service, etc., remained in the budget. The Board adopted a salary plan to include a 3% pool of funds for retention for 1995/96 and a 6% pool for mid-1996/97. Arnold reported that some of the previous add-back dollars earmarked for salary purposes come close to funding the 3%. The real salary challenge is to find funds for the 6% on an annual basis since the Board is committed to self-funding the increase. Provost Arnold emphasized that a healthy enrollment translates to increased revenue which will play a major part in budgeting.

Arnold also commented on recent media articles regarding the organization and structure of public higher education in Oregon. The Board intends to have open discussions on the role of the Chancellor's Office, whether there should be one, and alternative organizations centering around one or several universities.

Action Items

OSU Faculty Teaching Excellence Award Revised Guidelines

Patricia Lindsey, Faculty Recognition & Awards Commit-

tee Chair, presented the following criteria changes:

- substituting "exceptional" for "unusual" in the first criterion so it reads: "exceptional effort to ensure the quality of the students' classroom experience"
- adding "innovative teaching" as the third criteria

Lindsey explained that the committee felt there was a different connotation between "unusual" and "exceptional." She also noted that President Byrne and Provost Arnold spoke about the importance of teaching innovation at University Day and the committee felt it should be a criterion since it was already an unstated consideration in selecting the recipient.

Motion 95-514-01 passed by voice vote with one dissenting vote.

Information Items

- Faculty Senate Calendar – The following meetings have been scheduled in the Construction and Engineering Hall of the LaSells Stewart Center, with the exception of January:

November 2, 1995	March 7, 1996
December 7, 1995	April 4, 1996
January 11, 1996	May 2, 1996
February 1, 1996	June 6, 1996

- 1996 OSU Distinguished Professor Award – Nominations are due November 17. Contact David Robinson, at 737-1641 for more information.
- Graduation Statistics – A summary of the degrees awarded for the Class of 1995 was included in the agenda.

Reports from the Faculty Senate President

President Francis reported on the following items:

- Collective Bargaining – Francis encouraged faculty to read and discuss the Collective Bargaining Task Force report, available on Gopher, at the Kerr Library Reserve Book Room, and the Faculty Senate Office, as well as distributed in the May Faculty Senate agenda. All faculty included in Faculty Senate apportionment will receive a Collective Bargaining Straw Ballot which must be received by the Faculty Senate Office by November 8 to be counted. Results will be announced at the December Faculty Senate meeting. She thanked Gary Tiedeman and members of the Collective Bargaining Task Force for their fine work in producing a very useful document. She also thanked the Executive Committee for their efforts in composing the straw ballot and determining how best to conduct the balloting.
- Francis reported that PAC-10 Senate leaders met at the U of O and OSU last week. They met in a joint

session with the PAC-10 Affirmative Action Directors which resulted in a resolution in support of open access and equal opportunity on university campuses in the PAC-10. Other topics included collective bargaining, retirement policies, process for review of deans, and anti-discrimination policies and ROTC on campuses.

- Francis informed the Senate that the Faculty Economic Welfare Committee provided input last summer regarding salary adjustments.

New Business

Kick the Kicker

Ken Krane, President-Elect, called attention to materials available at the Senate meeting regarding the 2% "Kicker Law" which requires the refund of income taxes if the tax revenues exceed projections by 2%. Krane noted there is no mechanism in place to increase taxes during lean years for deferred maintenance, to restore budget cuts, etc. Professor John Morris has proposed that individuals donate their 2% refund back to the State of Oregon, in particular to OSU. Krane encouraged Senators to read the materials and consider donating refunds back to OSU. In response to Senator Mukatis' question, Krane affirmed that the donation is tax deductible.

Parliamentary Debates

Senator Scheuermann, Student Affairs, called attention to a series of four parliamentary debates to address student learning outside the classroom and civil discourse. The dates are October 10, November 14, January 3, and February 4.

Meeting was adjourned at 4:38.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1995 No. 513

Oregon State University

June 1, 1995

For All Academic Staff

The meeting was called to order at 3:03 PM by President Sally Francis. There were no corrections to the May minutes. President Francis announced that the Collective Bargaining Task Force report was listed incorrectly as a Discussion Item and had been moved to an Action Item.

Meeting Summary

- Special Report by: OSU President John V. Byrne
- Action Items - The following items were approved: Proposed list of degree candidates; elimination of the Special Services and University Honors Program Committees, Standing Rules changes to the Faculty Mediation, Faculty Recognition and Awards, and Advancement of Teaching Committees and Curriculum Council; renaming Movement Studies for the Disabled to Movement Studies in Disability; establishment of new academic departments in the College of Home Economics & Education (Extension Home Economics and 4-H Youth Development Education); elimination of AR 9b and creation of AR 29, Auditing Courses; accepted recommendations contained in the Collective Bargaining Task Force Report [Motion 95-513-01 through 11]
- New Business - None

Roll Call

Members Absent With Representation:

Crust, K. Spikes; Headrick, W. Earl; Ragulsky, K. Smith; Rose, S. Ketchum; and Vuchinich, A. Zvonkovic.

Members Absent Without Representation:

Acker, Akyeamong, Burke, Burrige, Calder, Carson, Chambers, Christensen, Clement, Coolen, Cornelius, de Szoeki, Deboodt, Duncan, Farber, Flaherty, Fletcher, Griggs, Humphrey, Ingham, Jenkins, Jensen, Ladd, Liebowitz, Macnab, McAlexander, McDaniel, Meints, T. Miller, Mills, A. Mix, M. Mix, Nishihara, Rice, Robbins, Rudolph, Rulofson, Sandine, Sherr, Somero, Taylor, Tibbs, Torres, Warner, and Williamson.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-Elect; T. Knapp, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

C. Allen, G. Beach, B. Becker, J. Dunn, B. Geller, L. Goering, K. Green, K. Heath, D. Johnson, G. Keller, W. Loveland, S. Martin, G. Reistad, J. Rutledge, B. Shepard, D. Sullivan, and G. Tiedeman.

Special Reports

OSU President John V. Byrne

Prior to introducing Dr. Byrne, President Francis mentioned his recent retirement announcement, thanked him on behalf of the OSU Faculty Senate for his strong and energetic leadership, for his support of faculty and faculty governance in the Faculty Senate, and read an excerpt of a letter to Dr. Byrne from the Faculty Senate Past Presidents Council:

"As faculty leaders, we're grateful to you for your cooperative approach to faculty governance. We faculty at OSU are most fortunate to have been included in a partnership with you and your administration in shaping OSU's future. To know that our concerns and recommendations would not only receive serious attention from you, but would be implemented, has made the task of faculty governance worth doing."

Dr. Byrne's report included the following items:

He announced that April Waddy, 1994-95 ASOSU President, will serve on the Oregon State Board of Higher Education for the next two years.

Byrne stated that the recent accreditation review at the mid-point of the current 10 year period went very well. He anticipates that OSU will be fully accredited at the next meeting of the NW Association of Colleges and Universities. He commended Dr. Shepard's efforts in preparing the review statement.

Strategic Planning — In keeping with strategic planning efforts begun in the 1980's, a group chaired by Associate Provost Joy Hughes looked at strategic planning as a systemic activity related to budget preparations. This group recommended a plan involving three aims, which Dr. Byrne wholeheartedly endorses, for a four-year basis which could be adopted by all at OSU as their own professional aims:

- 1) Quality – focus on creating an image of substantive quality which will stabilize enrollment at 16,000 students
- 2) Value (Stake-holder value) – focus on periodically surveying stake-holders to ensure that what we do as a university is truly a value to them
- 3) Diversity – focus on helping OSU to recognize that each individual has certain rights and that OSU must do everything possible to substantiate, enforce, and enhance those rights.

Alumni Center — During the week of August 1, OSU will break ground for the Alumni Center, which will be located to the North of the LaSells Stewart Center. Funding has not yet been completed, but fund raisers are working with an individual to obtain the remaining \$1.5 million.

Library — Dr. Byrne noted that there will be a major funding announcement regarding the Library expansion during the weekend of June 3 & 4. As the Library moves into the next phase of fundraising, faculty will become involved.

Presidential Search Process — Dr. Byrne mentioned that his retirement announcement last Tuesday was so timed that the process could be initiated prior to many faculty and students leaving campus for the summer and prior to the Board of Trustees meeting on June 1.

Budget — The Higher Education Capital Construction Bill, which includes bonding authority for the Library, has passed both Houses and is now in the Governor's Office. The Higher Education Administrative Efficiency Act, which contains authority to accomplish four activities (Personnel, Printing, Contracting and Purchasing) wholly within OSSHE without having to obtain approval from Salem, has been rerouted to the Rules Committee.

Byrne reported that Higher Education started the process with the Governor's budget which had a deficit of \$102 million, or 14.5%, below this year's level of funding in the State General Fund. Already approved add-backs amount to \$28 million; OSU's share is \$13.1 million. The remaining \$15 million is designated as a 'Fighting Fund' and will be administered at the Chancellor's level. OHSU has been separated from the rest of OSSHE, which reduces the budget by about \$19.4 million. These calculations leave a shortage of \$54.5 million rather than \$102 million. Word is that the salary package, which is being negotiated at the \$52 million level, includes \$10 million for faculty salaries. When everything is considered, the reduction in the real dollar balance between 1995 and 1996 amounts to between 4.5-5%, down from the 14.5%, but still means adjustments are necessary. The specific cuts should be known sometime in July.

In closing, Dr. Byrne stated that serving as OSU's President has been a pleasure, most of the time, and noted that he's always considered himself as a faculty member. His future plans include doing everything he can for OSU and for OSSHE. He felt that this was the right time to change leadership and to position himself to accomplish things he can't while President.

Action Items

Faculty Senate Consideration of Degree Candidates

Barbara Balz, Registrar, recommended for approval the proposed lists of degree candidates and honors subject to final confirmation of all degree requirements. There are

3,451 students who are candidates for 3,514 degrees which include: 2,601 Bachelors, 691 Masters, and 222 Doctors. There are 61 students who are candidates for two degrees and one student who is a candidate for three degrees.

The Class of 1995, OSU's 126th graduating class, has 364 seniors who qualify for Academic Distinction and includes 167 'cum laude' (gpa 3.50-3.69), 113 'magna cum laude' (gpa 3.703.84), and 84 'summa cum laude' (gpa 3.85 and above).

Motion 95-513-01 to approve the proposed list of degree candidates and honors passed by voice vote with no dissenting votes.

Standing Rules Changes

Al Mukatis, Committee on Committees Chair, presented the following proposed Standing Rules Changes (highlighted sections indicate proposed additions and strike-through sections indicate proposed deletions):

Special Services Committee — Proposal to eliminate the committee.

Faculty Mediation Committee —

~~The Faculty Mediation Committee shall meet with University faculty members, at their request, to review and attempt to resolve grievances on an informal basis. The role, activities, and responsibilities of the Committee are defined in the "O.S.U. Faculty Grievance Procedure" referenced in the Oregon Administrative Rules. The Committee consists of three academic employees, with Faculty rank or professional title, chosen by the Executive Committee of the Faculty Senate. Emeritus faculty shall be eligible to serve on the Faculty Mediation Committee. The Chair of the Committee shall be selected by the Executive Committee of the Faculty Senate.~~

A faculty member desiring to resolve a grievance or dispute on an informal basis, or the Chair of the Grievance Committee with the faculty member's concurrence, shall, through the Chair of the Faculty Mediation Committee (FMC) select one FMC member as Faculty Mediator in any given situation to meet with the member to review and attempt to resolve disputes and grievances on an informal basis. The Faculty Mediator may take whatever action she or he considers appropriate in attempting to resolve the dispute or grievance including interviewing or consulting other persons.

With concurrence of all parties involved in the dispute or grievance, the Faculty Mediator may provide mediation services among disputants. The Faculty Mediator and all parties to the grievance or dispute shall keep all information learned in the mediation process confidential to the maximum extent possible under the law.

The Committee shall consist of three academic employees with faculty rank or professional title. Emeritus faculty shall be eligible to serve on the Committee. The Executive Committee of the Faculty Senate shall appoint committee members and designate one as Chair.

The Faculty Mediator's role, activities, and responsibilities are defined in the "O.S.U. Faculty Grievance Procedure," referenced in the Oregon Administrative Rules.

Curriculum Council —

The Curriculum Council reviews the University curricula in an effort to implement the long-range educational mission of the University. After careful study, it recommends the introduction of new programs or changes in existing ones. It makes recommendations regarding major curricular changes proposed by the Colleges of the University. It attempts by coordination to bring about a suitable and rational balance of programs. It delegates to the Committee's Executive Secretary responsibility for administering minor curricular changes and formulates policy for guidance. The ~~Committee Council~~ consists of seven Faculty and two Student members. In addition, a member of the Budgets & Fiscal Planning Committee, appointed by its Chair, shall serve as a Liaison member, non-voting, on the Curriculum Council, and the Director of Undergraduate Academic Programs shall be a non-voting, ex-officio member. A permanent ex-officio library faculty member, appointed annually by the University Librarian, An ex-officio Information Services faculty member, appointed annually by the Information Services Associate Provost, shall serve as a Liaison member on the Curriculum Council.

