

Faculty Senate

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2005 Minutes

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The regular monthly meeting of the Faculty Senate was called to order by President Jeff Hale on November 10, 2005 at 3:03 PM in the LaSells Stewart Center.

Meeting Summary

- Action Items: Apportionment Table, Slate of Candidate, Bylaws Revisions and Ballot Counting Committee [Motion 05-607-01 through 05]
- New Business: None

ACTION ITEMS

Approval of the 2006 Apportionment Table

The [2006 Faculty Senate Apportionment Table](#) (consisting of OSU FTE in the ranks of Instructor and above, including Professional Faculty and Faculty Research Assistants and Associates) was presented for approval. The 2006 Apportionment Table was approved by voice vote with no discussion or dissenting votes, motion 05-607-01.

Slate of Candidates

Tony Wilcox, Bylaws and Nominations Committee member, presented for approval the Slate of Candidates: Senate President-Elect – Carol Mallory-Smith and Mike Quinn; Interinstitutional Faculty Senate (IFS) Senator – Kate Hunter-Zaworski and Angelo Gomez; and Executive Committee (EC) members – John Bolte, Moira Dempsey, Robert Iltis, Lani Roberts, Terry Ross and Jo Tynon. Nominations were declared closed with no nominees from the floor.

Proposed Bylaws Revisions

Tony Wilcox, Bylaws and Nominations Committee member, presented for approval the below proposed Bylaws revisions. The proposed revisions related mainly to electronic voting for the election of president-elect, IFS Senators, and Faculty Senators, as well as some housekeeping revisions. The strike-through sections indicate proposed deletions; the gray shaded sections indicate proposed additions and the yellow shaded sections indicate friendly amendments from the floor.

ARTICLE V: MEMBER NOMINATIONS AND ELECTIONS

Sec. 3. Nominations Procedure: There shall be at least two nominees for each membership position to be filled. Nominations shall be by ~~written~~, secret ballot. Nominations shall be conducted ~~by Campus Mail or in a meeting of the group about to elect a member of the Faculty Senate~~ in a manner to be designated by the Executive Committee during the Fall term immediately following the meeting in which the ~~Apportionment Table~~ is approved by the Senate. Each of the following apportionment

groups, together with the incumbent elected representatives of the group, shall coordinate the nominations with the Faculty Senate Office: The Dean or Director, or someone appointed by that officer, for the college units; ~~together with incumbent elected representatives of the group, shall conduct the nominations.~~ ~~The the Associate Vice Provost for Academic Affairs and International Programs, or someone appointed by that officer, together with the incumbent elected representatives of the group, shall conduct the nominations for Associated Faculty;~~ ~~The the Vice Provost for Student Affairs, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the nominations for the Student Affairs apportionment group.~~ ~~The the OSU Extension Association Service, or someone appointed by that Association unit, shall conduct the nominations for the off-campus Extension Faculty;~~ ~~The and the University Librarian, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the nominations for the Library apportionment group.~~

Those conducting nominations shall: (a) provide faculty with an opportunity to decline to have their name on the ballot; (b) make public the list of Faculty members eligible for election and willing to serve; (c) request that each eligible Faculty member ~~make one nomination for the~~ cast one vote per vacant position; and (d) count/verify the ballots/results and publish the names of the nominees.

Sec. 4. Election Procedure. Election shall take place during the Fall term immediately following the nominations ballot. ~~the meeting in which the Apportionment Table is approved by the Senate. Election ballots shall be counted and election results made public within one week after the list of nominees has been made available.~~

~~Election shall be by written, secret ballot and shall be conducted through the mail or in a meeting of the group about to elect a member of the Faculty Senate. Each of the following apportionment groups, together with the incumbent elected representatives of the group, shall coordinate the elections with the Faculty Senate Office: The Dean or Director, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the election for the college units;~~ ~~The the Associate Vice Provost for Academic Affairs and International Programs, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the election for the Associated Faculty;~~ ~~The the Vice Provost for Student Affairs, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the election for the Student Affairs apportionment group;~~ ~~The the OSU Extension Association Service, or someone appointed by that Association unit, shall conduct the election for the off-campus Extension Faculty;~~ ~~The and the University Librarian, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the election for the Library apportionment group.~~

Those conducting elections shall: (a) request that each eligible Faculty member cast one vote for the position to be filled; (b) count/verify the ballots/results, notify the

persons who have been elected, and immediately forward the names and contact information of the individuals so elected to the Faculty Senate Office.

Voting is to be conducted with a written or electronic ballot in a manner that is accessible to all who are eligible to vote, and is secure and confidential. In instances of electronic voting, the Executive Committee must approve the method.

Sec. 6. Publication. As soon as practicable after the elections have been completed, the staff of the Faculty Senate Office shall post on the Faculty Senate website and forward for publication in the staff a university newsletter, ~~OSU This Week~~, the names of newly-elected members and the groups they represent.

ARTICLE VI: OFFICERS

Sec. 2. Duties.

Senate President-Elect:

Shall represent the Senate and Faculty in the absence of the Senate President or by request of that officer. Shall preside at meetings of the Faculty Senate and the Executive Committee in the absence of the Senate President upon request. Shall, with the Senate President and the Executive Committee, establish agenda for meetings of the Faculty Senate. ~~Shall serve as Chair of University Day.~~ Shall serve as Chair of each "Faculty Forum" session, unless this duty is otherwise delegated. Shall be sufficiently involved in the workings of the Senate to prepare adequately for future duties as President.

Sec. 3. Election Procedures for Senate President-Elect.

Each nominee shall be or shall have served as a Senator. The Committee shall report to the regular November meeting of the Faculty Senate. Additional nominations may be made from the floor, but the individual nominated must have previously agreed to serve if elected, and the nominations shall be closed. The Faculty Senate Office shall publish the names of the nominees on the Faculty Senate website and in a university newsletter ~~the Staff Newsletter, OSU This Week~~, no later than the third week of November.

Election shall ~~be by mail ballot in the month of November~~ occur in a manner designated by the Executive Committee, which shall report the election results at the regular ~~December meeting.~~ during the Fall term immediately following the meeting in which the Apportionment Table is approved by the Senate. Voting is to be conducted with a written or electronic ballot in a manner that is accessible to all who are eligible to vote, and is secure and confidential. In instances of electronic voting, the Executive Committee must approve the method. The nominee receiving the highest number of votes shall be elected, and the election results shall be reported at the regular ~~December meeting.~~ Tie votes shall be resolved by ~~mail ballot~~ in a run-off election in a manner to be designated by the Executive Committee. All persons eligible to vote in Faculty Senate elections shall be eligible to vote for a Senate President-Elect. A method for absentee voting shall be designated by the Executive Committee.

Sec. 4. Term of Office, Released Time, and Vacancies.

Voting on motions to recall the President or President-Elect shall ~~be by written ballot~~ occur in a manner to be designated by the Executive Committee.

ARTICLE VIII: INTERINSTITUTIONAL FACULTY SENATE

Sec. 3. Election Procedures for IFS Senators.

The Committee shall report to the regular November meeting of the Faculty Senate. Additional nominations for IFS Senator may be made from the floor, but the individual nominated must have previously agreed to serve if elected, and the nominations shall be closed. The Faculty Senate Office shall publish the names of the nominees on the Faculty Senate website and in the Staff Newsletter, ~~OSU This Week~~, a university newsletter no later than the third week of November.

~~Election shall be by mail ballot in the month of November occur in a manner designated by the Executive Committee, which shall report the election results at the regular December meeting.~~ during the Fall term immediately following the meeting in which the Apportionment Table is approved by the Senate. Voting is to be conducted with a written or electronic ballot in a manner that is accessible to all who are eligible to vote, and is secure and confidential. In instances of electronic voting, the Executive Committee must approve the method. The nominee receiving the highest number of votes shall be elected and the election results shall be reported at the regular December meeting. Tie votes shall be resolved by ~~mail ballot in a run-off election~~ in a manner to be designated by the Executive Committee. All persons eligible to vote in Faculty Senate elections shall be eligible to vote for the IFS Senator.

The following friendly amendments were offered from the floor to correct titles: OSU Extension Association – change to “OSU Extension Service” and where “Association” appears by itself, change to “unit”; Associate Provost for Academic Affairs – change to Vice Provost for Academic Affairs and International Education.

Wilcox noted that an additional change was originally included referring to multiple IFS vacancies but was not brought forward for approval since additional changes to that particular section and all applicable IFS changes will be requested at one time.

Following a written ballot, the results were announced:

Article V, Sec. 3, 4 and 6 (The motion was to accept housekeeping revisions, as well as those revisions that would allow electronic voting for Member Nominations and Elections.) – passed 59 to 1; motion 05-607-02.

Article VI, Sec. 2 (The motion was to delete the reference to the president-elect serving as chair of University Day.) – passed 59 to 1; motion 05-607-03.

Article VI, Sec. 3 and 4 (The motion was to accept housekeeping revisions, as well as those revisions that would allow electronic voting for officers.) – passed 60-0; motion 05-607-04.

Article VIII, Sec. 3 - 4 (The motion was to accept housekeeping revisions, as well as those revisions that would allow electronic voting for Interinstitutional Faculty Senate.) – passed 60-0; motion 05-607-05.

Ballot Counting Committee

President Hale called for volunteers (three primary and three alternates) to assist with the ballot counting/verification for the President-Elect and IFS candidates. The following volunteered to assist on December 7 from 10:00-noon: Kris Winter, Milo Clausen, Michael Beach, Anne Gillies, Paulette Ratchford, and Keith Levien.

INFORMATION ITEMS

1039-Hour Appointments - Retired Faculty Senators whose terms extend beyond December 31, 2005, but whose 1039-hour appointments terminate fall term, are no longer eligible to serve as a Senator. If you fall into this category, please contact the Faculty Senate Office at 737-4344 so a replacement can be appointed to complete the remainder of your term.

Faculty whose Senate committee/council terms extend beyond December 31, 2005, but whose 1039-hour appointments terminate fall term, are no longer eligible to continue serving. If you are not filling a specified emeritus/retired position on the committee/council on which you serve, or if you are unsure, please contact the Faculty Senate Office so a determination may be made and/or a replacement identified.

Faculty Senate Meeting Dates - Since the second Thursday in December in both 2006 and 2007 falls the week after finals, the Faculty Senate meeting dates have been changed to December 7, 2006 and December 6, 2007.