Faculty Recognition and Awards Committee —

The Faculty Recognition and Awards Committee formulates policies concerning the recognition of outstanding persons, including deserving Faculty members, solicits and suggests candidates for recognition, and makes its recommendations to the Executive Committee of the Faculty Senate and to the Executive Office. The Committee assists the President in making presentations of awards. The Committee shall consist of five six faculty members and one student representative. A member of the Advancement of Teaching Committee shall participate in the selection of the Elizabeth P. Ritchie Distinguished Professor Awards and the Burlington Resources Foundation Faculty Achievement Awards, OSU Extended Education Faculty Achievement Award, the Richard M. Bressler Senior Faculty Teaching Award, and the OSU Faculty Teaching Excellence Awards. A member of the Academic Advising ~~Committee Council~~ shall participate in the selection of the Dar Reese Excellence in Advising Award.

Advancement of Teaching Committee —

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 Achievement Awards OSU Faculty Teaching Excellence Awards, the OSU Extended Education Faculty Achievement Award, and the Richard M. Bressler Senior Faculty Teaching Award. 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 Provost and Executive Vice President ex-officio, or designee, ex-officio.

UNIVERSITY HONORS PROGRAM COMMITTEE

~~The University Honors Program Committee is composed of four Faculty members and three Students, the latter nominated by the Director of the University Honors Program, in consultation with the previous year's student members of the Committee. The Committee formulates and evaluates policies governing the Honors Program. Administration of the program rests with the Director of the Honors Program, who shall be an Ex-Officio, non-voting member of the Committee.~~

UNIVERSITY HONORS COLLEGE COUNCIL

The University Honors College Council, referred to as the Honors Council, has jurisdiction over the policies and procedures of the Honors College and advises the Director of the Honors College. The Honors Council is responsible for admission and other academic requirements including degree requirements; criteria for selection of the members of the Honors Faculty; maintenance and regular assessment of program quality; and the curricular structure and content of the Honors College. The Honors Council consists of at least six faculty members and at least two students, the students appointed from among the Honors College students.

Administration of the University Honors College rests with the Director, who shall be an ex-officio, non-voting member of the Honors Council.

Senator Gamble, Science, questioned the rationale of removing the library faculty member from the Curriculum Council and adding an Information Services faculty member. Mukatis responded that the Library will be under Information Services and that there is no special need for an individual specifically from the Library. Gamble also questioned the absence of a Library individual when considering Curriculum proposals. Walt Loveland, Curriculum Council Chair, responded that the Council requested the change since there has been a greater number of questions arising regarding computer access than availability of library resources during the past year. Senator Gamble appeared to feel very strongly that there is a difference between having an individual who understands computers and one who is knowledgeable about the library holdings. Associate Vice Provost Dunn noted that the intent was not to diminish library input, and that Information Services included library faculty.

Mukatis noted that another change to the Curriculum Council was to formalize the current practice of the Director of Undergraduate Academic Programs sitting in as a non-voting, ex-officio member.

Mukatis explained that the Faculty Mediation changes were proposed to be consistent with the Oregon Administrative Rules which call for a 'mediator' rather than a 'Mediation Committee' to meet with a faculty member.

The Faculty Recognition and Awards Committee proposed changes formalize the practice of six members rather than five, adds new awards which the Committee selects, and changes the name of the Burlington Resources Foundation Faculty Achievement Awards to the OSU Faculty Teaching Excellence Awards. The Committee on Committees was also asked to consider changing the Standing Rules to disallow the chair to be a non-voting member; the Committee felt that was not a good precedent to set.

The proposed changes to the Advancement of Teaching Committee involves only an award name change and new awards.

The proposed University Honors College Council Standing Rules are a result of the elimination of the University Honors Program and creation of the University Honors College.

Senator Brumley, Library, moved to divide the motion and separate the Curriculum Council proposal from the others. Motion 95-513-03 to divide the motion passed by voice vote with many dissenting votes.

Motion 95-513-02 which includes elimination of the Special Services and University Honors Program Committees and proposed Standing Rules changes to the Faculty Mediation, Faculty Recognition and Awards, and Advancement of Teaching Committees, and creation of the University Honors College Council Standing Rules passed by voice vote with no dissenting votes.

Motion 95-513-04 to approve the proposed Curriculum Council Standing Rules passed by voice vote with some dissenting votes.

Category I Proposals

Walt Loveland, Curriculum Council Chair, presented two Category I proposals for Senate approval to rename Movement Studies for the Disabled to Movement Studies in Disability and to establish new academic departments in the College of Home Economics & Education.

Proposal to rename Movement Studies for the Disabled to Movement Studies in Disability — Loveland noted that the phrase in the current title, 'for the disabled,' is inappropriate and has negative connotations. The Curriculum Council recommended that the proposed change be approved. Motion 95-513-05 to approve the name change passed by voice vote with no dissenting votes.

Establish new academic departments in the College of Home Economics & Education: 1) Extension Home Economics and 2) 4-H Youth Development Education — Loveland explained that these new departments represent one model of the University's commitment of providing academic homes for Extension faculty. This model was chosen due to the influx of 80 new faculty members to the College and he noted that College administrators felt this was the best management option. He also reported that most of the faculty members who would belong to these new departments have graduate faculty status at the University. Funding is not fully clear, but is believed to come into the Extension Service and is distributed from there. He noted that the College has established a Task Force on Governance to ensure that the Extension faculty are active participants in the College's governance. The Curriculum Council feels that this is an imaginative, creative and reasonable solution to providing academic homes for these Extension faculty.

Motion 95-513-06 to approve the establishment of the proposed departments passed by voice vote with no dissenting votes.

Proposal to Revise AR 9b. – Admission to Class

Sharon Martin, Academic Regulations Committee Chair, presented the following proposal to delete AR 9b. and list auditing as a new and separate AR 29, Auditing Courses:

Delete:

~~9b. An auditor enrolls by petition at the Registrar's Office. Audited courses should not be shown on one's registration forms.~~

Add:

29. Auditing Courses

Audit registration permits a student to enroll in a course for no credit and no grade. Course requirements for an audited course will be determined by the course instructor. Audit registration is available to admitted and non-admitted students. Audit registration begins with the sixth day of class and ends with the close of registration at the conclusion of the tenth day of class. Those who wish to audit should contact the Registrar's Office for registration procedures, which will require approval of the course instructor. Audit courses are assessed instructional fees at the same rate as for credit courses. Any changes to an audit registration are subject to the same procedures, deadlines and special fees as for registration changes to regular courses. Upon completion of an audited course, the designation of "AUD" will be recorded on the transcript. The designation of "WAUD" will be recorded on the transcript for students who withdraw from an audit course.

The rationale behind the proposed change is that the Committee does not believe that AR 9b provides suffi-

cient information to persons who wish to audit OSU courses.

Motion 95-513-07 to eliminate AR 9b and create AR 29 passed by voice vote with no dissenting votes.

Collective Bargaining

President Francis reminded Senators that the Collective Bargaining Task Force Report had been printed in the May agenda and the Senate voted to place the report on the June agenda to act on the recommendations contained in the Main Report.

Gary Tiedeman, Collective Bargaining Task Force Chair, identified and publicly thanked the members of the Task Force for their efforts. He noted that the report mentions copies of representative collective bargaining contracts which are available at the Kerr Library Reserve Desk and filed under 'Collective Bargaining Contracts'; the *AAUP Red Book* can also be found in the same location.

Tiedeman explained that the initial charge to the Collective Bargaining Task Force (CBTF) was to review the history of collective bargaining efforts and results of voting at OSU, and to review issues and concerns having to do with collective bargaining. The Executive Committee later requested the Task Force to include some descriptive material regarding affiliate agencies that exist, where they exist, and what types of universities do and do not have collective bargaining. The CBTF attempt was solely to gather and report information and ideas and to dispense the outcome to the Faculty Senate. He emphasized that the attempt was not to recommend for or against collective bargaining. He did note that, if OSU were to unionize, we would be in the company of just four institutions who are both Land Grant and Carnegie I Research Institutions (University of Connecticut, Rutgers, Florida, and the University of Hawaii).

Tiedeman explained that the Abbreviated Historical Background contained in the report represents nine specific issues and areas selected by the CBTF: 1) salaries; 2) freedom vs. regimentation; 3) divisiveness; 4) governance; 5) collegiality; 6) public relations and public image; 7) cost factors; 8) strike; and 9) organizational effectiveness.

The report did not attempt to address the nuts and bolts details of what would happen next, since that was not part of the charge. Tiedeman noted that the OSU votes to unionize in 1977 and 1983 both failed. In order to file for a representation election, a campus must show a 30% interest in an election through card signatures. He reported that the American Federation of Teachers (AFT) would be willing to assist in the ascertainment process, but probably would not be interested in a major pursuit to unionize unless the percentage was much higher than the 30% requirement. In addition to OSU conducting a straw ballot to determine support, AFT would be willing to assist with the ballot counting which would require an AFT contact from a campus organizing committee.

Tiedeman mentioned that all affiliate organizations contacted by the CBTF emphasized the tremendous amount of work involved both prior to and after adoption of collective bargaining. An absolute requirement is a nucleus of active, involved, committed individuals. Two main factors which need to be considered are: 1) general support across the faculty-at-large, and 2) the existence or non-existence of the aforementioned committed core working group.

Tiedeman noted that the report contains an intimation that there is a reality or belief that academic faculty have ridden on the coattails of OPEU members in the past. That is clearly not the case this time around given current budget figures.

A potential complication of timing mentioned by Tiedeman is the retirement and recruitment of a replacement for President Byrne.

Senator Landau, Science, expressed concern at having the Faculty Senate support a faculty-wide straw ballot, which might cause confusion, and suggested having a vote of the Faculty Senate first.

Senator Lee, Science, spoke in support of the recommendations in the report as it was distributed.

Senator Tricker, Health & Human Performance, questioned the rationale of a two-stage process of having a straw vote in the Senate and then a straw vote of the faculty.

Senator Crockett, Extension, felt that the original motion was confusing and opposed it. Senator Christie, Oceanic & Atmospheric Sciences, felt that the motion was vague. President Francis interjected that the motion does not indicate how the process will be continued and would ask for clarification prior to a vote on the motion, otherwise the Executive Committee will determine how the process will be carried out.

Tiedeman responded to Senator Crockett that his understanding was that an independent group would not assist with a straw vote.

Tiedeman stated that the CBTF recommendations were designed for individual readers. If the CBTF had envisioned them as recommendations for a vote by the Senate, they probably would have taken greater care in formulating them.

Senator Stevens, Agricultural Sciences, supported Senator Mukatis' idea of visual information being disseminated prior to a vote.

Senator Christie suggested referring the recommendations back to the CBTF or have them reformulate the recommendations. President Francis stated that the CBTF had met its charge of preparing the study of the issue of Collective Bargaining. She felt it was up to the Faculty Senate to determine whether or not to accept the recommendations; if so, in what manner to implement

them. Christie moved that the recommendations be referred back to the CBTF to be reformulated into a format that is appropriate for the Faculty Senate to take action on. Motion failed for lack of a second.

Senator Landau felt that the CBTF had presented a well-balanced report and felt that the Senate, as elected representatives of the faculty, should have the courtesy of responding to them. His proposal for a substitute motion for recommendation #3 was that, after discussion or at the present time, the Faculty Senate cast a straw vote to determine the level of interest for collective bargaining. Motion 95-513-09 was seconded.

Senator Mukatis felt that the straw ballot should be cast by all faculty rather than by the Faculty Senate. Senator Lee felt that a vote by the faculty should commence only after the report has been disseminated. President Francis reminded Senators that the report is available on Gopher.

Motion 95-513-10 to determine the question of whether or not to substitute the substitute motion failed by voice vote with some votes in favor.

Senator Stevens proposed a friendly amendment to recommendation #3 to insert the words "informational effort and" so it would read "...conduct of faculty wide informational effort and straw ballot"; proposal received a second. Motion 95-513-11 to approve the amendment passed by voice vote with one dissenting vote.

President Francis called for a vote on the main motion consisting of the three recommendations contained in the CBTF report, including the above amendment. Motion 95-513-08 passed by voice vote with no dissenting votes.

Annual Reports

The agenda contained annual reports from the following committees:

- Academic Advising Council
- Academic Regulations Committee
- Administrative Appointments Committee
- Advancement of Teaching Committee
- Baccalaureate Core Committee
- Committee on Academic Standing
- Committee on Committees
- Curriculum Council
- Faculty Recognition & Awards Committee
- Graduate Admissions Committee
- Graduate Council
- Honors Council
- Instructional Media Committee
- Research Council
- Retirement Committee
- Student Recognition & Awards Committee
- Undergraduate Admissions Committee

Reports from the Faculty Senate President

President Francis reported on the following items:

- Presidential Search Process – She reminded Senators that the Oregon State Board of Higher Education has the sole power and decision concerning the selection and appointment of a president. The search committee shall assist the OSBHE by identifying and recruiting possible candidates for the position of president. Members of the search committee are appointed by the Chancellor and will include 4 faculty members, 1 student, 1 administrator, 1 community member, 1 alumni representative, and 3 OSBHE members. Francis has been contacted by the Chancellor and asked to nominate eight faculty members; four will be chosen to serve and the other four will become alternates. She will work with the Executive Committee and the current and incoming chairs of the Administrative Appointments Committee to identify nominees.
- Committee Appointments – The Executive Committee is completing 1995/96 committee appointments. Francis noted that only faculty members who had volunteered were placed on Faculty Senate committees.
- Interinstitutional Faculty Senate Appointment – Francis informed the Senate that, since Larry Curtis is leaving OSU, Mary Alice Seville will complete his term as IFS representative.
- State-Wide Services Tour – Francis encouraged Senators to participate in the tour of state-wide services scheduled for July 11–13. She noted this was an excellent opportunity to view OSU activities throughout the state and to interact with faculty stationed off-campus.
- Faculty Senate Committees – Francis thanked members and chairs for their work on behalf of the Faculty Senate during the past year.

New Business

There was no new business.

Meeting was adjourned at 4:55.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1995 No. 512

Oregon State University

May 4, 1995

For All Academic Staff

The meeting was called to order at 3:04 pm by President Sally Francis in MU 105. There were no corrections to the April minutes.

Meeting Summary

- Special Reports were presented by the following individuals: Jo Anne Trow, Vice Provost for Student Affairs
- Action Items - The following items were approved: Create an Information Services apportionment unit; Postpone approval of abolishment of the Extension apportionment unit; Change the name of the Department of Civil Engineering to the Department of Civil, Construction and Environmental Engineering; Promotion & Tenure Guidelines, as amended; Acknowledge receipt of the Collective Bargaining Task Force report and a minority report; and place the Collective Bargaining Task Force report on the June agenda as an action item [Motion 95-512-01 through 10]
- New Business - Approved Legislative Resolutions and a Recycling Resolution [Motion 95-512-11 through 13]

Roll Call

Members Absent With Representation:

Balz, R. Reiley; Brumley, C. Rusk; Dodrill, T. Gentle; Headrick, W. Earl; Logendran, K. Beaumariage; Mukatis, C. Brown; Ragulsky, B. Edwards; Rulofson, G. Farnsworth; Stevens, B. Eleveld; Suzuki, K. Higgins; Tibbs, L. Larwood; and Williamson, S. Woods.

Members Absent Without Representation:

Acker, Bentley, Calder, Carson, Clement, Coolen, Deboodt, Falkner, Farber, Folts, Hart, Huddleston, Humphrey, Ingham, Jensen, B. Johnson, Ladd, Liebowitz, Lomax, McDaniel, Meints, A. Mix, Nishihara, Orzech, Paige, Pearson, Rathja, Reed, Robbins, Sandine, Sherr, Somero, Taylor, Torres, and Zollinger.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-Elect; T. Doler, Parliamentarian Pro-tem; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

G. Beach, J. Hendricks, W. Huber, D. Nicodemus, R. Rackham, B. Shepard, J. Trow, and W. Loveland.

Special Reports

Dr. Jo Anne Trow

Dr. Jo Anne Trow, Vice Provost for Student Affairs, addressed the Senate on issues concerning Student Affairs areas. She noted she was grateful for the cooperation, support, and assistance she has received from the faculty over the past 30 years. This was Dr. Trow's last address to the Faculty Senate due to her retirement in June.

Trow reported several changes within Student Services:

- The Counseling Center and the mental health unit of Student Health Services will be consolidated into a single unit to be headed by Dr. Rebecca Sanderson.
- Progress on remodeling of the Commons should be completed this summer. The branded food items, currently in MU East, will move to the Commons when complete.
- University Housing and Dining Services is now consolidated with the food services in the residence halls.
- The University continues to provide students with a range of housing options. Honors College students will have an opportunity to live together in Callahan Hall. Wilson Hall continues to successfully house Engineering students together on one floor. Major renovations are planned for some of the residence halls. Work is also scheduled to begin on additional family housing units.

A survey of 1994 graduates yielded positive responses in Student Affairs areas. After reviewing the survey results, a concerns were expressed about the number of students actually using the services available. A continued concern centers around student alcohol abuse.

A three-phase co-curriculum program was instituted a few years ago and is based in the Student Activities Center. The phases consist of leadership development, ethical and moral development, and community development. Trow expressed the hope that faculty will continue to be involved in the program when approached.

Dr. Trow encouraged all faculty to take the opportunity to get to know Dr. Larry Roper, who has been appointed as her successor; he will be here in July.

Action Items

Bylaws Changes Affecting Apportionment Units

Carroll DeKock, Bylaws and Nominations Committee Chair, presented proposed Bylaws changes to abolish the Extension and Library apportionment units and create an Information Services apportionment unit.

He explained that the Bylaws proposals reflected changes in the University organization. The faculty in the Library apportionment unit are now consolidated with other units into an Information Services unit. Effective July 1, Extension faculty will be integrated into academic colleges on campus, which is where their Faculty Senate representation will be.

The Information Services apportionment unit would consist of the following units: Communication Media Center, Information Services, Library, Telecommunications, and University Computing Services. Based on March 1995 FTE figures, this new unit would be allotted 4 Senators.

In response to a question from Senator Gamble, Science, President Francis stated that Extension faculty will be represented in their academic college, but there may not necessarily be 11 Senatorial positions held by Extension faculty as there is now.

Senator Burridge, Extension, made the following motion on behalf of the Extension Senators, which was seconded:

I move to postpone action on Bylaws changes affecting off-campus faculty with Extension appointments until June or until letters of notification of acceptance from college academic units have been received by Extension off-campus faculty.

Burridge explained the reason is that each Extension faculty member has applied to an on-campus academic unit, but have not yet been notified whether they have been accepted. They are concerned about Faculty Senate representation. She also noted there is some confusion among administrators and faculty members regarding whether Extension will exist as it is or as an administrative unit.

Senator Crockett, Extension, spoke in support of the motion to postpone the vote. She noted that the Extension Service is unique and they are reluctant to give up their representation as an Extension unit in the Faculty Senate.

IFS Representative Wilcox questioned if there was anything to be lost by waiting to vote on this issue in October. Francis stated that the apportionment table must be approved at the October meeting and it can't be developed if the units haven't been determined.

Senator Boyer, Agricultural Sciences, asked what would

happen to current Extension Senators if the unit is discontinued. Francis responded that, according to the Bylaws, their representation would be with their new unit where they would be eligible to be elected as Senators; their terms as Senators would cease at the end of the current apportionment year.

Motion 95-512-02 to postpone a vote on the Extension apportionment unit, as stated in the above motion, was approved by voice vote with no dissenting votes.

Motion 95-512-01 to create an Information Services apportionment unit by incorporating the current Library apportionment unit into it passed by a 2/3 written ballot.

Category I Proposal — Department of Civil Engineering Name Change

Walt Loveland, Curriculum Council Chair, presented a proposal to change the name of the Department of Civil Engineering to the Department of Civil, Construction and Environmental Engineering. The reason behind the change is to give recognition to the construction and environmental engineering options within Civil Engineering. There was no discussion.

Motion 95-512-03 to approve the name change passed unanimously by voice vote.

Promotion & Tenure Guidelines Revision

Michael Oriard, Promotion & Tenure Guidelines Review Committee Chair, explained the rationale behind the revisions appearing in the current draft following discussion of the P&T document at the April meeting.

Senator Griggs, Associated, questioned the omission of how one is promoted to Assistant Professor. Oriard stated that one can be hired as an Assistant Professor, but cannot be promoted from Instructor to Assistant Professor because there is no promotion process available. He noted there are different types of responsibilities and expectations for fixed-term Instructor positions and tenure-track Assistant Professor positions; for example, Instructors are not expected to produce scholarship. In response to Griggs questioning how Instructors could be included in the promotion process, Oriard stated that they could be promoted to Sr. Instructor.

Senator Tricker, Health & Human Performance, questioned the policy on early request for tenure. Oriard explained that this document makes six years the norm, but does not preclude the possibility of an earlier request.

Senator Landau, Science, questioned whether P&T action would begin for an individual who chooses to leave the University, but is in their sixth year. Provost Arnold stated that their timing would make a difference,

but indicated that if their departure would be at the end of the year in which they were to be reviewed, and they had communicated their intended departure, the policy is that P&T action would not begin.

Senator deSzoek, Oceanic & Atmospheric Sciences, was troubled by the reference to grants and contracts on page 4 of the document. He questioned whether excessive recognition might be given to individuals who are successful in obtaining grants and contracts. Oriard stated that the committee consciously did not say that obtaining grants and contracts is itself grounds for tenure or promotion, but that it is important and related to scholarship. The committee actually felt that the wording may appear to take too lightly faculty members who are successful in obtaining grants and contracts.

Senator Brown, Business, questioned the use of two words on page 5 under "Criteria for Promotion to Professor." She made a motion to amend the document by revising the following bullets:

- Replace the word 'distinction' with 'competence' so the sentence would read: "competence in teaching, advising, or other assigned duties as evident in continuing development and sustained effectiveness in these areas."
- Replace 'exemplary' with 'significant' so the sentence would read: "significant institutional, public, and/or professional service."

Motion 95-512-05 to replace the above wording failed for lack of a second.

Senator Landau, Science, moved to amend the document to strike the following phrase at the end of the third paragraph on page 8 of the revised document: "unless the candidate is in the final year of annual tenure;" motion was seconded. The amended sentence would read: "In addition, at any time during the review process the candidate may withdraw his or her dossier." Motion 95-512-06 passed by voice vote with no dissenting votes.

Senator Christie, Oceanic & Atmospheric Sciences, moved to amend Section 3. "Service", on page 4 of the document, to reinsert the words "University's missions" at the end of the paragraph; motion was seconded. The sentence would then read: "Service to the community not directly related to the faculty member's appointment, though valuable in itself and ideally a responsibility of all citizens, is considered in promotion and tenure decisions to the extent that it contributes to the University's missions." He felt that the omission of "mission" changed the meaning of the section. Motion 95-512-07 was defeated with many votes in support.

Motion 95-512-04 to approve the revised document, as amended, passed unanimously by voice vote.

President Francis thanked the committee for their work on the document and thanked Senators for their evaluation and study of it.

Annual Committee Reports

The agenda contained annual reports from the following committees:

- 1994 Promotion & Tenure Committee
- Faculty Grievance Committee
- Faculty Status Committee
- Library Committee

Information Items

- Interinstitutional Faculty Senate — A recap of the April IFS meeting was included in the agenda.
- Collective Bargaining Task Force Report — The committee report, as well as a Minority Report from a committee member, was included in the agenda.

Senator Gamble moved that the official Collective Bargaining Task Force Report be received by the Faculty Senate; motion was seconded.

Senator Brown moved to amend Senator Gamble's motion to include the minority report as part of the Task Force report; motion was seconded. Senator Davis, Engineering, felt that the Task Force report isn't complete unless the minority report is included. Motion 95-512-09 to amend passed by voice vote with one dissenting vote.

Motion 95-512-08 to indicate in the minutes that the Faculty Senate is in receipt of both the Task Force report and minority report passed by voice vote with no dissenting votes.

Senator Burton, Science, moved to place the Collective Bargaining Task Force report on the June agenda as an action item to act on the recommendations; motion seconded. Burton clarified that the motion refers to only the Task Force report and not the minority report. Motion 95-512-10 passed by voice vote with no dissenting votes.

Reports from the Provost

Provost Arnold reported on the following items:

- Salem Update — Recent action by the Educational Subcommittee of the Ways & Means Committee added an additional \$15 million to the OSSHE budget to education in general. There will still be additional opportunities after the May revenue forecast to add further dollars. There is also the issue of a salary component to be added back and what share of that would be allocated to OSSHE.
- Extension Service — Dr. Arnold clarified that the Extension Service will continue as an entity in the new organizational structure. The programmatic leadership will reside within the academic units. He noted that it

is not greatly different from the model that exists with some of the other state-wide public services where individual faculty members are in academic units, but there is a separate identity on that program area.

- Strike Update – Provost Arnold introduced Jacquelyn Rudolph, Human Resources Director and Associated Senator, to present an overview of the strike process. Rudolph noted the Oregon Public Employees Union (OPEU) represents about 1,600 classified employees at OSU and approximately 18,00 statewide.

She explained that OSSHE bargaining occurs at a higher education coalition table. Issues which are specific to higher education which are not resolved at the coalition table are then forwarded to a central table which involves representatives from all over the state. The central issues involved in the potential strike include the mid-year reopener for the current collective bargaining agreement which began July 1, 1993, and ends June 30, 1995. The reopener, which provided an opportunity for parties to come back to the bargaining table and discuss wages, reached an impasse, went through mediation, and a fact finders report recommended an increase which was accepted by OPEU but not by the State; the fact finders report is not binding. A 30-day cooling off period takes place after the fact finders report is made public. During the cooling off period, OPEU members voted to authorize union leaders to declare a strike; the notice of intent to strike is effective May 8. In the meantime, negotiations for the successor agreement for the period July 1, 1995, through June 30, 1997, is occurring; the parties are at the fact finding phase.

It has been learned, unofficially, that there will be a general three-day strike on May 8–10, with a rolling strike possibly occurring after that. The University has prepared for the strike by setting up a Strike Coordinator's Network across campus that will provide information to Human Resources. A strike plan has been formulated to outline how the University would function if no classified employees were working.