DIALOG WITH THE PROVOST

Provost Randhawa's report included the following:

Communications - Randhawa asked how best to keep the Faculty Senate, as well as faculty and staff, informed and involved in issues, such as budgets. Suggestions included:

- Sending out a concise message once each week, invite input and have the comments synthesized and published. Requests should be related to issues on which the Provost would actually appreciate input – don't make it pro forma.
- Holding open forums for issues such as budget rebasing.
- The messages should be concise, have links related to the issue and that forums be scheduled ahead of time. The next message should summarize the feedback from the previous message.
- Randhawa noted that he had received a suggestion for Senators to utilize Faculty Senate caucuses and interact more with faculty within the unit.
- Develop a focus-group model where faculty are selected and compensated for their time; it was felt that this approach may provide broader input.

Senator Wilcox, Health and Human Sciences, noted that faculty were never advised of the feedback related to the task force on athletics that occurred during the summer. Randhawa indicated he would distribute to the university community the link related to this task force. There were three recommendations:

- 1) The leadership of the unit needed to change and, rather than reporting to the Athletic Director, the unit should report to Academic Affairs.
- 2) Since the programs offered for student-athletes are somewhat disconnected, a suite of programs that focuses on advising and other academic services needs to be created.
- 3) Communication needs to be strengthened between athletics and the rest of the University.

Mike Oriard agreed to serve as interim director of the unit, and the existing directors will be reassigned by the end of the year. A nationwide search has begun for a new director, who will report to Becky Johnson. Vice Provost Roper, Vice Provost Johnson and Kelvin Koong, Faculty Athletics Representative, have been leading the effort to develop an academic suite of programs in conjunction with the Academic Success Center, Academic Advising Council and other entities. Randhawa expressed the hope that this model can be used in other units where students are at risk.

Hale noted that the job description for the director was changed to reflect COIA requirements, one of which is that the director must have a master's degree.

Budget Rebasings Findings and Observations – Randhawa explained that rebasing is not a budget model; it is a one-time assessment to determine whether the base budget allocations to units are in alignment with the revenue being generated by the unit. He summarized the process to this point and noted the information would be made available to everyone:

- Two years of analysis have been completed – for FY 2003-04 and FY 2004-05.
- Different spending patterns in the two years are due mainly to the timing of expenses and to one-time expenses.
- Four academic units generate positive revenues in excess of expenses and subsidize other units across the university: Business, Health and Human Sciences, Liberal Arts and Science.
- Discussions are continuing for redirection of Education and General (E&G) Funds support for Athletics and the Foundation.
- There is an agreement with Bob DeCarolis to reduce athletic support for next fiscal year from \$4 million to \$2.5 million and talks to further reduce the support are continuing.

Next steps:

- Complete analysis of auxiliary and state-wide service programs.
- Complete assessment of budgets for academic support services.
- Make decisions regarding the magnitude and timing of budget changes by end of winter 2006, including strategies and revenue generation.

Senator Wilcox questioned what was meant by 'rebasings is not a budget model?'

Randhawa responded that rebasing helps to determine one-time budget changes and

will assist in determining how to distribute revenue in future years. The outcome is that base budgets are established for units. Randhawa felt that base budgets should be reviewed every three years.

Randhawa noted that, by November 14, this year's budget distribution by college will be on the web. In response to Senator Levien, Engineering, Randhawa stated there was no reason not to have the methodology on the web.

Randhawa stated the need to look at developing a long-term revenue generation model for the university and he would appreciate receiving input from faculty. All revenue streams coming in to the university are being reviewed.

DIALOG WITH THE FACULTY SENATE PRESIDENT

President Hale urged Senators to take advantage of the senatorial caucuses available to them and to communicate with the Executive Committee as issues arise.

He recognizes there is some consternation and concern regarding the self-funded salary increases. There are a number of short-term strategies being considered, including: reducing course selections, eliminating small enrollment sections, operating in deficit for some units, suspending searches, spending carry-forward and reserve funds, restricting course access, and decreasing funding going to places such as Athletics. He noted that strategies employed may create short-term consequences, including: potential erosion of access to Baccalaureate Core classes, concern over reduction of courses or services to majors, concern over substitution of instructors or GTA's and having to use tenured faculty to teach lower division courses to a greater extent, and opportunity costs when courses needed at the University must be changed or diminished which then requires more money to be spent to rebuild or replace the courses in the future. Hope for long-term solutions include: new fee structures; new tuition guidelines; expanded opportunities to work with community colleges to serve needs; rebasing the budget offers some opportunities for some colleges; and discussions being held nationwide of state-supported universities moving to a more private university model with high tuition, but also high scholarships and financial aid. Every possible option is being considered. He urged Senators to communicate their ideas to assist in addressing these issues.

Senator Coblenz, Agricultural Sciences, clarified that Athletics made the decision to do with less E&G funding. Hale noted that the University was there when Athletics needed support and Athletics is now there for the University.

NEW BUSINESS

There was no new business.

ROLL CALL

Members Present:

Agricultural Sciences: Brewer, Coblenz, Ciuffetti, Edge, Engel, Herring, Mallory-Smith, Meink, Penner, G. Andrews for Selker, Thompson.
Associated Faculty: Arthenayake, R. Armas for Barr, Dempsey, Eklund, Elmshaeuser, Gillies, Hughes, J. Davis for Miles, Ratchford, Rosenberg, Ross, Templeton, Yahnke.
Business: LeMay, Wu, Yang.
Education: Pehrsson, White.
Engineering: Bose, Levien, Lundy, McVicker, Pence, Quinn.
Extension: Filley.
Forestry: Admiral, Clauson, Doescher, Erickson, D. Zahler for Reuter, Tynon.
Health & Human Sciences: Asbell, Bowman, Cluskey, Grobe, Ho, Widrick, Wilcox.
Liberal Arts: Anderson, S. Akins for Barker, Brayman Hackel, Ede, Gross, Iltis, Krause, Roberts.
Library: McMillen
Oceanic & Atmospheric Sciences: None present.
Pharmacy: Muhmad.
ROTC: None present.
Science: Barofsky, Matzke, McCune, McLeod, Spatafora.
Student Affairs: Bentley-Townlin, Empey, Etherton, Hoogesteger, Tsuneyoshi, Winter.
Veterinary Medicine: Bird, Jennings

Members Absent:

Agricultural Sciences: Anderson, Bolte, Cassidy, Duncan, Fanno, Gregory, Huddleston, Jepson, Savage, Weber.
Associated Faculty: Beach, Christie, Corbett, Dorbolo, Landis, Perrone, Sheffold.
Business: Coakley, Wong.
Education: No absences.
Engineering: Hunter-Zaworski, Lee, Mosley, Sillars.
Extension: Bondi, Butler, Carr, Hathaway.
Forestry: Puettman.
Health & Human Sciences: Harter.
Liberal Arts: Carson, Farber, Folts, Henderson, Kingston, Lunch, Melton, Oriard, Shaw.
Library: No absences.
Oceanic & Atmospheric Sciences: Benoit-Bird, Duncan, Levine, Prah, Torres, Wheatcroft.
Pharmacy: Ishmael.
ROTC: Klink.
Science: Brown, Evans, Giebultowicz, Grunder, Ho, Horne, Jansen, Jones, Kimerling, Lee, Mason, Parks, Remcho, Ruben, Smythe, Taylor.
Student Affairs: Schwab.
Veterinary Medicine: No absences.

Guests Present:

B. Becker.

Faculty Senate Officers, Ex-officios and Staff:

J. Hale, Senate President; M. Beachley, Parliamentarian; Ex-officios: S. Randhawa, J. Trujillo; and V. Nunnemaker, Senate Staff.

The meeting was adjourned at 4:21 PM.

Respectfully submitted:

*Vickie Nunnemaker
Faculty Senate Staff*

Faculty Senate

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Faculty Senate Minutes

2005 No. 605

June 9, 2005

The regular monthly meeting of the Faculty Senate was called to order by President Jeff Hale on June 9, 2005 at 3:02 PM in the LaSells Stewart Center.

Meeting Summary

- Action Items: Consideration of Degree Candidates; Category I Proposals - Creation of the Department of Nutrition and Exercise Sciences and Proposal to Terminate the Plant Physiology Graduate Program at Oregon State University; and Coalition on Intercollegiate Athletics membership [Motion 05-605-01 through 05]
- Discussion Item: Proposed Consensual Relationships Policy
- Special Report: Interinstitutional Faculty Senate
- Committee Report: Task Force on Scholarly Communications

ACTION ITEMS

Consideration of Degree Candidates

Barbara Balz, Registrar, recommended for approval the proposed lists of degree candidates and honors subject to final confirmation of all degree requirements. There were 4,281 students who were candidates for 4,416 degrees (this exceeds 2004, so a new record was set) which included: 3,385 Bachelors, 774 Masters, 156 Doctors and 99 Professional degrees. There were 125 students who were candidates for two degrees and 5 students who were candidates for three degrees.

The Class of 2005, OSU's 136th graduating class, had 986 seniors who qualified for Academic Distinction and included 450 'cum laude' (gpa 3.50-3.69), 304 'magna cum laude' (gpa 3.70-3.84), and 232 'summa cum laude' (gpa 3.85 and above).

Motion 05-605-01 to approve the proposed list of degree candidates and honors passed by voice vote with no dissenting votes.

Category I Proposals

Kate Hunter-Zaworski, Curriculum Council Co-chair, presented two Category I Proposals:

- Creation of the Department of Nutrition and Exercise Sciences which proposed to merge Exercise and Sport Science and Nutrition and Food Management. The proposed department would highlight community nutrition. Motion 05-605-02 to approve the proposal passed by voice vote with no dissenting votes.
- Proposal to Terminate the Plant Physiology Graduate Program - The program has not been active since 1995. Motion 05-605-03 to approve the proposal passed by voice vote with no dissenting votes.

Coalition on Intercollegiate Athletics (COIA) Membership

Information regarding the [CIOA document](#) was distributed in the May 2005 Faculty Senate agenda and Senators were asked to share the document broadly with constituents. The document attempts to improve relationships between academics and athletics. Motion 05-605-04 to approve OSU Faculty Senate membership in COIA passed by voice vote with no dissenting votes.

DISCUSSION ITEM

Proposed Consensual Relationships Policy

Angelo Gomez, Affirmative Action Director, presented a [Draft Outline of a Proposed Consensual Relationships Policy](#). Gomez clarified that it was not an actual policy, rather an outline of policy provisions. He explained that the Chancellor's Office requested all OUS institutions to review their sexual harassment policy, complaint procedures, and consensual relationships policy.

It was determined that the present consensual relationships policy is weak and should be strengthened. The current policy consists of a warning, but does not prohibit any relationship nor require any affirmative action involvement. At a minimum, if there is a situation of a romantic relationship combined with professional responsibilities, there should be disclosure to an immediate supervisor and a requirement that alternative arrangements be made to eliminate conflict and to mitigate potential adverse effects on third parties. Gomez noted that, in his opinion, OSU should consider whether to prohibit the combination of romantic, consensual relationships and professional relationships in particular circumstances.

Proposed definition of a consensual relationship: Two individuals involved by mutual consent in a romantic, physically intimate and/or sexual relationship - this would include partners and spouses. Proposed requirements: if you have a supervisory, decision-making, oversight, evaluative or academic responsibilities for someone with whom you have a consensual relationship, you would need to report to an immediate supervisor. Steps to follow - report the relationship and cooperate with supervisors- efforts to make alternative arrangements, which could include transfer of the employee, transfer of responsibilities for the employee to another individual, or add an additional layer of oversight. Further suggested requirements would include: an individual who is offered a position or responsibilities that would include supervision or evaluation of an employee over whom they are in a consensual relationship would have the same obligations to report the relationship. Possible prohibitions to consider: a faculty member exercising academic responsibility over a student with whom they have a consensual relationship or consensual relationships when effective alternate arrangements realistically can not be made.

As far as guidance and consultation, Gomez felt there were perhaps others, besides his office, that could provide this service. In addition to the previously mentioned steps to follow, Gomez suggested that it be made explicit that the immediate supervisor has the responsibility to take care of the situation and make the requirements known. The supervisor shall treat the situation confidentially and consult with the Director of the Office of Affirmative Action and Equal Opportunity, Vice Provost for Academic Affairs and International Programs or the Director of the Office of Human Resources. Gomez also felt it should be made explicit that the Supervisor has a requirement to eliminate conflicts and mitigate, to the extent possible, adverse effects on third parties and how they accomplish that requirement.

Prior to one accepting supervisory or evaluative responsibility over an individual with whom one has a consensual relationship, the same obligations would apply and the hiring supervisor is the one to whom information would be revealed and who would make alternate arrangements and reduce impact on third parties. Disclosure would need to be made prior to accepting the position.

Situations to consider prohibiting:

1. An employee from exercising academic responsibility for a student with whom they are in a consensual relationship.
2. When alternative arrangements can't be made.
3. If all responsibilities of an individual in a consensual relationship can't be moved or transferred, one should not be exercising authority over them in cases of performance evaluations, salary decisions, promotion and tenure decisions or decisions regarding continuation of employment.

The supervisor's responsibilities must be clearly stated when a situation needs to be dealt with - if an individual(s) fails to comply, sanctions could be imposed.

Senator Roberts, Liberal Arts, noted two logical contradictions:

1. If the relationship is consensual, why is it prohibited? Gomez responded that the relationship is not being prohibited, it's combining the professional responsibilities with the consensual relationship.
2. Does the phrase 'academic supervisory capacity' extend to the chair if the chair is not teaching? Gomez responded that the phrase refers to the direct supervisory or evaluative responsibility. He noted there are nuances that are needed to leave room for judgment which is why there is a requirement to seek guidance and consultation to address this type of situation.

Senator Roberts questioned at what point is a relationship a relationship? She gave an example of a situation that gradually eases into an intimate relationship. Gomez responded this is an issue where one must exercise

judgment and seek guidance to determine whether or not there is a relationship. Roberts indicated she would include language to include anything that could be understood to be a relationship.

Senator Doescher, Forestry, noted that the values of the immediate supervisor (i.e., religious ideals) may be in conflict with the student and suggested that there be another person the student could turn to if the student may fear retribution from the supervisor. Gomez suggested the individual could report to someone who is in a line of responsibility.

Senator Pence, Engineering, felt the draft was a good first step and noted the need to clearly separate the supervisory role with students, as well as be clear that it applies to both graduate and undergraduate students.

Caldwell for Senator Iltis, Liberal Arts, noted that there is a line between harassment and consensual relationships, but they can be gradually linked and both need to be addressed. It needs to be clearly stated that the supervisor shall immediately contact someone and report the harassment situation.

Senator Ciuffetti, Agricultural Sciences, didn't think that the document should include harassment issues, for which policies are in place, since this is a consensual relationship policy.

Senator Henderson, Liberal Arts, preferred more explicit wording for supervisory relationships and suggested the need to more clearly state what is not allowed in a faculty/student relationship. Gomez felt that the policy would need to be supplemented by a question and answer section.

Beth Reitveld, Student Affairs, noted that a consensual relationship can turn into sexual harassment. She expressed the hope that, when the final policy is written, other relationships can be spelled out, i.e., RA and residents, coaches and athletes, etc., since they also represent supervisory situations.

Senator Henderson, Liberal Arts, questioned whether failure to comply applies to those in the relationship as well as the supervisor; Gomez responded affirmatively.

Next Steps - Gomez envisions a proposal coming back to the Faculty Senate in the fall after having the policy reviewed by a large number of people in the university community, including students and ASOSU. During the final stage, it will go to President Ray and the University Cabinet. Senator Pence suggested that both undergraduate and graduate students be involved on the committee drafting the policy.

SPECIAL REPORTS

Interinstitutional Faculty Senate

OSU senior IFS Senator Mina Carson reported on the main issues discussed at the June IFS meeting:

1. Ethics Policy - IFS forwarded a proposed OUS Ethics Policy for the Governor's review; he has requested that more work be done on the policy.
2. Vacation Leave Donation - OSU IFS Senators requested that IFS endorse the concept of faculty donating vacation leave to another faculty members' sick leave account when all leave has been exhausted and there is a situation that requires additional sick leave. IFS endorsed having OSU continue work on this issue and investigate the possibility of changing the relevant OAR.
3. Lobbying - Representative Greg Smith suggested that faculty and faculty advocates need to be talking to people who have power in the legislature. IFS is working on a plan to meet with Senators and Representatives who chair committees and have higher education-related duties. IFS will also talk with OSBHE members, the Chancellor and lobbyists.
4. Education Plan - The Governor is interested in a pre K-20 education plan. He asked IFS to be involved in the joint board meetings planning processes.

Task Force on Scholarly Communication

Pat Wheeler, task force chair, thanked the members for their hard work on the during the past year and on the [final report](#). The charge to the group was to:

1. Determine current practices that impede an open and sustainable system of scholarly communication;
2. Determine actions that OSU faculty members can take to contribute to an open and sustainable system of scholarly communication;

3. Determine a few of these actions that are likely to have the greatest positive impact towards creation of an open and sustainable system of scholarly communication; and
4. Propose a framework for communicating these findings to the OSU faculty.

Recommendations that faculty members can take to contribute to an open and sustainable system of scholarly communication include:

1. Urge faculty with decision-making authority for professional societies to maintain control of journal pricing and access policies for those journals.
2. Faculty as authors should choose the outlet for their publication with an awareness of fair pricing and open access.
3. Faculty as participants in the peer review system should support non-profit society publications and open access publications and should refuse to review for high priced commercial journals. (The cost of commercial journals tends to be two to five times higher than society journals.)

Wheeler provided the definition of open access - The narrow definition is when the author pays all costs for publication. The current price range is \$2,500 per article. The broader definition, which was used by the task force, is affordable pricing and broad distribution for both print and electronic distribution of journals. Important that the price of the journals reflect the cost of production and be distributed in a reasonable way among libraries, society members and page charges. She noted that they are not urging everyone to move to an author pays model, but they are urging that some pressure be put on all journals, whether commercial or professional society, to maintain reasonable pricing so that journal articles are available to institutions and faculty members.

The task force is proposing a framework for communicating these findings to OSU faculty; their suggestions follow:

1. Continue the task force work with a rotating membership.
2. Educate faculty members regarding the Libraries cost of journals and accessibility within their fields. This is proposed to be accomplished through a unit by unit approach.
3. Education of OSU faculty serving as editors through an annual scholarly communication meeting. There are about 15 OSU editors-in-chief of journals and they felt it was important for them to have a network to communicate about problems and share ideas on how to help control pricing and access to sponsoring journals.
4. Publish articles in OSU THIS WEEK on the cost of journals, open access issues, creation of an OSU institutional repository for articles published by OSU faculty, and impact factors.
5. Organize an OSU Forum on publication practices in the next year.
6. Faculty Senate passage of the following resolution on Open Access.

Resolution proposed by the Scholarly Communications Task Force

To promote the sustained availability of scholarly publications through broad distribution and affordable access to print and electronic versions of scholarly publications, the Faculty Senate's Scholarly Communications Task Force urges the Faculty Senate to endorse the following resolution:

Whereas, OSU is a significant research institution with a compelling reason for broadly communicating its scholarship; and

Whereas, The OSU Faculty Senate is empowered by University statutes to work for the advancement of academic freedom... [and to] initiate and review policies that govern the University's relations with outside agencies associated with research, instruction, and related purposes; and

Whereas, The principle of open access to scholarly research is increasingly being adopted and pursued by universities and in the scholarly community at large; and

Whereas, Technological, legal and economic barriers continue to be erected to obstruct or to limit open access; and

Whereas, The availability of scholarly publications ought to reflect the conditions of cooperative endeavor and common resources under which scholarly work is produced; now, therefore, be it

Resolved, That the Senate supports the principle of open access to scholarly research;

- That the Senate urges the University to advance new models for scholarly publishing and electronic

dissemination of scholarly works that will promote open access, helping to reshape the marketplace in which scholarly ideas circulate, in a way that is consistent with standards of peer review and scholarly excellence;

- That the Senate urges the University to monitor and resist efforts to impose digital rights management regimes and technologies that obstruct or limit open access, except as necessary to secure rights of privacy; and
- That the Senate urges the scholars of Oregon State University to play a part in these open-access and affordable-access endeavors in their various capacities as authors, readers, editors, referees, and members of scientific boards and learned associations, (a) by encouraging and collaborating with publishers' efforts to advance open access, (b) by retaining intellectual property rights in their own work where this will help it become more widely available, and (c) by remaining alert to efforts by publishers to impose barriers on access to the fruits of scholarly research.

Motion seconded to approve the resolution.

Senator Pence questioned whether they have thought of funding issues. When it comes to funding, faculty are asked about their publication record and where the faculty member is publishing. When one is competing for funding against faculty who are publishing in international journals, and OSU faculty are being encouraged to publish in an obscure journal, the quality of work will be questioned if this is not a national movement.

Wheeler is not recommending publishing in obscure journals, but to look into the journals that are available taking into account the cost, impact factors and to make a wise decision. If there are equally ranked journals that are commercial publishing vs. scholarly societies, the difference in price ratio is about one to five. She recognized that faculty in some fields don't have much of a choice in where they publish. The task force is urging that faculty become aware of journal differences in their field including cost and access through electronic availability.