Rudolph explained that those employees represented by OPEU have a choice: they have a legal right to strike, but they also have a legal right to report to work. Strikers can legally picket, distribute handbills, sing, chant, and import OPEU members from other state agencies, as well as from their state and national headquarters, to picket OSU. It is not lawful for them to obstruct the flow of people and vehicles into buildings (including service deliveries, students attending class, and employees reporting to work), be violent, or disturb the peace.

She stated that there are OPEU represented employees who will choose not to honor the picket lines and she will help those people cross the picket lines. However, she will also respect the choice of those who are on the picket lines because they are not striking against OSU, they're striking against the legislature and taxpayers who supported Measure 8. She encouraged faculty to think about employees on both sides of the picket line; those

striking as well as those who choose to report work and support the University.

Provost Arnold stated that strike activity creates a difficult environment: on one hand faculty may want to express concern about the plight of classified employees and support fair treatment in salary discussions while at the same time there are institutional obligations to serve students and clientele. He felt that the challenge was to find creative ways to provide indications of support and suggested the following: wear buttons, have a sign in your office, visit with picketers, and provide encouragement for those who choose not to strike. He suggested that the Faculty Senate could take the leadership to organize a teach-in to discuss the issues and concerns.

President Francis reiterated that, legally, only OPEU members are allowed to strike. She encouraged faculty to support the effort by writing letters, talking with friends and neighbors about the issues, and supporting strikers by taking them coffee or talking with them. Although some faculty members may want to join the picket lines, OSSHE will view this as an inappropriate action, but she felt that the public's perception was the more important factor and encouraged faculty to support the strike in one of the ways mentioned during the meeting.

In response to Senator Prucha, Associated, Rudolph confirmed that an employee can go on strike and come back to work once. If that employee then goes out on strike again, they will not be allowed to come back until the strike is resolved. When questioned by Senator Gamble if that was a law, she was unsure if it was based on statute, but stated it was a directive that had been received from the Department of Administrative Services and OSU will abide by it.

Reports from the Faculty Senate President

President Francis' report included the following items:

- Reminded Senators of the invitation they received to participate in the Agricultural Sciences Summer Field Tour, July 11–13. This pertains to the earlier Extension Service discussion and the transition to a university-wide extended education model. The Executive Committee supported the opportunity for resident faculty to tour some of the state wide services available.
- Thanked Thurston Doler for again serving as Parliamentarian.

New Business

Legislative Resolutions

IFS Representative Wilcox, submitted the following four resolutions for action in light of decisions which are

about to be made in the Oregon Legislature which will have significant ramifications for Oregon State University and its ability to fulfill its missions of teaching, research and extended education, and which will have serious effects on the morale of faculty and staff. He felt it was appropriate for faculty to go on record to indicate how they would like to see issues resolved and to express support for higher education leadership in Salem. Wilcox moved that the Faculty Senate adopt the following resolutions; motion seconded.

- 1) *The Faculty Senate of Oregon State University supports Governor Kitzhaber's decision to veto the School (K-12) Funding Bill. It is hoped that this action by the Governor will force the Oregon Legislative leadership to reconsider the funding priorities they established in their budget plan, which failed to properly support higher education and many other essential functions of the State.*
- 2) *The Faculty Senate recommends that the Oregon Legislature approve the higher education funding proposals put forward by the Chancellor of the Oregon State System of Higher Education. The Faculty Senate strongly supports the three priorities of the Chancellor's legislative proposals:*
 - *\$50 million for increases in faculty salaries. It is of paramount importance that faculty receive salary increases to offset the inflation which has occurred while salaries have been frozen, and that significant progress be made in correcting salary inequities.*
 - *Passage of the Higher Education Efficiency Act for the 21st Century, which, by reducing administrative inefficiencies, will permit each campus to direct a greater proportion of its budget to its essential missions of teaching, research, and service to the citizens of Oregon.*
 - *Moderate the increases in student tuition, which has increased inordinately in the past 4 years.*
- 3) *The Faculty Senate also recommends that the 'kicker' law be repealed and the funds used to meet the budgetary needs of higher education and other state services.*
- 4) *The Faculty Senate supports the Oregon Public Employees Union in their negotiations with the State for salary increases. They, like the faculty, have seen their earnings eroded by inflation and the impending implementation of Measure 8, and deserve an increase that will make their income equitable with those in the private sector.*

Senator Gamble expressed concern about several of the resolutions:

- In reference to #1, he stated that not all the details in the higher education funding proposals are known.
- In #4, it states, "...deserve an increase that will make their income equitable with those in the private sector.;" he felt that it wasn't in the best interest to argue

the issue of whether or not salaries are equitable with the private sector. He felt it would be more acceptable to indicate that the salary increase is needed.

- In #2, he agrees with the objective of the Higher Education Efficiency Act for the 21st Century, but wasn't sure that all the details are only concerned with efficiency.

Senator Landau proposed an amendment to #4, which was seconded:

The Faculty Senate of Oregon State University wishes to express its support of those employees of the State of Oregon who exercise their legal right to strike in order to improve the working conditions of public servants. We hope that the State government will act in accord with their responsibility to care for citizen's health, safety, and education, and within their power to raise revenues for these purposes.

Representative Wilcox noted that he avoided use of the word strike because he considered that to be one aspect of the negotiation. He felt that the larger issue of the salary increase should be supported.

Motion 95-512-12 to amend Motion #4 to read as above was defeated by voice vote with several in favor.

Motion 95-512-11 to approve the original four resolutions passed by voice vote with some dissenting votes.

Recycling Resolution

Senator Crockett proposed a resolution, which was seconded, in recognition of the campus recycling program and the 25th anniversary of Earth Day. This motion would put the Faculty Senate on record as supporting the work of campus recycling and urging the Senate, faculty, and OSU departments to take actions which they individually and collectively can take to increase recycling.

Whereas, the OSU Campus Recycling program has been honored for its ground breaking work by the Association of Oregon Recyclers; and

Whereas, the Campus Recycling program has reduced the amount of reusable or recyclable material being sent to the landfill by 43%; and

Whereas, some recyclable material continues to be sent to the landfill, and

Whereas, the Campus Recycling efforts have saved the University money and the community resources, giving back more than they receive.

Therefore, be it resolved that the OSU Faculty Senate commends the OSU Campus Recycling program for its leadership and, recognizing that the participation of every person on campus is essential to the success of the program, urges all faculty members and departments to participate fully by:

*using their desk boxes for recycling
urging students to recycle paper in classrooms;
sponsoring can and bottle recycling in "red bins" in
department break rooms;
recycling laboratory glass;
using two sided copies;
using recyclable and recycled paper;
reducing the use of disposable supplies; and
buying supplies made of recycled materials.*

Motion 95-512-13 to approve the recycling resolution
passed unanimously by voice vote.

Meeting was adjourned at 5:25.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1995 No. 511

Oregon State University

April 6, 1995

For All Academic Staff

The meeting was called to order at 3:02 pm by President Sally Francis. Senator Landau, Science, corrected the March minutes to indicate that the main issue he was concerned with regarding the Minority Affairs Commission Report was that skin color not be a qualification for a job at OSU since he felt this might lead to a quota system. He also noted that Senator Grigg's response to his concerns stated that there would be no quota system. The minutes were approved as corrected.

Meeting Summary

- Special Reports - The Multicultural Affairs report, scheduled to be presented by Phyllis Lee, was postponed.
- Action Items - History of Science Category I Proposal was approved and a proposed revision to AR 11 was referred back to the committee [Motion 95-511-01 through 02]
- Discussion Item - Promotion & Tenure Guidelines Revision
- Executive Session - Distinguished Service Award
- New Business - There was no new business

Roll Call

Members Absent With Representation:

Chambers, J. Averill; D. Collier, T. Wood; Cornelius, P. Lindsey; Dodrill, T. Gentle; Headrick, W. Earl; Liebowitz, W. Uzgalis; Loudd, J. Britt; Rulofson, G. Farnsworth; and Warner, J. Hendricks.

Members Absent Without Representation:

Acker, Christensen, R. Collier, DeAngelis, Deboodt, Fletcher, Glenn, Griffiths, Hu, Huddleston, Humphrey, Jenkins, Jensen, D. Johnson, Lee, Lomax, Macnab, T. Miller, Orzech, Oye, Pacheco, Rathja, Robbins, Rosenberger, Rudolph, Sherr, Snyder, Somero, Taylor, Tibbs, Tiger, Torres, Vuchinich, Williamson and Zollinger.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-Elect; T. Doler, Parliamentarian Pro-tem; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

C. Allen, G. Beach, B. Becker, P. Davies, J. Dunn, S. Martin, D. Nicodemus, G. Reistad, B. Shepard, and B. Weiser.

Action Items

Category I Proposal – History of Science

Jim Folts, Curriculum Council, presented a Category I proposal for the initiation of a new instructional program leading to the Master of Arts Degree, the Master of Science, and Doctor of Philosophy in History of Science to be located in the History Department. Folts noted that this proposal reflects the transfer of the program from the College of Science to the College of Liberal Arts. The program previously existed within the Department of General Sciences which was abolished three years ago.

Motion 95-511-01 to approve the proposal passed by voice vote with no dissenting votes.

Proposal to Change AR 11

Sharon Martin, Academic Regulations Chair, presented the following proposal to change AR 11, Adding and Dropping Courses:

- a. Students may add courses through the first ~~ten~~ ~~five~~ 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.~~

Martin explained that, with the advent of telephone registration, students have a minimum of approximately six weeks to register and make adjustments to their schedules. An add/drop analysis for Winter '95 showed there were 10,329 add/drop transactions; 3,262 were adds, beginning the first day of registration through the end of the second week of classes. Approximately 500 adds occurred during the second week; the committee felt it was probable that at least one half could have been accomplished during the first week.

Senator Gamble, Science, questioned the rationale of the proposal and asked why an additional five days matters. Martin responded that some faculty are concerned with second week adds and are refusing to allow them. Francis noted that some faculty would like the regulation changed as a basis upon which to refuse admission.

Senator Davis, Engineering, questioned why the option should be eliminated for those will allow second week adds.

Senator Krueger, Science, was concerned about students whose loans may not be approved prior to the second week of classes, which did occur with one of his students, being prohibited from adding classes.

Senator Averill, Associated, felt that some students in the English Language Institute would be unfairly disadvantaged because there is a special class which begins somewhat after regular OSU classes start. Martin noted that special cases could probably be dealt with through the Registrar's Office.

Senator Akyeampong, Associated, noted that students who have been suspended sometimes need a week to be reinstated which would put them at a disadvantage.

Senator Leklem, Home Economics & Education, questioned how students feel about this proposal. Martin responded that the committee didn't know. Leklem felt that the students should be consulted. Leklem moved to refer this issue back to the committee until there is discussion with ASOSU to determine their reaction to the proposal; motion was seconded.

Senator Gamble questioned why students would have only five days to add courses, but 10 days to drop. Martin responded that the committee felt that the drop policy is still within a fair range, but that students should be adding sooner since it seems to have an effect on how students perform academically if they miss two weeks.

Motion 95-511-02 to refer the AR 11 revision back to the committee passed by voice vote with several dissenting votes.

Discussion Item

Promotion & Tenure Guidelines Revision

Michael Oriard, Promotion & Tenure Guidelines Review Committee Chair, presented the draft guidelines which were attached to the April agenda. Oriard stated that the proposed guidelines had been presented during two faculty forums, at the Deans Council and the Academic Assembly.

Oriard called attention to the following revisions:

- The Committee feels that the guidelines have not been substantially changed from the 1988 guidelines, but have been clarified and made more obviously inclusive.
- The immediate need for more inclusiveness is the transition of Extended Education into the university as a whole. In regard to Extension being included in academic units, the committee resisted being prescriptively specific on issues such as Promotion &

Tenure Review Committee composition. The committee assumes that a working process will have to evolve and that the principles in this document will guide the evolutionary process.

- The Committee's intentions are to neither raise nor lower standards, but to affirm a definition of professorial rank faculty based on three areas of responsibility: 1) to acknowledge the range of work the faculty do; 2) to emphasize the principle that faculty achievements in these areas are to be evaluated, not merely enumerated; and 3) to leave to individual units the more specific determination of appropriate standards and evaluation. The Committee is trying to eliminate the need for supplemental guidelines as have been used in Extension, Kerr Library and international assignments. Although every unit need not develop its own specific criteria in line with the more general criteria, it is up to the unit to decide what the specific standard of evaluation ought to be. The role of the College review is to assure there is some sort of common standard across units within the College. The role of the University review is to assure there are common standards across the University.

Oriard called attention to the following specific key elements:

- The three areas of faculty responsibility have been renamed and redefined: "Teaching," "Research," and "Service" have been redefined as "Teaching, Advising, and Other Assignments;" "Scholarship and Creative Activity;" and "Service."
- Identifying "Teaching, Advising, and Other Assignments" and "Scholarship" as primary responsibilities and identifying "Service" as a secondary responsibility which places more importance on position descriptions. This identification provides for those who have mixed appointments, such as administration, teaching, and Extended Education. The issue of disproportionate service responsibilities for minority faculty and women was raised at one of the forums. The Committee discussed inserting a statement in the guidelines to acknowledge this issue but decided against it for fear of creating the appearance of a separate tenure track based on service, rather than scholarship, for those individuals. The Committee wanted to emphasize the importance of position descriptions, which could include service responsibilities as part of the assignment. Supervisors and faculty need to understand that service is a problematic area for minorities and women.
- The criteria for promotions from associate to full professor are tied more directly to the three areas of faculty responsibilities.
- In terms of scholarship, the wording "National or international reputation" has been replaced by "wide-

ly recognized and prominent contributor to the field or profession." The rationale is to recognize that in some areas a truly "national or international reputation" is not possible. The Committee does not feel that the standards have been changed, but standards have been provided that can be applied to the range of faculty.