Senator Mallory-Smith, Agricultural Sciences, noted that NIH has come out in support of open access; however, after review, her society has come out against open access due to associated costs. Wheeler responded that open access, as referred to in the resolution, is one model - she means open and affordable access. Wheeler explained there are two types of open access: 1) author pays \$2,500 per article; and 2) articles are free after a 6-12 month period.

Senator Barker, Liberal Arts, didn't feel the resolution was a commandment, rather she felt this was an important symbolic statement against corporate takeover of academic production. She felt this was a suggestion about a trend in the privatization of academic publications.

Senator Oriard, Liberal Arts, questioned whether there were certain fields where this is a problem. Wheeler responded that some of the sciences are a huge problem, as well as COAS.

Senator Ho, Science, doesn't see an issue of educating faculty in terms of cost to the library. The rest are suggestions and not a requirement.

Motion 05-605-05 to approve passed by voice vote with one dissenting vote. President Hale noted that the task force will continue during the next year and thanked the members for their work.

DIALOG WITH THE PROVOST

Provost Randhawa's report contained the following:

Budget - The higher education budget will be discussed by the House and Senate next week; the Capital Construction budget will be discussed the following week. OSU administrators are currently working on the 2005-06 budget and he hopes to have a better idea after next week. A compromise solution for the \$34 million proposed tuition freeze is to have about 2.5% per year for tuition increases and buy out the remainder of the tuition increase, put some money into the Oregon Opportunity Grant, and put about \$30 million in enrollment growth.

There are a number of projects being worked on over the summer and Provost Randhawa hopes to report on them in the fall.

1. Rebasing budgets for campus - The Provost has committed to President Ray that, by December, a conversation will occur and a decision will be made regarding rebasing budgets for the next fiscal year.

2. Transparency of budgets at the college level - The University Budget Committee created a template for use at the college level that will eventually be on the web.
3. Tuition and fees transparency - Hopes to have transparency on the web for students and parents regarding tuition and fees and what one could expect to pay.
4. Tenure relinquishment - Randhawa provided the following background: It has been an institutional practice for quite some time; although discretionary, it has been used fairly broadly at OSU but certainly not consistently. A faculty member could relinquish tenure and receive a 6% salary adjustment for up to three years, and be eligible for a 1039-hour appointment, if needed by the unit. The program was suspended last year due to the political climate. At the time of suspension there were six faculty who had submitted requests for tenure relinquishments that have not yet been honored. The Provost's question to Senators was, "Does the program make sense for OSU at this time?" The program has been used as a planning tool for units and individuals for many years, and it has increased the retirement benefits formula for number of years in service times a percentage of the last three years salary. The program has not been used much in the last 4-5 years due to PERS calculations; however, given limited resources, the amount going toward tenure relinquishment could be used toward salary increases. At one time this program was costing OSU \$250-300,000 per year. Provost Randhawa has discussed this issue with the Provost's Council and Faculty Senate Executive Committee. He noted the need to weigh the pros and cons and come to a decision that makes the best sense for OSU at this time.

Senator Coblentz, Agricultural Sciences, felt this was a perceptual problem and struck him as odd that the University doesn't want to give faculty a 6% salary increase. He feels it would be disingenuous to discontinue the program.

Senator Bowman, Health and Human Sciences, felt it was unfair to disallow those who have already submitted their tenure relinquishment requests.

Provost Randhawa requested that Senators mail their thoughts to him regarding tenure relinquishment.

DIALOG WITH THE FACULTY SENATE PRESIDENT

President Hale's report contained the following:

- Cascades Campus - He met with faculty in Bend who expressed concerns about improving communication, salaries, student credit hours, Faculty Senate representation, and new program opportunities. Hale made a commitment that the Faculty Senate President will visit Bend once per quarter and that the Cascades Campus CEO will be asked to address the Faculty Senate yearly.
- Committee Volunteer Opportunities - Hale noted that, of the 3,191 OSU faculty, 213 volunteered for university or Faculty Senate committees; the break-down was: 9 Faculty Research Assistants, 13 Instructor/Lecturer; 28 Assistant Professors; 43 Associate Professors; 23 Professors; 3 emeritus faculty; and 94 were Professional Faculty. Additional demographic information will be shared when available. Hale listed the available Faculty Senate committee vacancies and asked faculty to contact the Faculty Senate Office if interested.

NEW BUSINESS

There was no new business.

Roll Call

Members Present:

Agricultural Sciences: Anderson, Coblentz, Edge, Engel, Herring, Huddleston, Mallory-Smith, Meink, A. Bakalinski for Penner, Savage, Selker, and Thompson.

Associated Faculty: Barr, Beach, Corbett, T. Preddy for Dorbolo, Eklund, Elmshaeuser, Gillies, Hughes, Miles, Ratchford, Rosenberg, Ross, Sheffold, Templeton, Yahnke.

Business: Coakley, LeMay, Wong, Wu, Yang.

Education: Pehrsson and White.

Engineering: Bose, Hunter-Zaworski, Levien, McVicker, J. Hall for Mosley, Pence.

Extension: None present.

Forestry: Admiral, Clauson, Doescher, Erickson, Puettman, C. Patterson for Reuter, Tynon.

Health & Human Sciences: Asbell, Bowman, Cluskey, Grobe, Harter, Ho, Widrick, Wilcox.

Liberal Arts: Anderson, Barker, Brayman Hackel, Carson, Ede, J. Maul for Folts, Henderson, G. Caldwell for Iltis, Lunch, Oriard, Roberts.

Library: B. Parks for McMillen.

Oceanic & Atmospheric Sciences: Benoit-Bird, Prael, Wheatcroft.
Pharmacy: Muhmad.
ROTC: Klink.
Science: Giebultowicz, Ho, Lee, Mason, Matzke, McCune, A. Wolf for McLeod, Smythe.
Student Affairs: C. Muria for Bentley-Townlin, Empey, Hoogesteger, Schwab, Tsuneyoshi, Winter.
Veterinary Medicine: Bird.

Members Absent:

Agricultural Sciences: Bolte, Brewer, Cassidy, A. Duncan, Fanno, Gregory, Jepson, Weber.
Associated Faculty: Arthenayake, Christie, Dempsey, Landis, Perrone, Rosenberg.
Business: None absent.
Education: None absent.
Engineering: Lee, Lundy, Quinn, Sillars.
Extension: Bondi, Butler, Carr, Filley, Hathaway.
Forestry: None absent..
Health & Human Sciences: None absent.
Liberal Arts: Farber, Gross, Kingston, Krause, Melton, Shaw.
Library: None absent.
Oceanic & Atmospheric Sciences: Duncan, Levine, Torres.
Pharmacy: Ishmael.
ROTC: None absent.
Science: Barofsky, Brown, Evans, Horne, Jansen, Jones, Kimerling, Parks, Remcho, Ruben, Spatafora, Taylor.
Student Affairs: Etherton.
Veterinary Medicine: Jennings.

Guests Present:

B. Avery, B. Balz, M. Boock, J. Davis, M. Ingram, D. Lochran, M. McCambridge, B. Rietveld, R. Sanderson, G. Shellhammer, P. Wheeler.

Faculty Senate Officers, Ex-officios and Staff Present: :

J. Hale, Senate President; Bill Boggess, President-Elect; S. Coakley, Immediate Past Senate President; Parliamentarian; Ex-officios: R. Iltis for G. Beachley, S. Randhawa, and J. Trujillo; and V. Nunnemaker, Senate Staff.

The meeting was adjourned at 4:43 PM.

Respectfully submitted:

*Vickie Nunnemaker
Faculty Senate Staff*

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Faculty Senate

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Faculty Senate Minutes

2005 No. 603

April 14, 2005

The regular monthly meeting of the Faculty Senate was called to order by President Jeff Hale on April 14, 2005 at 3:03 PM in the LaSells Stewart Center. The March minutes were approved as distributed.

Meeting Summary

- Action Items: Approval of March Minutes [Motion 05-603-01].
- Special Reports: IFS Recap - M. Carson; Salem Update - J. Mills; Athletics Update - B. De Carolis; and Legislative Report - F. Morse.
- New Business: None.

SPECIAL REPORTS

Interinstitutional Faculty Senate

IFS Senator Mina Carson provided a brief recap of the April IFS meeting, during which they also met with the Oregon State Board of Higher Education. The OSBHE has created space on their agenda for Board members to meet informally with IFS Senators to discuss common concerns. Carson felt that the tone of those meetings has become increasingly friendly and that positions on issues of particular interest to faculty are growing closer.

She indicated there were three major topics discussed during the IFS meeting:

- OTM (Oregon Transfer Module) - There was a positive exchange with Gretchen Schuette, Chemeketa Community College President and OSBHE member, regarding extending the OTM discussion; Carson felt this was a positive dialog in setting out common and different missions. IFS was able to cajole an invitation from the Joint Boards Articulation Committee (JBAC), which is heavily involved in OTM, to nominate an OUS faculty member to sit on their board; Maureen Sevigny from OIT was appointed.
- Ethics Statement - IFS discussed how they might contribute to the creation of an ethics statement being elicited by the governor from OUS institutions. Chancellor Pernsteiner asked IFS to provide recommendations on an ethics statement, which they are currently developing. He will review the models and develop final recommendations. Hale noted that Angelo Gomez is drafting a policy regarding sexual harassment and consensual relationships that will be forwarded to the Chancellor's Office.
- Curriculum - Language in the legislature regarding joint numbering of courses, further interaction with community colleges, etc., appears to be changing daily.

IFS Senator Doescher noted it seems that the OSBHE and Chancellor are turning more often to the IFS for input.

Salem Update

While introducing Jock Mills, Director of Government Relations, President Hale thanked him for coordinating OSU Day at the Capital on April 6. Mills, in turn, thanked his assistant Brandon Trelstad for his efforts related to OSU Day.

Mills provided a brief recap of bills pending and budget issues under consideration by the Legislature.

- Higher Education Budgets - There are three budgets: the House, Senate and governor's. The House and Senate are in close alignment, but differ greatly from the governor's budget which has allotted \$24 million more in Oregon Opportunity Grants. The other two have \$24 million less in their budgets for the

Opportunity Grant program since they felt the increase was too much money too quickly. The legislative budgets allocated \$33 million more to OUS to support no increases in tuition (tuition money is being replaced by General Fund money). The legislative budget eliminated general fund money to Rogue Community College and SOU for a new building. The Senate eliminated \$300,000 for OSU's Institute for Natural Resources. There is an increase in the Agricultural Experiment Station budget of \$1.3 million in the Senate and \$2.3 million in the House; Mills noted that the House has always been more supportive of the statewide public service programs. The House budget includes an additional \$300,000 for the Forest Research Lab. The House eliminated \$1 million for faculty salaries and reduced the DAS budget by 10% for salary increases. The governor's budget includes a 7% and 5% tuition increase over the next two years. In response to Senator Lunch, Liberal Arts, questioning the ending fund balances, Mills noted that legislators are looking at \$8 million that has been obligated within OUS but not yet spent. Mills stated that the governor is not happy about the reductions in the Oregon Opportunity Grants. Mills is working on getting faculty salaries dealt with, is intent on retaining deferred maintenance capital projects, and is closely watching the state-wide public service programs. The third phase of the budget process will begin after May 13 when the next budget forecast is released.

- Senate Bills - SB 769 provides in-state tuition for undocumented workers who have been in the state for three years and are working toward citizenship; President Ray has written a letter of support. SB 543 provides resident tuition for all veterans, not just those from Oregon. Senator Morse is working on a tax incentive bill for people who donate to universities to develop innovation/commercialization efforts to get ideas to the marketplace.
- Faculty Shadow Program - Mills has paired about a dozen legislators with OSU faculty and will still accept faculty who are interested in the program.

Senator Winter, Student Affairs, questioned how faculty can support increased funding for the Oregon Opportunity Grant. Mills responded that students currently receiving the grants and those who would have been eligible need to be engaged in writing to legislators regarding the impact the decision has on them; the letters are more effective when they are personalized and hand-written rather than form letters.

Richmond Barbour for Senator Ede, Liberal Arts, questioned how to advocate for faculty salaries. Mills noted that this is a constituent to legislator issue. It is not effective if state employees write to legislators using state resources. He noted there is \$1 million allocated in both the Senate and governor's budgets.

President Hale noted that the Faculty Economic Welfare and Retirement Committee is preparing a salary report which will be given to President Ray and available for review by the Senate.

Athletics Update

Bob De Carolis, Athletic Director, addressed four major areas during his report:

1. Student Athlete Conduct Review - The department is currently reviewing the athlete's disciplinary process in view of recent events involving athletes. From an educational program perspective, he wants to ensure that messages being sent to athletes, their frequency and impact are the best they can be. This needs to be a coordinated effort between the campus and athletics. The disciplinary process currently in place at the team and athletic department levels is not coordinated nor well defined and will be the next process to be reviewed.

There are three committees associated with the conduct review : 1) Educational Programs Review, 2) Athletic Discipline Process Review Committee, and 3) Team Rules Committee. The disciplinary review will occur at three levels: 1) Athletic Department and team level, 2) University Student Conduct Review Board, and 3) the legal system. De Carolis noted that this is the process for all student-athletes. The goal is to have clear and defined consequences for all student-athletes.

The Educational Programs Review Committee will gather information from other institutions, particularly in the PAC-10, and identify best practices. The group will consider indicators of risk, current and future programs, and identify lead units that will implement plan and provide structure for evaluation.

2. NCAA Convention - The recently instituted Academic Progress Rate (APR) is a real-time snapshot of academic performance. The APR is calculated by each student-athlete earning one point for academic eligibility and one for retention. The cut line for all institutions is 925, which translates to a 50% graduation rate. If teams are below 925, they enter a penalty phase and could lose scholarships for the whole next year; however, teams will not lose more than 10% of the team members. Penalties could eventually result in the loss of eligibility for postseason play. De Carolis felt that the downside of the APR is retention. He gave an example of a 4.0 athlete that is drafted and the team is penalized a point

because the athlete left the team.

Four OSU teams are below 925, but three are within the confidence level due to academically eligible student-athletes leaving OSU; one team is below the confidence level.

3. Athletics Financial Status - In 1998 the accumulated deficit was \$12.5 million; last year the deficit was \$5.7 million; and, due to Raising Reser efforts, the deficit was eliminated on June 30, 2004. The key to the Raising Reser project was to eliminate the debt, and to reduce Educational and General (E&G) funding from \$4.2 million to \$2.5 million - this likely will happen in 2006. The goal is to be self-sustaining and self-sufficient so that they receive no University funding. He noted that a new volleyball coach was announced on April 14 and a new women's basketball coach will soon be announced, but both come with a price.
4. Raising Reser - The project has an \$80 million price tag. The source of funding is \$60 million from bonds and \$32 million from donors - the donor funding included \$20 million to Reser, elimination of the debt and two years of the debt service up front. The estimated yearly debt is about \$4 million; they have currently raised \$4.9 million. If stadium capacity reaches 80%, \$10 million will be raised; if 100% capacity, \$12 million will be raised. There will be about 3,000 new ticket holders on the new side. The construction is on schedule and on budget. De Carolis noted that the momentum needs to continue.

Senator Coblentz questioned how much can be attributed to the quarter system penalty for those teams scoring below 925. De Carolis responded that a Faculty Athletic Representative from UCLA is fighting with the NCAA on this issue. He noted that students in semester systems receive four points (two points per semester) while those in quarter systems receive six points. A penalty system is in place for those in a quarter system to compensate for the difference in points - there is still debate about this scoring. Although the cut line was instituted in September 2004, data was gathered from the previous two years to determine the ranking that came out in January. De Carolis noted that discussion is ongoing and that the system will be tweaked.

Senator Barofsky, Science, questioned what the graduation rate would be if transfers were removed from the calculation. De Carolis responded that academic progress, rather than graduation rates, are calculated in the APR. However, during the last reporting period, which was 1997-98, OSU's graduation rate was about 62% for all student-athletes. He acknowledged that if the transfers were removed, the number would be higher, but he didn't know what the number was. De Carolis offered to obtain the data and forward it to the EC to share with Senators.

Senator Mason, Agricultural Sciences, questioned how OSU compares to other PAC-10 schools with respect to the 925 APR system. De Carolis responded that the PAC-10 was the worst in the country due to the quarter system penalty.

Legislative Report

Senator Frank Morse presented information regarding the current legislative session. He introduced Senator David Nelson from Pendleton who accompanied him to the meeting.

Morse stated that the budget was the overriding issue in the legislature. He noted that he and Nelson serve on the Ways and Means Budget Writing Committee. He feels there is a genuine lack of understanding and denial of budget circumstances. Nearly one-third of the general fund budget (which funds higher education) is consumed by unfunded voter initiatives. Some conservative legislators feel that a spending cap is needed, although the data does not support that thought. Legislators are confronted with balancing the budget, when adjusted for initiatives and inflation, when 1990 spending was \$1625 per capita and 2005 per capita is \$1453.

Morse's staff compared Oregon to peer states in the west (Washington, Idaho, Montana, Arizona, Nevada and California) as represented through discretionary funding (lottery and general fund). Oregon funding averages 1/3 for education, 1/3 for human services and 1/3 for public safety. As compared to the other states listed: Oregon is spending 84% more for public safety; 25% less for higher education; 22% less for human services. Morse noted that Oregon is trying to balance a budget to provide adequate resources for the critical core services with a system that is broken, and is living in an environment created by measures 28 and 30.

Senators Nelson and Morse have been trying to encourage a thoughtful process to look at the expenditure side and determine what is most important in terms of core services and functions, and eliminate that which falls below the line. Morse feels it is likely that the state will continue to dumb down in the future in an attempt to have a balanced budget and provide core services. He doesn't feel that the May forecast will hold

wonderful surprises.

Senator Wilcox questioned how Oregon is disproportionate in public safety. Morse felt it was due to the Measure 11 effect and noted that Oregon leads the nation in methamphetamine use. The admission rate in 1992, per 100,000 in population, was more than 10 times the national admission rate and has now risen to 70 times higher. Treatment for this substance abuse ranks 49th in the nation for the 18-25 age group. Incarceration rates are increasing at a rate of greater than six times the rate of growth of Oregon's population.

Senator McMillen, Library, questioned whether there was a shared perception in the legislature of unfunded initiatives being a problem and is there discussion to address it. Morse stated that he sponsored a bill to address initiative reform, that is now dead. He noted that, since many initiatives don't have a thoughtful discussion, his bill would have required qualified initiatives to be short-stopped in the legislature for review of revenue and fiscal impacts, and legislators in the House and Senate would be required to vote on the initiative with those findings incorporated into the Voter's Pamphlet as an advisory. He felt that the initiative process needs to be preserved in a thoughtful way.

Senator Carson, Liberal Arts, noted that Multnomah County had that day declared invalid all marriage licenses issued to same-sex couples. She thanked Senator Morse for his support of civil unions and questioned the chances of passage of a civil union bill and whether he sees an increased negative impact of the Supreme Court decision. Morse responded that the potential is there to become more conservative and move further to the right. He felt that the ability to move the bill through the House and Senate is somewhat limited. He feels that public policy should reflect the intent to treat people equally and with dignity, respect and love. He also noted that the institute of marriage is sacred, but also believes that civil unions to grant equality and rights in committed, same-sex relationships are important, and discrimination in any place is unacceptable; he feels it is important to make that statement as public policy. He is hopeful there will be a thoughtful discussion on this topic, but feels it will be very difficult.

DIALOG WITH THE FACULTY SENATE PRESIDENT

President Hale's report contained the following items:

- At the March Senate meeting Senator Roberts questioned of Vincent Martorello whether parents are allowed to use staff parking when picking up or delivering children to Bates Hall and whether construction workers pay to park in staff parking; Martorello stated he would research the issues. His response, delivered by Hale, was that he determined there is a problem adjacent to Bates Hall and he will be reviewing actions to be taken. As for construction workers, Martorello indicated in March that he thought that parking permits were covered in bid contracts; however, he has learned that is not so. His goal is to require that contractors pay a pro-rated amount for parking permits on campus since they do take away available staff parking.
- Oregon Transfer Module (OTM) - The Curriculum Instruction Administrators (CIA) have been meeting to identify problems and solutions related to OTM. The OSU CIA members are Michele Sandlin, Barbara Balz, Joanne Sorte, Mina McDaniel, John Shea and Jeff Hale. Hale stated that he did not feel that OSU needed to lead the OTM effort; he would be happy if others stepped up to begin to form the rules of engagement. JBAC (Joint Boards Articulation Committee) is working on implementation details and the CIA is involved. Hale noted that OSU voted to protect DPD in the OTM, to the extent possible, but some changes to DPD may be necessary. The DPD discussions are very preliminary, but every effort will be made to protect DPD. There may be a response from Science since one lab has been dropped in the OTM; there may be a way in the majors, or some other way, to pick up that lab. There will be an ad hoc committee appointed by the Faculty Senate attached to the Baccalaureate Core Committee that will look at transfers of credit into the Baccalaureate Core and OTM.
- Communication with Administrative Units - There are a series of facilities decisions, made with little or no faculty input and dating back to December, that have affected the Corvallis campus, including: serving alcohol, building closures during breaks, suspension of janitorial services, etc. The Executive Committee has been working to improve the situation. Hale thanked Stella Coakley for her diligence in tracking how Facilities Services is interacting with faculty and to improve communication between the Faculty Senate and Facilities Services. Hale noted one case that involves a discussion regarding the proposed location of a restaurant/brew pub in the parking structure. Hale provided a chronology of the discussion:
 - September 2004 - Campus Planning Committee discussed a restaurant or a brew pub as a possibility for co-location with the proposed move of Arnold Dining Center to the bottom floor of the parking structure.