- Criteria have been eliminated for promotion from Instructor to Assistant Professor. This is not a change in policy, but updates the guidelines to existing practice. Oriard noted that Instructors can be appointed to Assistant Professor, but not promoted.
- Several changes from the 1988 guidelines concerned faculty rights. Candidates are given the right to insist that the dossier be forwarded to the college review, even if both recommendations within the tenure unit are negative. Candidates are also be given the right to write a statement regarding the evaluations within the tenure unit, to be added to the dossier as it is forwarded to the college for review.
- Since "promotion" and "tenure" are not possible for no-rank faculty, the paragraph implying that this is possible has been eliminated. No-rank faculty are eligible for professional advancement and the criteria will be addressed in the *Faculty Handbook*. The Committee felt that it was inconsistent to have faculty included in the document who are not governed by promotion and tenure.

Senator Rose, Forestry, asked when faculty position descriptions are written. Oriard responded that, once the system is fully in place, they will be written at the time of hiring and revised as necessary due to changes in faculty assignments. He also noted that the current and all prior position descriptions would be included in a faculty members review and the faculty performance should be tied to the position descriptions.

Senator Mukatis, Business, was concerned with the terms "distinction" and "exemplary" in the criteria for promotion to professor; he felt that the standards had been raised from the previous wording. He also felt that it would be an exercise in futility to send forward a dossier with negative recommendations since the interpretation of basic criteria will be at the college and department level. Oriard responded that a dossier forwarded with negative recommendations will be successful only if the dossier makes a case to the college review committee that it was unfairly judged at the unit level. Oriard explained that the terms "distinction" and "exemplary" were arrived at after lengthy consideration of other terms and he invited faculty to propose alternate wording which may be more appropriate. Senator Lunch, Liberal Arts, suggested that the Committee prepare a memo to recapture some of what the distinctions in language were as discussed by the Committee prior to arriving at these two terms. Joe

Hendricks, Committee member, noted that the intent was to establish that a faculty member doesn't get promoted merely by doing his job; they must go beyond the job description.

Senator Stevens, Agricultural Sciences, was troubled by Hendricks' suggestion of a higher rate of output rather than a greater total output by the time a person is eligible for promotion to professor. Oriard used publications as an example and noted that they aren't necessarily looking for a greater number of publications, but that the quality should show significant improvement. He felt that the Committee would be reluctant to use the word "rate." Oriard noted that scholarship should be evaluated for its quality. Senator Rose echoed the importance of the suggestion by Senator Lunch of a context document which could be referred to in the future.

Senator Landau, Science, noted that parts of the document warmed his heart, but was concerned about two items: 1) emphasis on aspects of collaboration regarding service and other assignments; and 2) with other assignments being brought into teaching. He felt that it should be specified that the other assignments directly relate to teaching. Landau was also concerned that a candidate will be judged, among other things, on their "commitment to the University's missions and goals." He felt that the missions and goals should be defined in the document since both can be changed by the University administration. Oriard noted that the missions and goals are outlined in the University mission statement. A protection for the faculty member is that, if the mission statement changes, but the position description does not change, then the faculty member's assignment hasn't changed. Oriard stated that the Committee would address the relationship of the guidelines to the current mission statement. In response to "other assignments," Oriard stated that this applies to people engaged in extended education and counseling activities, rather than to people doing classroom teaching and laboratory or library research. Oriard explained that the guidelines serve to acknowledge that collaboration is becoming increasingly important.

Senator Scheuermann, Student Affairs, noted that "teaching" appears first in the sequence of "teaching, scholarship, and service" in the document. He questioned if that was the most significant promotion and tenure criteria for those with teaching included in their position description. Oriard responded that the teaching aspect will be judged on their position description.

Senator Reed, Science, supported the document and recognized the difficulty of creating it. He felt that research could stand alone in the document rather than indicating that it is an assigned task when it is actually a highly defined activity. Oriard responded that research refers specifically to those faculty who are hired as senior research faculty to do research. All faculty have a scholarly responsibility, in addition to their assignment.

Reed explained that if research is referred to as a "scholarly activity," NIH will withdraw grants and he noted that NIH will be aware of the wording in this document. Oriard pointed out that the academic deans were uneasy about seemingly diminishing the importance of research and welcomed the reference to research into the body of the "Scholarship and Creative Activity" section, which reads: *Scholarship and creative activity may take many forms in addition to research contributing to a body of knowledge.* Reed felt that research was still not adequately defined.

Senator Gamble questioned what "guidelines" mean in the context of this document. Oriard responded that he remembered it to be "the laying out of the basic principles that govern our evaluation of promotion and tenure." Senator Gamble questioned whether they were enforceable. Oriard stated that once the element of evaluation is introduced, then there is no quantifiable measure for the faculty member to meet and, in return, demand tenure.

Gamble also asked if there was any reference in the document to the privilege of the person presenting data for review with respect to confidentiality or lack thereof. Oriard responded that the Waiver of Confidentiality remains an option. He noted that faculty who have served on the Faculty Senate Promotion and Tenure Committee report that their impression is that dossiers both with and without the waiver are weighed equally fairly.

Senator Ede, Liberal Arts, cautioned against embedding the document with complicated context descriptions which may become subject to more debate. She also commented that, in many areas, collaborative activities are strongly frowned on; she felt that there is a strong tendency to favor individual efforts.

Beth Strohmeier, Executive Committee member, felt that no-rank faculty have been excluded from the document for reasons she doesn't understand. She noted that when certain professorial rank faculty members leave OSU, they will be replaced by no-rank faculty who will assume the same responsibilities, including teaching. Oriard responded that no-rank faculty were not addressed in this document since they will not go through the promotion and tenure process. He encouraged no-rank faculty to send their thoughts on this issue to him via e-mail.

Information Items

- Faculty Senate committee chairs are reminded that annual reports of Committees/Councils are due. Reports should be submitted no later than May 16 to be included in the June agenda.

Reports from the Provost

Provost Arnold included the following items in his report:

- He thanked the members of the Promotion & Tenure Guidelines Revision Committee for their time, effort and thoughts and noted he was pleased to see how hard they have worked on the revisions.
- The Provost mentioned two administrative positions had been filled — Dr. Larry Roper, Vice Provost for Student Affairs, will begin July 17, and Joe Hendricks, former Department of Sociology Chair, has been appointed Director of the Honors College.
- Much of the Provost's report focused on budget development. Each of the academic deans and other major unit administrators made presentations to a gathering including university administrators, deans, the Faculty Senate President and the Faculty Senate Budgets and Fiscal Planning Committee Chair. The presentations included comments about the unit budget history, circumstances, and issues, as well as responding to the following three questions: 1) Were there major changes proposed for their administrative units given a zero change budget?; 2) If there was a target reduction in relation to the productivity goals, what would be the impacts?; and 3) Are there specific new or emerging initiatives which should be considered in the budget process? He emphasized that this session was an exchange of information which provided a much clearer understanding of the issues, challenges, problems, and opportunities which will be factored into consideration during the budget process, but was not a determination of OSU's 1995-97 biennium budget.
- The Provost mentioned the legislative aspect of the budget process and noted that this is probably the most effective team effort that he has seen in regard to higher education representation. He stated that there is a very consistent agenda articulated by all involved and includes: maintaining student access; retention of faculty and staff; and the Higher Education Efficiency Act. He acknowledged the varied roles of some of the individuals involved in the team effort, including: Chancellor Cox, OSSHE Governmental Affairs Representative, OSBHE members, institution president's, institutional governmental relations representatives, state-wide public service directors from OSU and OHSU, students, and private citizens including the business community and alumni. Arnold also noted that faculty, including Carroll DeKock and Tony Wilcox, served on panels before the Legislature. He emphasized the personal view that the contributions of OSU President John Byrne have been greatly undervalued and that, as far as he knows, President Byrne is the only president to meet with every legislator.

The Educational Subcommittee is still holding hearings and is receiving effective testimony from students, public leaders and prospective students. The basic message is that further damage to higher education should be avoided and ways need to be found to achieve a "hold harmless" budget. An additional legislative item concerns a separate bill for funding of the College of Veterinary Medicine which moved out of the Education Subcommittee and has been approved by the Full Ways & Means Committee; it now goes to the floor of the House for consideration.

Senator Leklem asked what specific issues the Legislature is concerned with relative to higher education. Arnold responded that they are concerned about access, tuition rates, faculty salaries, faculty retention, and the appearance of being the only state in the nation considering reducing support for higher education. Leklem questioned whether these issues translated to more dollars. Arnold responded that it is a political process and that enough people need to become convinced that the identified issues are important.

Senator Rose asked if the lottery is still seen as a means of solving some problems. Arnold responded that it is viewed as another source of income to support needed services.

Reports from the Faculty Senate President

President Francis included the following items in her report:

- She thanked Thurston Doler for serving as Parliamentarian.
- Announced to Senators that the May Faculty Senate meeting would be in MU 105.
- Announced that the joint AOF/AAUP/IFS meeting would be April 29 in the MU East Forum. Speakers will include Representative Carolyn Oakley, Chancellor Cox, Mark Nelson, Grattan Kerrans, and President Dave Frohnmayer.
- In regard to committee appointments, President Francis stated that it is her intent for the Executive Committee to appoint to committees only those faculty who actually volunteer; faculty will not be appointed to more than one committee; and an attempt will be made to appoint as many faculty as possible. She urged faculty who are not appointed to committees to not become discouraged since each year there are four times as many faculty who volunteer for Faculty Senate committees as there are positions available.

- President Francis briefly spoke about the budget process she and Bruce Sorte participated in recently. She noted it was a very positive experience to have two faculty members participating. She felt that faculty needs and concerns were very much a point of interest to the group, particularly faculty retention.
- The Curriculum Council will be forwarding a proposal to the Senate to initiate a new program concerning undergraduate program reviews, similar to graduate reviews by the Graduate Council.
- The Faculty Senate Executive Committee has provided input to the IFS representatives regarding faculty diversity initiatives which were proposed by the OSBHE.
- Following results of a survey by the Advancement of Teaching Committee concerning establishment of a Center for Instructional Resources, the Executive Committee concluded there was not enough support to establish a centralized office. The Executive Committee asked the Committee to develop an inventory of existing resources and services already available on campus. After the inventory has been completed, a reassessment of the proposal will be conducted.

Executive Session

Gordon Reistad, Faculty Recognition and Awards Chair, presented information on the two nominees; both nominees were approved by the Senate and forwarded to the Provost. The awards will be presented at Commencement; the recipients will be announced by the University at a later time.

New Business

There was no new business.

Meeting was adjourned at 5:08.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1995 No. 510

Oregon State University

March 2, 1995

For All Academic Staff

The meeting was called to order at 3:00 pm by President Sally Francis. There were no corrections to the February minutes.

RESOLUTION OF SYMPATHY

The following resolution of sympathy to the Davis family was presented by President Francis and passed by voice vote (motion 95-510-01):

The Oregon State University Faculty Senate expresses its deepest sympathies to the Davis family at the passing of Joel on March 1, 1995.

Joel was a valued colleague and member of the OSU faculty for 31 years. He served as Head Adviser in the Department of Mathematics since 1987. He stated in his vita that he served the Faculty Senate in various capacities for "9 years and 3 batches" including Science Senator, Executive Committee, and Faculty Consultative Group.

His participation in faculty governance, involvement in community service, his devotion to the University's students, and his collegial spirit will be sorely missed but will inspire us all for many years to come.

Meeting Summary

- Special Reports were presented by the following individuals: Roy Arnold and Jon Hendricks, Minority Affairs Commission; Robert Durringer, Financial Information System; and Stan Brings, Proposed Instructional Resource Center
- Action Items - The following items were approved: Resolution of Sympathy; Changes to AR 4a and AR 12; Environmental Engineering Category I Proposal; and Resolution of Congratulations [Motion 95-510-01 through 05]
- New Business - There was no new business

Roll Call

Members Absent With Representation:

Balz, R. Reiley; Christie, L. Kulm; Fletcher, T. Skubinna; Manuelito-Kerkvliet, P. Lail; Reed, K. Ahern; Root, M. Kramer; Snyder, C. Andreasen; and Torres, J. Li.

Members Absent Without Representation:

Acker, Burrige, Calder, Clement, D. Collier, R. Collier, Cornelius, Crockett, Deboodt, Duncan, Farber, Flaherty, Folts, Headrick, Huddleston, Jenkins, B. Johnson, D. Johnson, Lomax, McAlexander, Meints, Terry Miller, A. Mix, M. Mix, Orzech, Pacheco, Riggs, Robbins, Rose, Rosenberger, Rulofson, Sherr, Somero, Stevens, Taylor, Tiger, Vuchinich, Warner, and Zollinger.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-Elect; T. Knapp, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

C. Allen, G. Beach, J. Dunn, J. Hendricks, W. Loveland, S. Martin, B. Shepard, and S. Woods.

Special Reports

Minority Affairs Commission Report

Jon Hendricks, Minority Affairs Commission Chair, and Provost Roy Arnold provided a brief overview of the Minority Affairs Commission Report and recommendations contained in the report.

Hendricks explained that the Commission and departments on campus have been working to increase the number of minority faculty, but progress has been slow. Each Dean was requested to update their minority action plan and the Commission then inspected the plans of each unit to assess the status of minority faculty on campus. Hendricks noted that four units did not submit plans. The Commission reviewed the available recruitment and retention policies for faculty and staff of color and noted that some units do have policies in place, but not to the degree necessary. Hendricks briefly mentioned a few of the 26 recommendations, which appeared in the March Faculty Senate agenda, excerpted from the report. He noted that copies of the report are available from the Provost's Office.

In response to a request from Senator Mukatis, Business, to better define the term "minority and people of color," Hendricks offered this definition, "protected groups, excluding white women."

Several Commission members responded to a question

from Senator Landau, Science, concerning appointing people of color to each search committee. Larry Griggs explained that the whole purpose was to "even the playing field" by including more minority faculty on search committees. Phyllis Lee commented that, whether it is intentional or unintentional, people tend to hire only those who are like themselves. Barbara Paige acknowledged that it would be difficult to have a minority on every committee, but felt that the spirit of the document should be maintained. The proposal would help to bring job vacancies to the attention of qualified minority faculty.

Senator Davis, Engineering, expressed the opinion that equality in hiring won't be achieved until applicants are considered solely on their qualifications.

Provost Arnold stated that OSU has targeted the recruitment and retention of minority faculty as a top priority. To achieve that goal and help minority faculty who are beginning their careers, the following plans are being considered: 1) encourage qualified minority students to enter graduate school with the goal of becoming a member of the faculty, and 2) give minority applicants a year after hiring to finish their doctoral work.

As a result of a University Process and Review Team recommendation, a new set of Affirmative Action procedures has been implemented which should aid in hiring minorities. These procedures include reviewing final candidates prior to an offer being extended. This endeavor has already had a positive impact during the last half of 1994 when minority applicants were hired for 13% of 293 academic appointments.

Since minorities currently account for 7% of the total OSU faculty, Arnold acknowledged that placing a minority on every search committee would place a burden on minority faculty at this time. A related recommendation is to have special training for faculty who would represent the Affirmative Action Office.

Arnold stated that the Minority Affairs Commission would continue, and it will focus on the following tasks: 1) interaction of minority faculty and, possibly, students; 2) continue to monitor unit action plans; and 3) aid in designing measures of progress. Faculty will serve for two-year terms and students will serve for one year. Arnold invited faculty to express interest in serving on this commission; he hopes to appoint a new group this academic year.

Provost Arnold acknowledged the excellent work of the committee in preparing the report and thanked Hendricks for his leadership.

Financial Information System

Robert Duringer, Business Affairs Director, presented a brief overview of the Financial Information System (FIS)

which will be implemented July 1, 1995. User training will begin in March 1995 and will include FIS fundamentals, financial management and grants and contracts.

Duringer explained FIS as a can of software composed of the following:

- General Ledger
- Purchasing
- Budgeting
- Accounts Receivable
- Accounts Payable
- Grant and Contract Accounting

Specifics of the program include:

- It is a relational data base system
- FIS is on-line and runs in real time
- Queries and reports will print locally
- Each grant is a separate entity
- Contains a balance sheet report
- Contains budget reports
- Contains a budget history
- All expenses can be encumbered
- Purchasing authority has been increased to \$2500

Duringer used the following points in summarizing the system:

- ☛ FIS is very capable.
- ☛ The transition requires patience.
- ☛ Resources have been committed to make the system work for the user.
- ☛ The glass is half full, not half empty.

In closing, Duringer noted that the FIS team, which was formed to design OSU's system, will remain in place for six months after implementation to assist users and work out problems.

Proposed Instructional Resource Center

Stan Brings, Advancement of Teaching Committee Chair, outlined the committee's recommendation for a proposed Instructional Resource Center and the survey related to the Center which was distributed to Senator's with the March agenda. He noted that the function of the Center would be to help faculty increase their effectiveness in the classroom.

In response to a question from Senator Mukatis, Business, Brings replied that the Director would probably be a faculty member already employed at OSU and would begin at .50 FTE.

Senator Gamble, Science, questioned the relationship with the proposed center to the Communication Media Center (CMC). Brings stated there would be a close relationship and that the committee is working with J. Hughes in Information Services and with Jon Root and Mark Kramer in CMC to coordinate the services. Brings noted that there are currently a number of services being

offered on campus and a function of the Center would be to bring these services together.

Senator Mukatis expressed concern that faculty would not have time to use the Center; he noted that faculty are not attending the Interested in Teaching (IT) group due to lack of time.

Brings welcomed input via electronic mail.

Action Items

Academic Regulations Changes — AR 4a & 12

Sharon Martin, Academic Regulations Chair, presented the following two academic regulations changes. Proposed changes appear highlighted and bolded while deletions appear as a strike-through.

AR 4a, Classifying Students — The Committee recommends a change in the current classification of students. This regulation is superseded by the OSSHE, in that they have defined what constitutes class standing for the institution. According to OSSHE, any undergraduate with 135 plus credit hours is a senior, without regard to GPA. The recommended change is as follows:

- a. Undergraduate students: A student who has earned at least 45 credits is classified as a sophomore. A student who has earned at least 90 credits is classified as a junior. A student who has earned ~~at least a grade point average of 2.00 on 135 credits~~ is classified as a senior.

Motion 95-510-02 to change AR 4a passed by voice vote with no dissenting votes. This change will be effective Fall term, 1995.

AR 12, Withdrawal From Individual Courses — The Committee recommends a change in procedure in AR 12 which would allow students to withdraw from individual courses through the telephone registration system. The recommended change is as follows:

- a. ~~Official forms for withdrawing from individual courses are obtained in the Registrar's Office; instructions to be followed are shown on each form.~~

- b. ~~After consultation with his or her academic adviser, a student~~ **Students** may withdraw from a course with a W grade after the tenth day of classes and through the end of the seventh week of classes. ~~In each case, the students must notify the appropriate depart-~~

~~ment by obtaining a signature in the departmental office.~~ After the seventh week of classes, students are expected to complete the program attempted and will receive letter grades (A, B, C, D, F, I, S, U, P, N) for all courses in which enrolled unless they officially withdraw from the University.

~~c. Completed course withdrawals are to be turned in at the Registrar's Office windows. The Registrar's Office will then record W grades on the student's record. Procedures for Withdrawal From Individual Courses are outlined in the term Schedule of Classes.~~

Senator Gamble questioned security measures and whether students would no longer speak with an advisor prior to withdrawing. Russ Dix, Registrar's Office, stated that students can cancel their registration via phone by using their PIN numbers. Martin stated that Business students are encouraged to meet with their advisor prior to withdrawing from a course and students in other colleges could also be encouraged to meet with advisors prior to withdrawing from courses.

Senator Holmes, Home Economics & Education, expressed concern about faculty being advised when a student drops, particularly for labs where perishable items must be ordered based on enrollment. Francis mentioned that departmental staff could check Banner to determine how many students were enrolled. Immediate Past President Oriard noted that the Registrar's Office would generate weekly withdrawal reports.

Senator Davis, Engineering, was concerned that this change would allow students to withdraw without speaking to an advisor. Dix responded that currently students need only inform the affected department and don't need to obtain an advisor's signature to withdraw from courses.

Motion 95-510-03 to approve the changes to AR 12 passed by voice vote with no dissenting votes. This change will be effective Fall term, 1995.

Environmental Engineering Category I Proposal

Walt Loveland, Curriculum Council Chair, presented a Category I Proposal to establish a B.S. Degree in Environmental Engineering in the Department of Civil Engineering. Loveland noted that this proposal has been well received and there is a huge student interest in the proposal.

Senator Mukatis noted that there were no courses in environmental policy or environmental law. Loveland explained that there were limits to what could be included in the curriculum. Sandra Woods, Civil Engineering, responded that these issues would be addressed within the Hazardous Substance Management course.

Senator Landau expressed concern that Nuclear Physics was not included in the curriculum. Woods responded that the decision was made to require a full year of Chemistry rather than Physics.

Senator Hu, Agriculture, noted that there are only 11 credits in the Biological Sciences. Loveland responded that this was a compromise between Biological Sciences in Science and the College of Engineering. Woods explained that the proposal needs to focus on design.

Senator Carson, Liberal Arts, reminded Senators that it's important to keep in mind that this is an undergraduate degree.

Motion 95-510-04 to approve the establishment of a B.S. Degree in Environmental Engineering passed by voice vote with several dissenting votes.

Information Items

- Interinstitutional Faculty Senate Report — A recap of the February IFS meeting was included in the agenda.
- Promotion & Tenure Revised Guidelines Faculty Forums — Faculty Forums will be held in MU 105 on February 27 from 3:00-4:30 and March 7 from noon-1:30 to present the proposed guidelines and address concerns.

Reports from the Provost

Provost Arnold reported on the following items:

- Search Committees:
 - Honors Council — Four Director finalists have been identified.
 - Vice President for Student Affairs — The names of five finalists have been submitted to the Provost.
- Legislative Scene —
 - There is a relative absence of higher education bashing thus far.
 - The Higher Education Efficiency Act is moving through the process.
- Budget — The Legislature will begin discussing the higher education budget on March 13; the discussion should last 3-5 weeks.
- Distinguished Professors — OSU's newest Distinguished Professors are George Bailey, Food Science and Technology, and Richard Waring, Forest Science.
- Provost Arnold acknowledged the passing of Joel Davis.

Reports from the Faculty Senate President

President Francis reported on the following items:

- The Senate will consider a History of Science Category I proposal at the April meeting.
- Announced that additional copies of the hand-out distributed on the table outside the meeting titled, "PERS Overview for Senate Labor and Government Operations Committee, January 25, 1995" could be obtained from the Faculty Senate Office.
- President Francis announced that Vickie Nunnemaker, Faculty Senate Administrative Assistant, had been awarded the Office Personnel Association March Merit Award and proposed the following resolution:

The Oregon State University Faculty Senate congratulates Vickie Nunnemaker on receiving the Merit Award from the Office Personnel Association on March 2, 1995, in recognition of her outstanding performance in the workplace and service to the OSU Faculty Senate.

The Senate approved Motion 95-510-05 by voice vote with no dissenting votes.

New Business

There was no new business.

Meeting was adjourned at 4:32.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1995 No. 509

Oregon State University

February 2, 1995

For All Academic Staff

The meeting was called to order at 3:05 pm by President Sally Francis. There were no corrections to the January minutes.

Meeting Summary

- Special Reports were presented by the following individuals: Bruce Shepard, Graduation/Retention, and Bob Frank and Robyn Sharp, Intercollegiate Athletics
- Action Items - The following items were approved: Parliamentarian [Motion 95-509-01]
- New Business - There was no new business

Roll Call

Members Absent With Representation:

Brumley, J. Davidson; Christie, V. Kulm; Cornelius, C. Kolbe; Headrick, W. Earl; Ragulsky, C. Graham; Rice, D. Ward; and Sherr, G. Wolfe.

Members Absent Without Representation:

Acker, Akyeampong, Burrige, Burton, Clement, Coolen, L. Davis, de Szoeki, DeAngelis, DeKock, Deboodt, Flaherty, Fletcher, Griffiths, Hu, Huddleston, Krueger, Ladd, Liebowitz, Macnab, Meints, Terry Miller, Tom Miller, A. Mix, M. Mix, Nishihara, Paige, Reed, Robbins, Rudolph, Rulofson, Somero, Taylor, Tiger, Torres, Tricker, Vuchinich, and Zollinger.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-Elect; T. Knapp, Parliamentarian; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

C. Allen, G. Beach, J. Dunn, B. Frank, D. Nicodemus, and B. Shepard.

Special Reports

Graduation/Retention Issues

Bruce Shepard, Undergraduate Academic Programs Director, spoke about retention and the Undergraduate Education Council. Background materials in the form of

two handouts were available to Senators: 1) The Undergraduate Education Council and 2) Undergraduate Retention. Some copies of each handout are available from the Faculty Senate Office.

Undergraduate Education Council — This Council, chaired by Bruce Shepard, was established as a result of the ARC/LIT process several years ago which indicated a need to review the academic administrative structure. The charge to the Council is as follows:

"The Undergraduate Education Council will be the vehicle for the coordination and leadership of campus undergraduate programs."

The handout included an explanation of the four work groups: 1) Instructional Access, 2) Recruitment and Retention, 3) Educational Effectiveness, and 4) Diversity; initiatives the Council will undertake; Council membership; and the 1994-95 Preliminary Work Plan. Shepard would like to hear from faculty who have ideas, issues or concerns regarding undergraduate education.

Undergraduate Retention — Shepard stated that retention involves not only keeping OSU students here, but to help them understand and formulate their academic objectives and helping them achieve their objectives. OSU also has a fiscal self-interest to retain students.