- Early fall there was a general discussion of the topic at the University Cabinet.
- October 18, 2004 - Release of RFP for a Restaurant/Brew Pub lease by University Housing and Dining Services - the deadline for responses was November 8, 2004. McMeniman's was the only responder to the RFP, which resulted in subsequent plans and negotiations to move forward with the lease.
- February 1, 2005 - A health services concern was raised with President's Ray and Hale regarding mixed messages related to serving alcohol on campus. ASOSU leadership voiced concerns related to changing the culture on campus, whether alcohol decisions were being made without being thoughtful, and questioned whether it is wise to serve alcohol in the midst of four freshman residence halls.
- February 11, 2005 - Campus Planning Committee briefly discussed McMeniman's as part of the dining hall, but with no real specifics. By this time there were discussions among ASOSU, administrators and Faculty Senate that there was a need for dialog and discussion.
- March 7, 2005 - Larry Roper facilitated a discussion of interested parties. Issues, concerns and possible solutions were identified. A secondary task force was created to examine the project.
- March 28, 2005 - A meeting was held to discuss purposes and limitations of a restaurant. Concerns were voiced since the discussions were beginning to delay the project, which could increase the overall cost of the project. Hale felt that, by this time, all participants had learned a valuable lesson - all potentially affected parties needed to be involved in decisions earlier in the process rather than later.
- April 4, 2005 - The EC reviewed the process and will meet with Mark McCambridge and Larry Roper on April 18 to discuss how a transparent process can be developed that recognizes how the entire community is affected by facility decisions and how all concerned parties can be part of the process through which decisions are made. The EC wants to make clear that the necessary processes were not followed, particularly with regard to the Campus Planning Committee. This seems to be indicative of a more fundamental problem with decision making processes and a lack of communication.
- Hale thanked ASOSU for partnering with the Faculty Senate to examine this particular issue. Hale noted he heard nothing from any faculty member regarding the possible restaurant/brew pub.
- Campus Planning Committee (CPC) - Jeff Hale thanked Mark McCambridge for his assistance in expanding the CPC membership to include the Faculty Senate President-Elect, President and Past President to provide better continuity and institutional memory on the committee. Vincent Martorello will present an annual CPC report to the EC regarding plans for facilities; the Faculty Senate will also be engaged.

Senator Lee, Science, questioned whether McMeniman's was a done deal. Hale responded that, officially, UHDS is in discussion with McMeniman's. There is still a need to hold discussions involving the neighborhood, as articulated by the CPC. President Ray suggested that Larry Roper should talk with the Senate. Ray does not feel it is a done deal and his understanding is that Roper believes there is meaningful discussion occurring with McMeniman's, and a contract has not been signed. There is also concern that OSU may be sued for breach of contract if we pull out. Hale noted that a set of talking points have been developed regarding this issue.

Senator Coblenz, Agricultural Sciences, felt there were no issues and questioned to what neighborhood is being referred. Hale stated these were not non-issues related to campus planning which includes regulations set forth by the City that must be followed. As far as the campus community, the faculty and ASOSU were not involved. Juan Trujillo, Executive Committee, noted that the needs of the adjacent cultural center should also be taken into consideration. Hale requested that comments related to McMenamin's be forwarded to him. Hale noted that this issue is an example of why faculty must be vigilant when working with administration, particularly with Facilities Services, to ensure a strong and direct line of communication.

INFORMATION ITEMS

The following Information Items were mentioned:

- Responses to the Committee Interest Form are due April 29.
- The remaining spring term Faculty Senate meetings are May 12 in the Withycombe Hall Main Theatre and June 9 in the LaSells Stewart Center.
- Nominations for awards, selected by the Faculty Recognition and Awards Committee, are due April 29. Information about these and other awards can be found online on the [Awards Summary Table](#).
- There will be a Sexual Harassment Workshop on April 19.
- The university community has until April 15 to participate in a survey to determine the design of the 2005-06 hang tag parking permits - about 650 people have participated to date.

Responses to recommendations found in the [Fixed-Term Faculty Task Force Final Report](#) have been released by the OSU Administration.

- Ushers are needed for the June 12 commencement; if interested, contact Jackie Balzer.

NEW BUSINESS

There was no new business.

Roll Call

Members Present:

Agricultural Sciences: Anderson, Bolte, Brewer, Coblenz, Edge, Engel, Gregory, Herring, Penner, Savage, G. Andrews for Selker, and Thompson.
Associated Faculty: Arthenayake, Barr, Beach, Corbett, Dempsey, Dorbolo, G. Bruce for Eklund, Elmshaeuser, Gillies, Hughes, Miles, Perrone, Ratchford, Rosenberg, Ross, Templeton, and J. Davis for Yahnke.
Business: LeMay, Wong, Wu, and Yang.
Education: Pehrsson and White.
Engineering: Bose, Levine, Lundy, McVicker, Mosley, Pence, Quinn and Sillars.
Extension: Filley.
Forestry: Admiral, R. Gupta for Clauson, Doescher, Erickson, Puetzman and Reuter.
Health & Human Sciences: B. Platt Lauris for Asbell, Bowman, J. Ridlington for Cluskey, Grobe, Harter, Ho and Wilcox.
Liberal Arts: S. Otto for Barker, Brayman Hackel, Carson, R. Barbour for Ede, Folts, Iltis, Lunch, Melton, Oriard, S. Clough for Roberts, and Shaw.
Library: McMillen.
Oceanic & Atmospheric Sciences: Prah.
Pharmacy: Muhmad.
ROTC: Klink.
Science: Barofsky, Brown, Evans, Giebultowicz, Lee, Mason, Matzke, McCune, McLeod, and Smythe.
Student Affairs: C. Muna for Bentley-Townlin, Empey, Etherton, Hoogesteger, Schwab, and Winter.
Veterinary Medicine: Bird and Jennings.

Members Absent:

Agricultural Sciences: Cassidy, Ciuffetti, Duncan, Fanno, Freeman, Huddleston, Jepson, Mallory-Smith, and Weber.
Associated Faculty: Christie, and Landis.
Business: Coakley.
Education: None.
Engineering: Hunter-Zaworski and Lee.
Extension: Bondi, Butler, Carr, and Hathaway.
Forestry: Tynon.
Health & Human Sciences: Widrick.
Liberal Arts: Anderson, Farber, Gross, Henderson, Kingston, and Krause.
Library: None.
Oceanic & Atmospheric Sciences: Benoit-Bird, Duncan, Levine, Torres, and Wheatcroft.
Pharmacy: Ishmael.
ROTC: None.
Science: Grunder, Ho, Horne, Jansen, Jones, Kimerling, Parks, Remcho, Ruben, Spatafora, and Taylor.
Student Affairs: Tsuneyoshi.
Veterinary Medicine: None.

Guests Present:

R. Bachman, B. Becker, B. Green, and D. McCarthy.

Faculty Senate Officers, Ex-officios and Staff:

J. Hale, Senate President; B. Boggess, President-Elect; M. Beachley, Parliamentarian; Ex-officios: K. Downey, E. Ray, and J. Trujillo; and V. Nunnemaker, Senate Staff.

The meeting was adjourned at 4:42 PM.

Respectfully submitted:

Vickie Nunnemaker

Faculty Senate Staff

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Faculty Senate

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Faculty Senate Minutes

2005 No. 602

March 10, 2005

The regular monthly meeting of the Faculty Senate was called to order by President Jeff Hale on March 10, 2005 at 3:01 PM in the Withycombe Hall Main Theatre. The February 10 minutes were approved as distributed.

Meeting Summary

- Action Items: Approval of February 2005 minutes [Motion 05-602-01]
- Special Reports: Parking - Vincent Martorello and OSU Update - Ed Ray
- New Business: None

ACTION ITEM

Approval of February 2005 Minutes

Motion was made and seconded to approve the February 2005 minutes as distributed; motion passed with no dissenting votes.

SPECIAL REPORTS

PARKING

Vincent Martorello, Campus Planning Manager, provided an overview of parking functions and long-term plans. His report included the following:

- Effective January 1, 2005 Parking Services reports to Campus Planning (Martorello).
- Campus Planning and Parking Services will work closely to begin the process of strategically planning future parking facilities, changes in policies and practices. When the campus parking utilization reaches 85%, OSU must begin planning efforts for the next parking facility; required to begin building the facility when parking utilization reaches 90%. Parking utilization is maintained at or near 85%.
- The Parking Services manager will take on more planning responsibilities with regard to the planning of future parking improvements, temporary staging areas for construction, development review, strategies for promoting alternative transportation, etc.
- Parking Services will now have a separation between Parking Administration functions and Compliance Enforcement functions. Each group will report directly to the Campus Planning Manager.
- All current policies and practices will be thrown out. Parking Services will develop new policies and practices that more specifically address the need to strategically plan for parking and that promote customer service.
- Parking Services will be centered in customer service.
- Parking Services is reviewing computer software that has more functions available to the user via the internet (e.g., paying for permits, citations, etc.).
- A redesigned, smaller, hang tag parking permit will be used next year. OSU users will vote on the new design.
- The Parking Services web site will be updated to be more customer friendly.
- Sector refinement parking plans will be completed over the next couple of years (e.g. 26th Street Corridor, between Washington Way and Western Blvd.). These plans specifically address parking demand needs in a particular area.
- Parking Services will institute outreach programs that will include several contests: Car in a Jar - Parking Services customers will have an opportunity to guess the number of cars in a jar with the winner receiving a free parking permit in fall of 2006. Martorello is thinking about a Student Scavenger Hunt across campus with the winner receiving a 2005-06 academic year permit.