The handout contained four tables which charted OSU retention rates; each table was broken down by college. Table 1 contained the 1994 undergraduate continuation percentage for the University which was 81.4% as compared to 84.4% in 1993; Table 2 depicted continuation percentages by gender, class, and ethnicity; Table 3 contained graduation percentages for entering full-time freshmen by college; and Table 4 charted graduation percentages for entering full-time transfer students. The handout also contained retention strategies and tactics being used by administration.

Shepard noted that, of the students who do not continue at OSU, 30% are in academic difficulty. For the 70% not retained who are in good academic standing, it is important to make them feel a sense of belonging. Shepard provided the names of 15 faculty whose names consistently appeared in response to freshmen being asked which faculty they felt really cared and were interested in their success. He noted that four of the 15 faculty members were from Chemistry which is a department that previously received consistently low marks from students. This turnaround is a direct result of Carroll DeKock,

Chemistry Chair, taking the time to train TA's to know the names of all students and promoting a general atmosphere of faculty helping students attain their goals by making professors available to students. In short, the leadership of the departmental administrator is absolutely crucial to OSU's retention success.

Shepard mentioned that it is necessary to eliminate policies, practices, and procedures which stand in the way of academic success. He acknowledged that the Faculty Senate has acted on a number of these issues during the past two years, but felt that more could be accomplished.

Senator Rose, Forestry, questioned the correlation between retention and acceptance policies. Shepard responded that some may not be emotionally ready, but the philosophy has been that anyone who meets OSU's admission standards should be able to succeed. He noted that students with lower SAT scores and high school GPA's are at greater risk.

Senator Scheuermann, Student Affairs, questioned OSU's retention rate published in US News which was 44% versus the rates just shown. Shepard noted that there are many reasons to account for the differences: figures based on 4 or 5 year versus 6 year graduates; figures including both part-time and full-time students versus figures showing just full-time students; and figures charting only entering freshmen through graduation versus including all post-baccalaureate students who are here to get into graduate school.

Intercollegiate Athletics

Bob Frank, Institutional Athletic Representative, outlined his position, reported on the January NCAA meeting, and shared graduation rates. Robyn Sharp, Intercollegiate Athletics Senior Women's Administrator and Associate Athletic Director, reported on the Intercollegiate Athletics budget and special programs.

Frank explained that the Institutional Athletic Representative is appointed by the University President and functions as a senior faculty advisor on athletics to the President. This individual is also an ex-officio member of the Athletic Advisory Committee and a member of the Athletics Compliance Team. Responsibilities of the position include: ensuring the integrity of the Intercollegiate Athletics program; direct involvement in certifying eligibility of student athletes for practice, competition and financial aid; oversight of personal welfare of student athletes, including health and safety as well as academic and personal needs; and to promulgate purposes and principles of the NCAA within the institution and department.

OSU is currently preparing for a compliance study which will begin the week of February 6; OSU believes they are

in compliance in all areas. NCAA requires each member institution to review periodically, in detail, its athletic program in four areas:

- Governance and rules compliance
- Academic integrity
- Fiscal integrity
- Commitment to equity

Frank shared PAC-10 freshman graduation rates with the Senate. The graduation rate in 1993 for OSU was 52% for all regular students; the mean for all 107 Division I institutions was 58%. The PAC-10 ranges from 45% to 92% (Stanford). OSU's graduation rates for athletes who completed eligibility (at the end of five years) is 96%, which is the highest in the conference (the range is from 76% to 96%). He acknowledged that the graduation rates are due, in part, to the support from Student Services, EOP, and others, but particularly commended the contributions of Mary Alice Stander and Marianne Vydra to help student athletes graduate.

He mentioned that the NCAA meeting was rather uneventful this year which was evidenced by sports writers who quit attending the meeting. The theme for this year was "Welfare, Access, and Equity of the Student Athlete." An area receiving considerable attention was the use of standardized SAT and ACT test scores as the basis of determining initial eligibility. Each year individuals attempt to eliminate the use of test scores to determine eligibility because they feel that a number of students are discriminated against. Rather than eliminate test scores, the convention deferred to August 1, 1996 the initial eligibility requirements passed in 1994. The convention adopted an index so the student with a lower test score but with a higher GPA could attend a PAC-10 institution. Frank noted that this proposal did not satisfy critics of test scores. He predicted that this issue will surface again, perhaps in the form of congressional legislation.

Robyn Sharp explained that Intercollegiate Athletics is in the third and final year of operating within the budget restrictions of the OSBHE. They are on schedule to balance their budget for the fifth straight year. She mentioned that revenue from television is on the increase.

Intercollegiate Athletics is nearing completion of what began as a three-month review by the Office of Civil Rights and stretched into a three-year review. OSU's final report has been submitted and they were found to be substantially in compliance with Title IX in every area.

Sharp reported that the NCAA has supported and funded life skills programs. An OSU program called BALANCE (Beaver Athletes for Life Skills Awareness and the Necessary Choices for Excellence) is required for freshman athletes and is coordinated by Wendy Smith. The program contains five components: 1) Academic excellence; 2) Athletic excellence; 3) Commitment to

personal development; 4) Commitment to service in the community; and 5) Commitment to career development. An advanced portion of the BALANCE program, Student Athletes in Transition, helps juniors and seniors start preparing for the working world by preparing a resume and learning interview skills by participating in mock interviews. As part of their commitment to service, students participate in the WARM (We Are Role Models) program. Athletes go into the community to speak with youth about drug and alcohol use, participate in DARE programs, and talk about what it's like to be a student athlete. Sharp noted that there is also a mentoring aspect of the BALANCE program and encouraged faculty to participate if contacted by Wendy Smith.

Action Items

Approval of Parliamentarian

Motion 95-509-01 to approve Trischa Knapp, Speech Communication, as Parliamentarian passed by voice vote with no dissenting votes.

Information Items

- Honors College — Ken Krane, Honors Council Chair, reported that the Honors College curriculum has been drafted and approved by the Curriculum Council. The curriculum consists of 15 lower division credits and 15 upper division credits — most of which are already required in the Baccalaureate Core. The intent is to admit 300 students to the Honors College this fall. Krane reported that the search committee, chaired by Jim Krueger, has at least a dozen candidates for the position of Director. Admission and retention standards have been formulated and submitted to the Curriculum Council. Francis noted that the Committee on Committees will be asked to prepare Standing Rules for the Honors Council.
- Faculty Forum Paper — The report presented by Anthony Wilcox at the December OSBHE meeting is available on Gopher by accessing the following:
 - OSU Information & Services
 - Faculty Forum PapersHard copies were also sent to each department with a request to circulate to all faculty and are available for viewing in the Reserve Book Room of Kerr Library or in the Faculty Senate Office.
- Faculty Awards Summary — A summary of Faculty and Staff University Awards (both nomination and application), including eligibility, deadlines, and contact person, is now available on Gopher. After accessing Gopher, select:
 - OSU Information and Services
 - Faculty and Staff Awards

- Faculty/Sabbatical Housing List — The listings for Faculty/Sabbatical Housing kept in the Faculty Senate Office are also available on Gopher. If a faculty member is coming to OSU, Gopher can be accessed to determine if there is housing which meets their needs; faculty members who are going on sabbatical can list their homes as rentals. After accessing Gopher, select:

- OSU Information & Services
- Faculty/Sabbatical Housing List

The following menus will appear from which to choose: Rentals Available, Roommates, House Sitting, Housing Needed, and Sale. The rental listing is organized by number of bedrooms.

- Promotion & Tenure Guidelines — Michael Oriard, Promotion & Tenure Guideline Review Chair, reported that the committee hopes to bring the revised guidelines to the April and May Faculty Senate meetings as a discussion item with voting to take place in June.
- Interinstitutional Faculty Senate — The IFS will meet at OSU on February 3 & 4. Representative Tony Wilcox reported that the IFS will meet with President Byrne, Chancellor Cox, Roger Bassett, Grattan Kerans, Representative Carolyn Oakley and Senator Cliff Trow. The IFS will also begin the process of creating legislation to allow faculty membership on the OSBHE.

Reports from the Provost

Provost Arnold reported on the following items:

- OSU Over Lunch — This program is held in Portland and features OSU faculty members who share their area of expertise. Due to the timely topic of earthquake engineering in the Portland area on February 2 by Dr. Stephen Dickenson, reservations for the 230-seat auditorium were filled a week prior and a breakfast session was added for an additional 117 participants. The Provost noted that Dr. Dickenson made an excellent presentation.
- Ethnic Studies Proposal — It should be on the February OSBHE agenda for action; it has received support from the Academic Council.
- Radiation Health Physics — The proposal has been endorsed by the Academic Council and does not need OSBHE approval; it can be approved by the Chancellor's Office.
- OSBHE Meetings — During the January meeting OSU and PSU were invited to present brief reports on the NACUBO awards. Last year 225 institutions were considered for recognition of innovative management in higher education. The top two awards went to OSU and PSU.

A marketing plan was unveiled at the OSBHE meeting which generated a great deal of interest and a request to provide cost estimates. The plan features recent OSSHE graduates engaged in some meaningful activity who have been able to realize a life-long goal as a result of having attending an OSSHE institution. The marketing will take the form of printed, radio, and television exposure. The theme is, "Go Far Without Going Far Away."

A proposal at the February meeting will address minority faculty recruitment/retention strategies. The Chancellor's Office is proposing a program which includes matching funds from OSSHE and institutions to allow the institutions to be more competitive in achieving diversity goals in terms of recruitment and retention.

- Legislative Update - The general tenor in Salem seems to be that there is serious conversation in both legislative houses with regard to higher education budgets. Specifically, that higher education has not been treated well in the past regarding budgets and that the Governor's proposal is not as good as it should be. Areas in the Governor's higher education budget which could be improved include: restoration of full funding for the College of Veterinary Medicine, the issue of compensation, and offsetting some of the 14% general fund reduction. Arnold noted that the general observation is that Chancellor Cox seems to enjoy the legislative interaction and is very good at it.
- Searches - The Vice Provost for Student Affairs Search Committee continues to interview candidates and collect feedback.

Applicants are being considered for the Honors College Director. The Honors College has received 1,550 requests from applicants. Arnold noted that, although some of the applicants may have contacted OSU anyway, it is clear that quite a few made contact due to the Honors College and that the contacts are from very good students.

- Dad's Weekend, February 3-5, and Beaver Open House, February 11, are both important opportunities to help people understand and appreciate the quality which exists at OSU.
- There will be an opportunity in April to hear comments by C. Peter McGraw, National Association of State Universities and Land Grant Colleges (NASU-LGC) President, and Peter Bishop, Director of Future Studies at University of Houston Clear Lake, expressing their interest and support of OSU's participation of the Kellogg visioning project.

Reports from the Faculty Senate President

President Francis reported on the following items:

- Collective Bargaining Task Force - The following faculty have been appointed to the Task Force in response to the Senate's January action: Gary Tiedeman (Chair), Mina Carson, William Earl, Frank Flaherty, Bruce Geller, Knud Larsen, David Sullivan, and Ray Tricker. President Francis encouraged faculty to forward to Tiedeman any materials, articles, etc., pertaining to collective bargaining for use by the Task Force.
- Apportionment - Francis noted that a change in apportionment will be presented to the Senate this spring. The change is necessary to reflect OSU's reorganization concerning Extended Education.
- Budgets - The University budget hearings are scheduled to begin the first of March.
- OSBHE - The Board will meet at OSU on February 17. Francis encouraged all faculty to attend.
- Student Lobby Day - Francis announced that Student Lobby Day will be February 23 in Salem. The goal is to have 100 OSU students in attendance to meet with legislators and participate in a rally. They also plan to discuss faculty salary increases. Francis was asked to encourage faculty to not penalize students for attending by scheduling exams on that day, or otherwise make it impossible for them to attend.

New Business

There was no new business.

Meeting was adjourned at 4:23.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant

FACULTY SENATE MINUTES

1995 No. 508

Oregon State University

January 5, 1995

For All Academic Staff

The meeting was called to order at 3:03 pm by President Michael V. Oriard. There were no corrections to the December minutes.

President Oriard made the following remarks:

- Thanked the Executive Committee members: Leslie Davis Burns, Carroll DeKock, Sally Francis, Jo-Ann Leong, Bill Lunch, Terry Miller, John Morris, and Beth Strohmeyer
- Acknowledged Carroll DeKock for completing his three-year elected term as President-Elect, President, and Past President.
- Expressed particular gratitude to the IFS Representatives, Sally Francis, Tony Wilcox, and Larry Curtis, for the role they've played in raising awareness and implications of Measure 8 to OSBHE members.
- Thanked Provost Roy Arnold and Associate Provost John Dunn for making faculty governance at OSU truly cooperative through their view of the faculty role and vision of what a university should be.
- Thanked Vickie Nunnemaker for her assistance.

President Oriard expressed appreciation for the good work of a great many faculty who take on duties in addition to those for which they are hired on behalf of all faculty. He also mentioned his heightened appreciation of the role of a public research university. As a result of his Faculty Senate service, he better understands the diversity and complexity of OSU and its role in the State of Oregon. He's also leaving with the contrary lessons of the November elections. He mentioned that, after two years of wrestling over what faculty owe to the citizens of Oregon, he's now concerned with what the citizens of Oregon owe faculty in return. He felt that whatever power faculty has lies in speaking out on issues and has been buoyed by faculty who have spoken out and been heard in the aftermath of the passage of Measure 8. He ended by stating, "The first-class public research university remains a noble idea, but its vitality in Oregon is in jeopardy. May we find in Salem the leadership necessary to preserve it."

Outgoing President Oriard turned the gavel over to Sally Francis and declared her installed as Faculty Senate President.

President Francis thanked Past President Oriard for his leadership and hard work and presented him with a

Myrtlewood plaque bearing the following inscription:

*Michael V. Oriard
Oregon State University
Faculty Senate President
1994*

*In appreciation for his leadership
and dedicated service to the faculty of
Oregon State University.*

*The old verities and truths of the heart . . .
love and honor and pity and pride and compassion
and sacrifice. — William Faulkner*

President Francis asked incoming Executive Committee members Russell Dix, John Lee, and Maggie Niess, President-Elect Ken Krane, and IFS Representative Steve Esbensen to stand and declared them installed. She then asked all new Senators to stand and declared them installed.

Meeting Summary

- Special Reports were presented by the following individuals: Lyla Hougum and Les Swanson, Jr.
- Action Items - The following items were approved: Creation of task force to explore collective bargaining; Resolution regarding faculty representation on the OSBHE; and Category I Proposal to rename the M.S. Degree in Radiation Health [Motion 95-507-05 through 95-508-04]
- New Business - There was no new business

Roll Call

Members Absent With Representation:

R. Collier, G. Crawford; Headrick, W. Earl; and Rose, D. Haase.

Members Absent Without Representation:

Acker, Calder, Calvert, Christie, D. Collier, Coolen, Farber, Glenn, Jenkins, Jensen, B. Johnson, D. Johnson, Liebowitz, Logendran, Macnab, Meints, S. Miller, M. Mix, Orzech, Pacheco, Rathja, Reed, Rice, Riggs, Rowe, Rulofson, Sherr, Somero, Taylor, Tiger, Todd, Williamson and Zollinger.

Faculty Senate Officers/Staff Present:

S. Francis, President; K. Krane, President-Elect; and V. Nunnemaker, Senate Administrative Assistant.

Guests of the Senate:

G. Beach, B. Becker, C. Kerl, D. Nicodemus, B. Shepard, B. Smart, G. Stephenson; and S. Woods.

Special Reports

Lyla Houglum, Interim Dean of Extended Education/Director of OSU Extension Service

Dr. Houglum explained the Extended Education concept came about as a result of recommendations made by Emery Castle of where the Extension Service should fit into the university structure. She shared the definition and goal of extended education:

Definition — Extended education is education and service for citizens who are not resident at the University's campus and which draws upon the knowledge base of the University.

Goal — To improve the total university response to local educational needs through extended education.

Houglum noted that she viewed Extended Education as an "umbrella concept" which encompasses the following areas:

- OSU Extension Service
- Office of Continuing Higher Education (OCHE)
- Areas yet to be identified — areas within colleges which qualify as outreach or extended education

The following are issues Dr. Houglum has prioritized:

- Legislative Session — Preparing to present Extension Service budget and ensure passage
- Dialogue with faculty — Educating faculty about Extended Education and how it will affect them
- Extended Education Committee Roles — Activate and implement committees outlined in the transition plan
- Extended Education Staffing and Budgeting

Houglum encouraged faculty to begin to get involved in dialogues with their colleagues about what Extended Education is and what it means in your area; she is available to talk with faculty groups.

Les Swanson, Jr., OSBHE President

Mr. Swanson stated that Ballot Measure 8 has had a profound negative effect on faculty and staff at the OSSHE institutions and has injured morale and effectively lowered wages for all employees, particularly for lower paid staff. He noted that the Board has no authority to control salaries of classified and management

staff, only faculty salaries. He mentioned that many faculty are urging the Board to grant an immediate 6% wage increase due to the following reasons:

- 1) Faculty are underpaid in comparison to peer institutions, ranging from 20–25%.
- 2) Faculty have gone without pay increases for several years due to financial pressure from Measure 5.
- 3) Faculty are the single most important asset.

He noted that every effort must be made to protect faculty and staff, but the Board cannot defy voters who passed Measure 8.

Swanson believes that the following actions should be strongly supported:

- 1) The Governor's announcement to make July 1, 1995 the effective date for the employee contribution.
- 2) The 6% reduction should be on pre-tax dollars.
- 3) The Governor and Legislature should be urged to leave the 6% savings in the higher education budget so it can be utilized to support excellence for faculty and staff.
- 4) Lend strong moral and personal support to the legal challenges that raise important issues of interference with contracts and whether Measure 8 meets important standards of the state and federal constitutions.

He noted that faculty and staff have lost about 5.6% due to inflation, in addition to the 6% from Measure 8, and that seeking money to increase faculty salaries to offset inflation over the last two years will be the Board's priority during the legislative session.

Swanson also spoke about the Higher Education Efficiency Act which creates a statutory corporation for higher education and exempts higher education from the following requirements which other state agencies must follow:

- From being forced to obtain resources and services from other branches of State government, e.g. accounting and auditing services
- From meeting state requirements for contract and bidding with outside vendors.
- Estimated that up to \$10 million per year could be saved, which would pay for an additional 2,000 students to attend OSSHE institutions.

The higher education budget would still be determined by the Legislature; OSSHE institutions would still be an agency of State government, and would have more freedom to perform tasks which would mean greater accountability.

He also mentioned an additional bill concerning a separate governance board for OHSU which is being presented to the Legislature by the Governor as part of

his legislative package. Chancellor Cox, OHSU President Kohler and Governor Kitzhaber agreed that OHSU needed freedom to run its hospital and clinics with a great deal of entrepreneurial freedom if OHSU was to survive in the current medical climate. The following principles were agreed upon:

- OSBHE would have authority over educational programs and the setting of tuition fees; that the OHSU president would be part of the academic council; and that OHSU would remain on the OSSHE organizational chart.
- The Chancellor and OSBHE President, or designee, would sit on the new OHSU board.
- The budget for OHSU would come through the OSSHE budget as a line item.
- The OHSU general fund budget would be at the same level in 1995-97 as in the last biennium; but the level of support would probably scale down in the coming biennia.

Past President Oriard questioned whether the proposed salary increment of 3% per year of the biennium was still being considered for recruitment and retention of faculty. Swanson stated that this is already part of the budget and will not change; this is in addition to the 5.6% proposed for Cost of Living increases. He emphasized that the 3% was not across-the-board for all faculty members, but was to be used with discretion to retain or recruit faculty members. He doesn't view the 3% proposal as fighting funds since he feels it is necessary to retain faculty prior to their receiving job offers.

Senator Gamble, Science, questioned what form of support could be expected from the Board to help fight Measure 8. Swanson responded that the support must be informal and personal, e.g. brainstorming, since the Board cannot be directly involved.

In response to a question from IFS Representative Wilcox, Swanson listed the following priorities:

- Increasing faculty salaries to offset the inflationary increase
- Passage of the Higher Education Efficiency Act
- Keeping tuition increases at the lowest level possible

Senator T. Miller, Agriculture, asked Swanson to comment on rumors that Measure 8 is the first in a series of events to affect public employees because legislators will continue to pursue further reductions in compensation. Swanson couldn't comment on the future, but was interested in the voting pattern of Measure 8. He noted that it clearly passed due to the overwhelming margin it received in Clackamas and Washington Counties and a good deal of support in Josephine County; he pointed out that those counties do not receive a great deal of visible state services. Swanson feels that the best way to counter this attitude is to make more services available and visible to make voters appreciate what State government is doing. He feels that OSU and the U of O should be doing more to move into the Portland area (perhaps

in the form of a merger) so higher education can gain the political support it needs; it's important that higher education take on a larger presence in the tri-county area.

Action Items

Collective Bargaining Opportunities for OSU Faculty

This item was introduced as New Business at the December Senate meeting by Senator Mukatis, Business, and was postponed to January. Motion 94-507-05 follows:

I move that a special task force be created to search for a bargaining agent to represent Oregon State University faculty that has a record of delivering results for other faculties nationally.

Senator Lee, Science, proposed the following substitute motion, 95-508-01, which was seconded by Senator Flaherty, Science:

I move that a special task force be created to explore Collective Bargaining as an option for OSU faculty. The task force should make a written report to the OSU faculty. The report should review the history of the last collective bargaining initiative at OSU and summarize the key issues that were discussed at that time. In addition, the report should address the pros and cons of collective bargaining as an option for OSU faculty sometime during the 1995-97 biennium.

Senator Mukatis spoke in favor of the original motion stating that he felt collective bargaining was an option. He echoed Past President Oriard's comments about the faculty having a voice and having bargaining power. He noted that his intent was to look for a bargaining agent, not necessarily to immediately find one and vote for it.

As a point of information, Senator Landau, Science, announced that Mark Blum, National Director AAUP National and State Organization, will be on campus January 31 to speak about the possibility of organizing collective bargaining.

Senator Scheuermann, Student Affairs, questioned the time line and asked who would create the task force. Francis stated there was no time line specified in the original motion and that the intent was to have the Senate Executive Committee appoint the task force.

President-Elect Krane was concerned about the lack of alternatives in the motion; he would like a change in the language which seeks collective bargaining options.

This concluded discussion on the original motion and discussion on the substitute motion ensued.

Executive Committee Member Lee questioned whether faculty had really thought about the ramifications of this issue, which include: collective bargaining, potential strikes, and whether department chair's are included in the bargaining unit.

Senator T. Miller questioned the vagueness of the reporting period in the substitute motion. Lee responded that he was referring to the current context of what is happening in the State of Oregon; it was not his intent to wait until 1997. Lee assumed that a reasonable time line would be given to the task force when appointed.

Senator Crockett, Extension, offered the following amendment to the substitute motion, which was seconded (motion 95-508-02):

I move that a special task force be created to explore collective bargaining as an option for OSU faculty and report back to the Faculty Senate by June 15, 1995.

After a discussion of the reporting period, Senator Crockett proposed an amendment to the amendment to have the task force report back to the Senate by May 1, 1995. Motion 95-508-02 to approve the amendment to the substitute motion with a deadline of May 1, passed by voice vote with no objections.

Motion 95-508-01 to accept the substitute motion passed by voice vote with no objections.

Motion 94-507-06 to approve the main motion as amended passed by voice vote with no objections.

Resolution Regarding Faculty Representation on the State Board of Higher Education

President Francis explained that the Interinstitutional Faculty Senate adopted a resolution similar to the following which was endorsed by the Executive Committee:

The OSU Faculty Senate supports the Interinstitutional Faculty Senate in its efforts to seek two faculty representatives on the State Board of Higher Education.

Francis noted that there are currently two students who serve on the Board and this resolution endorses equal representation for faculty. There was no discussion. Motion 95-508-03 to endorse the above resolution passed by voice vote with no opposition.

Category I Proposal — Renaming the M.S. Degree in Radiation Health

Sandra Woods, Curriculum Committee member, presented a Category I Proposal to rename the M.S. Degree in

Radiation Health to an M.S. Degree in Radiation Health Physics. She stated that the name change would make it consistent with the titles of the undergraduate minor and Bachelor's degrees and would more accurately reflect the content of the degree.

Motion 95-508-04 passed by voice vote with no opposition.

Information Items

- The December Interinstitutional Faculty Senate Report was included in the agenda.
- A transcript of the report presented by Anthony Wilcox, IFS Representative, to the OSBHE at the December meeting was included in the agenda.
- If continuing Senators would like an update for their handbook, please contact the Faculty Senate Office.

Reports from the Provost

Provost Arnold's report included the following items:

- Measure 8 — Provost Arnold alerted faculty that there is a serious search for ideas to mitigate the effects of Measure 8. Faculty are encouraged to forward suggestions to Lee Schroeder; suggestions will be discussed by the President's Council and sorted to determine legality. Those which may more appropriately be addressed at the system rather than campus level will be carried forward by President Byrne.
- The Ethnic Studies proposal is on the agenda for the January 19 meeting of the Academic Council; likely to be considered at the February Board meeting.
- Administrative Search Updates — The Vice Provost for Student Affairs Search Committee has submitted names of five individuals to be interviewed in late January and early February. The Dean of Health & Human Performance Search Committee has been formed and the position announcement has appeared in the *Chronicle of Higher Education*.
- Good News Items: 1) An OSU student has been selected as a Rhodes Scholar; 2) The International Degree Program is receiving a substantial boost as a result of three grants; 3) The Martin Luther King, Jr., breakfast will be January 16; Provost Arnold urged participation in week-long events.

Reports from the Faculty Senate President

President Francis reported on the following items:

- She noted she was grateful to Tony Wilcox, IFS

representative, for his comments at the December Board meeting and appreciated the participation of faculty at the Board meeting.

- Reminded faculty that D. Curtis Mumford Faculty Service Award nominations are due January 30 in the Faculty Senate Office.
- OSBHE meets at OSU on February 17; important to have strong faculty representation.
- Thanked Thurston Doler for serving as Parliamentarian.
- Upcoming issues to come before the Faculty Senate:
1) Honors College program development; 2) Extended Education; and 3) New Promotion and Tenure Guidelines.

New Business

There was no new business.

Meeting was adjourned at 5:00.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Administrative Assistant