Senator Dempsey, Associated Faculty, questioned opportunities for student involvement when redesigning policies and practices. Martorello responded that the policies will be reviewed by the Campus Parking Committee, which includes student members. He also indicated that the drafts could go back to the ASOSU and Faculty Senate's - whatever seems appropriate. He stated that review time would be built into the process.

Senator Roberts, Liberal Arts, questioned whether parents of day care children had been given permission to park in staff spaces adjacent to Bates Hall when picking up children. She also asked whether construction workers pay to park on campus. Martorello responded that he is reviewing the issue of construction workers parking on campus, but did state that some do pay \$160 for permits and some permits are included in the construction bid. He feels that construction workers should be paying some pro-rated amount since they take away available parking from staff and students. Regarding Bates Hall, he wasn't aware of a problem with parents parking in staff spaces and will follow-up with this issue.

Senator Selker, Agricultural Sciences, suggested that incentives be considered for those who are frequent cyclists, such as providing a ten-sheet parking pass for one year in lieu of a parking permit, and questioned what is being done to encourage people not to drive cars on campus. Martorello indicated they are looking at several options: the feasibility of working with Corvallis Transit to provide a substation on campus connected to shuttles; a regional park and ride on Hwy. 34; and developing a bicycle improvement program. They recognize the need for alternative transportation measures and are open to suggestions or strategies.

Senator Evans, Science, questioned the number of spaces vs. the number of permits issued. Martorello didn't know the exact numbers, but stated that there is a 1:1.5 overall ratio of permits issued for about 7,700 spaces, while the industry standard is 1:2.

Senator Wilcox, Health and Human Sciences, commended the emphasis on customer service. He noted that his sense of justice has been offended since those who purchased permits are being fined due to a poor design of the parking hang tag. He recommended that the fines be refunded. Martorello didn't think that refunds would be made prior to January 1. He agreed that there have been design problems. He noted that when one buys the permit, one agrees to display it properly, which means that the numbers are visibly displayed. Wilcox questioned how much revenue has been generated through fines. Martorello stated that the permit design was not designed to generate revenue, nor was The Barometer article correct when it reported that there was a \$500,000 windfall resulting from fines, although he did not know the exact amount collected from fines. Martorello encouraged faculty to email him at vincent.martorello@orst.edu for the exact numbers or to meet with the Controller for an explanation of the issue.

Senator Bird, Veterinary Medicine, urged that the needs of an operating hospital be taken into consideration when evaluating the Reser Stadium parking lots for game day parking. Martorello indicated that the area between 26th and 30th will be reviewed to try to determine the needs of the users. They are hoping to develop policies for the users to address parking management issues.

OSU UPDATE AND DISCUSSION WITH PRESIDENT RAY

President Ray's update included the following:

- Capital Campaign - He met with unit heads and deans in February regarding priorities; proposals received exceeded \$1 billion while capital project requests exceeded \$600 million. The campaign target may be between \$450-600 million. OSU is in the first year of a seven-year campaign. He noted that the 'quiet phase' can last several years and the target is not announced until the end of the quiet phase. Capital elements are typically on the order of 10-15%; OSU could go as high as 10%. There may be some opportunities to get 11G bonds from the State or 11F bonds. Getting a match from the legislature doesn't seem reasonable but, again, there may be some opportunities. Ray expects the process to last another 6-9 months before the elements are known. The projects advanced need to reflect the values of the institution. Ray noted that, based on the attendance of 300 people at an OSU Foundation event in Palm Springs, he feels that the campaign will be successful.
- He hopes to be well along with the college and support diversity action plans by the end of spring quarter.
- OSU is on the verge of constituting a commission to assess the student experience. Expectations are that it will be very different from other commissions. He feels that students need to be equal partners with faculty and staff. The purpose is to look at the entire student experience to get a sense of what is and is not working so that the experience can be more effective and productive and students can be more successful.
- The Provost Search Committee is meeting the week of March 14 to determine whether to recommend

names or to continue the search.

- The Democrats and Republicans agreed to set a budget total of \$12.393 billion; the Governor's budget was based on a budget of \$11.9 billion. Some additional funds may come to higher education.
- As a result of the PERS decision by the State Supreme Court, it is expected that, due to the actuarial tables and the stock market, there is enough money for extra payouts through June 2007. Beginning in FY '08 there is an \$800 million problem that will need to be resolved each biennium. The decision may cost the university another \$10-12 million per biennium which will result in a 2-3% reduction in other areas from Education & General funds.
- The two commencement ceremonies will be combined in 2005, and OSU alum Chris Johns, National Geographic editor, will be the speaker.

Senator Dempsey questioned whether the institution would issue a response regarding the Clemens Foundation decision to discontinue scholarships to OSU students. Ray indicated they need to get a sense of the students affected and what, if anything, the institution can do to assist the students. Ray noted that the legislature mandated a fee remission cap of 8% that must be met by the end of the biennium. OSU administration has recommended that the cap, ultimately, be eliminated. However, for the coming biennium, they have recommended that the cap be raised to 10% for undergraduates and eliminated for graduate students.

Senator Coblenz, Agricultural Sciences, questioned whether OSU can make a statement regarding the Clemens Foundation issue. Ray responded that it is difficult to know what to say that would be effective. He finds it sad that students are being held captive and are at risk of being able to continue their education. It has not been determined how helpful it would be to weigh in on the public side.

Senator Thompson, Agricultural Sciences, questioned whether the Clemens Foundation Board had closed the door on discussion. Ray felt they had and added that there was no conversation before OSU was notified that the decision had been made to discontinue scholarships to OSU students and that a press release had already been prepared to that effect.

Senator Wilcox, referring to the Provost's Search, felt that faculty were struggling with evaluating the candidates since a significant number have witnessed the ability of Interim Provost Randhawa and used him as a 'yardstick' for comparison. Many faculty would have liked to have had Randhawa as a candidate. Ray stated that he would not dismiss Randhawa as a candidate. Ray wished that people who had strong observations had contacted the search committee regarding Randhawa's performance and encouraged those comments to still be submitted to Mark Abbott.

DIALOG WITH THE FACULTY SENATE PRESIDENT

President Hale's report contained the following items:

- Colleagues were encouraged to nominate faculty for awards. [Individual Awards](#) information can be found online.
- The [OUS Undergraduate Admission Policy](#) is available online.
- In reference to a question asked by Senator Pence in February regarding multi-disciplinary collaboration, Interim Provost Randhawa responded that the Scientific Misconduct Committee is looking into the issue and expects to have a draft for discussion prior to the end of the academic year. Specifically, they are drafting a generic institutional guideline for data ownership and joint ownership which would be default guidelines to be used in the event that groups do not draft their own guidelines prior to entering into a collaborative relationship.
- In February, Hale talked about service and issued a plea for engagement in service, particularly in reference to faculty governance. Since then, he has heard the following random comments from a number of people across the institution:
 - Faculty don't know how to prioritize what is important.
 - Faculty don't know what type of service is important to the department for promotion and tenure, they just know they have to do it.
 - Service is always 'in addition to', not instead of.
 - Faculty are happy to be involved in service activities, but it is unrecognized.
 - Many senior faculty members retreat to research niches and often avoid service responsibilities.
 - Service is a critical component of a land-grant university and its mission, but the mission needs to be rearticulated for the 21st Century.
 - Service is career suicide.
 - Service is a professional risk that might prevent one from getting their next job.
 - Service? We count two things in our college: how many publications and how much money.

Hale felt it brings to mind the role and importance that the P&T process places on service by saying that faculty service is essential to the success of the University in serving its central mission and is a responsibility of all faculty. Service is one leg of a three-legged proverbial stool (teaching, research and service) and some feel it doesn't receive the respect that it deserves.

Hale has been asked questions regarding the value of service to the institution, what is the expectation for service by faculty, how does the service expectation reach the institution's strategic goals, etc.

Hale felt that now may be the time to clarify expectations and the reward system used for service. OSU has a Strategic Plan, institutional goals that will affect all units at all levels, specific objectives, etc., all of which require faculty service. He expressed the belief that faculty service may need to be defined and reprioritized in light of OSU's strategic directions - service that advances these goals may need to take precedence over unit service agendas at least for the short term. He suggested that now is the time to examine these issues, in view of organizational change. What are the interests and concerns of faculty related to service? Is the strategic use of service important? Should it be thought of not as an individual activity related to P&T, but as an interlocking set of activities? Should reward structures for service be reviewed, particularly in P&T? Should appropriate Faculty Senate committees examine the types of service and their value to the institution so that faculty make the best choices about where to apply limited resources? Is it time to make service a strategy for obtaining university goals by making it an equal leg of the proverbial stool? Hale asked whether Senators believe that service at OSU is not given the level of recognition deserved.

Senator Brewer, Agricultural Sciences, interested in knowing how many professional and fixed-term faculty are expected to provide service and do not have it included in their job description. Hale responded that tenure-track faculty are required to have it in their job description. Hale questioned whether this was an issue for faculty or not. He has heard that service often falls on women, people of color, junior faculty and professional faculty. If this is the case, the institution needs to find a better way to more equitably share the load.

Senator Selker, Agricultural Sciences, observed that the same names seem to appear on committees and service related activities - some are more susceptible to volunteering than others. If service is valued and expected, we need to move beyond the volunteerism level. Expectations of adequate and inadequate service need to be clearly stated and be included in the promotion and tenure annual review process. He noted that a lot of people are doing more than they should. Hale shared comments from junior faculty who know they must have a service component, but don't know whether departmental or discipline related service is more important than university or Faculty Senate service.

Senator Gillies, Associated Faculty, felt it would be interesting to look at informal service, such as providing advising to students when they show up at your door when you are not their advisor of record.

Senator Oriard, Liberal Arts, would find it unfortunate to find the service leg lengthened for academic faculty. At some point in one's career, service becomes a matter of citizenship. However, if service for junior faculty is elevated at the expense of teaching or research, that is disciplinary suicide.

Senator Carson, Liberal Arts, agreed with Oriard since she has seen dossiers fail with not enough service and some because there was too much service to the detriment of their scholarship. Faculty need to be internationally competitive as scholars.

Senator Dempsey asked Senators to imagine the university without service. Part of the dilemma is that we don't know how to measure service to the university.

Juan Trujillo, Executive Committee, feels there is still not an understanding by the faculty of the obligations that come from being a member of the underrepresented community.

Senator Roberts, Liberal Arts, felt that service enriches her life at OSU. Communities don't exist without people pitching in and doing service and being forced to provide service is problematic. Hale teaches that is an opportunity of citizenship rather than an obligation.

Senator Tsunyeoshi, Student Affairs, noted that faculty of color serve as advisors, and students seek them out. They are also frequently called upon to serve because the committee needs people who are diverse.

Senator Iltis, Liberal Arts, has been surprised at the amount of service listed while reviewing dossiers. However, when that starts infringing on other aspects of ones career, they may not be aware of the time

being spent. It is the responsibility of the unit head to bring the issue into perspective. Service is absolutely essential from all faculty and must be balanced.

Stella Coakley, Executive Committee, felt that the new faculty hiring initiative addresses the amount and type of service that faculty are involved in and senior faculty would be expected to have a different position description than junior faculty. She also observed that department heads, as well as colleagues, may not know until the end of the year the extent of service in which one is engaging. She noted that, particularly for Faculty Senate committees, not all faculty are equally committed or engaged since some appear to be only names on rosters. Until faculty can be held accountable for what service is and when it counts, it's tough to say that more service is needed. She also noted that committee chairs can request that non-functioning members be replaced after talking with the faculty member.

NEW BUSINESS

Jon Dorbolo, Information Services, stated there is an effort for every employee and student to have their own Blog which is a website run by a content management system and can allow for multiple author sites. There will be a pilot study during spring 2005 and Dorbolo asked for participants. The group will work with the Computing Resources Committee to create an advisory board to assist in specifications that will help guide the development of technology for this purpose. Faculty who are interested in creating blogs for a course, research site, professional development, etc., should contact Jon Dorbolo at 737-3811.

Roll Call

Members Present:

Agricultural Sciences: Anderson, Brewer, Coblenz, Edge, Engel, Freeman, Herring, Huddleston, Jepson, L. Hoyser for Penner, Selker, and Thompson.

Associated Faculty: Arthenayake, Barr, Beach, Brown, Corbett, Dempsey, Dorbolo, Eklund, Elmshouser, Gillies, Hughes, Miles, Ratchford, Rosenberg, S. Williams for Ross, and Templeton.

Business: LeMay, Wong, Wu and P. Mathew for Yang.

Education: Pehrsson and White.

Engineering: Bose, Hunter-Zaworski, McVicker, Mosley, Quinn and Sillars.

Extension: Bondi.

Forestry: Admiral, C. Patterson for Doescher, Erickson, and Reuter.

Health & Human Sciences: Asbell, Bowman, Cluskey, Grobe, Harter, Ho, Widrick and Wilcox.

Liberal Arts: Anderson, Barker, E. Gottlieb for Brayman Hackel, Carson, D. Beunett for Ede, Farber, Folts, Gross, Iltis, Kingston, Krause, Melton, Oriard, Roberts, and R. Thompson for Shaw.

Library: McMillen.

Oceanic & Atmospheric Sciences: Benoit-Bird, Levine, Prah and Wheatcroft.

Pharmacy: Mahmud.

ROTC: Klink.

Science: Giebultowicz, Ho, Lee, McCune, Parks, Remcho, and Smythe.

Student Affairs: Bentley-Townlin, Etherton, Hoogesteger, Schwab, Tsuneyoshi and Winter.

Veterinary Medicine: Bird and Jennings.

Members Absent:

Agricultural Sciences: Bolte, Cassidy, Ciuffetti, Duncan, Gregory, Jepson, Mallory-Smith, Savage and Weber.

Associated Faculty: Balz, Christie, Landis, and Perrone.

Business: Coakley and Hsieh.

Education: none.

Engineering: Lee, Levine, Lundy and Pence.

Extension: Butler, Carr, Filley and Hathaway.

Forestry: Clauson, Puettmann and Tynon.

Health & Human Sciences: none.

Liberal Arts: Henderson and Lunch.

Library: none.

Oceanic & Atmospheric Sciences: Duncan and Torres.

Pharmacy: Ishmael.

ROTC: none.

Science: Barofsky, Brown, Evans, Grunder, Horne, Jansen, Jones, Kimerling, Mason, Matzke, McLeod, Ruben, Spatafora, and Taylor.

Student Affairs: Empey.

Veterinary Medicine: none.

Guests Present:

G. Bruce, V. Martorello, M. McCambridge, and E. Yahnke.

Faculty Senate Officers, Ex-officios and Staff:

J. Hale, Senate President; B. Boggess, President-Elect; S. Coakley, Immediate Past Senate President; M. Beachley, Parliamentarian; Ex-officios: K. Downey, E. Ray and J. Trujillo; and V. Nunnemaker, Senate Staff.

The meeting was adjourned at 4:27 PM.

Respectfully submitted:

Vickie Nunnemaker

Faculty Senate Staff

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Faculty Senate

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Faculty Senate Minutes

2005 No. 601

February 10, 2005

The regular monthly meeting of the Faculty Senate was called to order by President Jeff Hale on February 10, 2005 at 3:05 PM in the LaSells Stewart Center.

Meeting Summary

- Action Items: TESOL Category I Proposal [Motion 05-601-01]
- Special Reports: Interinstitutional Faculty Senate - M. Carson; Faculty Athletic Representative - K. Koong; and Legislative Issues - J. Mills and L. LaPolt
- New Business: No motion

ACTION ITEMS

TESOL Category I Proposal

Walt Loveland, Curriculum Council co-chair, presented for approval the Teaching English to Speakers of Other Languages (TESOL) Category I proposal submitted by the School of Education. He noted it has been reviewed and approved by the Budgets & Fiscal Planning Committee, Graduate and Curriculum Councils, and Executive Committee. It is a 24-credit graduate certificate and, since the participants are practicing professionals, instruction will be offered on weekends and in the summer over a 1.5-2 year period. The program will offered via E-campus, who returns 80% of the tuition to the department which immediately makes the program self-supporting. The proposal made a strong case as to the need of adult learners. Concerns addressed included:

- Library Assessment - Loveland noted that the \$1500 in the budget for library resources is just a placeholder since the Library will closely monitor the actual cost of interlibrary loans and charge Education appropriately.
- Adjunct Faculty - Both the Curriculum Council and Executive Committee expressed concern about the use of adjunct faculty who will deliver most of the instruction. Education responded that these adjunct faculty will be under the supervision of OSU faculty, which is not an unusual arrangement in Education.
- What is the hidden cost to Education? - The nominal OSU cost is supervisory for the adjunct faculty and the supervision will be by a retired faculty member, so time will not be taken away from another program.

Senator Selker, Engineering, questioned whether 24 credits was essential to the program since most certificates require 18 credits. Rich Shintaku, Education, responded affirmatively. Selker also questioned the sustainability issue of reliance on a retiree and whether the generation of E-credits will support an additional faculty member. Shintaku agreed with Selker's assessment of E-credits and noted that a portion of this duty will transition into his position.

Senator Thompson, Agricultural Sciences, moved to approve the proposal; motion seconded. Motion 05-601-01 to approve the TESOL Category I proposal passed with no dissenting votes.

President Hale thanked Loveland and Kate Hunter-Zaworski for their leadership of the Curriculum Council.

SPECIAL REPORTS

Interinstitutional Faculty Senate

Mina Carson, IFS Senator, thanked the following individuals for participating in the February IFS meeting that was held at OSU: Jeff Hale, Ilene Kleinsorge, Jock Mills, Bill Lunch and Ed Ray. Her report included the following items:

- The Oregon State Board of Higher Education approved the Oregon Transfer Module (OTM) on February

4. However, there are still two bills in the legislature to mandate undergraduate curriculum across the state: transferability of all courses to all other institutions, within reason, and a common numbering system. Each campus will need to determine how to apply the OTM within the scope of their curriculum.
- There was a discussion of effective and appropriate lobbying of legislators by faculty. Although there is role for faculty discussing issues with legislators, a unified voice is sometimes more effective. Student voices are often more effective than faculty.
 - The OUS Provost's Council and Chancellor Pernsteiner have requested assistance from IFS to gather stories re: 'A Day in the Life of a Professor' as part of a legislative strategy. These stories, as well as daily schedules, are needed ASAP and should be sent to Maureen Sevigny at sevignym@oit.edu.

Faculty Athletic Representative Report

Kelvin Koong, OSU's newly appointed Faculty Athletic Representative (FAR), included the following in his report describing his role and outlining goals:

- He feels that the gap between athletics and academics should be narrowed. He noted that being a student is the most important part of why the student-athletes are at OSU, and wants to find ways for them to be successful as a student.
- He has assisted two student-athletes to secure internships and is working with others to identify internships.
- He will meet with the Executive Committee monthly to facilitate open communication.
- He wants to communicate frequently with the Faculty Senate.
- He works closely with the athletics compliance staff and also interacts with the athletic staff on a daily basis; he has found their integrity to be impeccable.
- Since he represents the president and faculty, he welcomes input and suggestions to help him do a better job.
- He is currently working with Larry Roper to set up a system to work with all at-risk students to help them be successful.

Senator Henderson, Liberal Arts, stated that advising by athletics staff is inadequate and questioned whether changes will be made. Koong noted that his goal, which may be in conflict with the coaches whose jobs depend on the win/loss column, is to make the student-athlete academic experience better. He agreed there are challenges in this area. He stated that the brown bag lunches with coaches and faculty and the conversations between coaches and academic advisors are important and will continue. Henderson noted that athletic academic advisors are not very knowledgeable about academic advising. Koong indicated he has no direct knowledge of this issue, but will work on familiarizing himself with the issue. He did state that Linda Johnson is a qualified academic advisor.

President Hale noted there has been a division of labor between academic advisors in colleges and academic counselors in athletics. There is an effort to provide earlier intervention for students who might be experiencing problems well before a suspension is warranted. The Athletic Advisory Committee and Faculty Senate are beginning to review the COIA (Coalition on Intercollegiate Athletics) document, that contains guidelines to provide a relationship between athletics and academic units. The document includes addressing issues such as regular reporting to the Faculty Senate, improved communication between the academic units and athletics, data gathering suggestions, and maintaining academic integrity. The COIA is a document that was created by a Faculty Senate and has been adopted across the country by some Faculty Senate's.

Legislative Issues

Jock Mills, Director of Government Relations, provided a report on the state legislative agenda and Liz LaPolt, Associate Director for Federal Relations, reported on the federal agenda.

- The Governor's proposed budget contains both good and bad news:
 - Doubling funding for the Oregon Opportunity Grant from \$45 million to \$90 million.
 - The Governor's budget has never included significant capital expenditures for OUS, until now. OSU will benefit from funding for a new cogeneration steam heat plant and removal of the fence surrounding Education Hall.
 - ONAMI has \$7 million budgeted.
 - Approximately an 8% cut in state-wide service units. Since the 2001 session, those programs have experienced a 27% reduction in FTE.
 - About a 6% reduction in Education and General (E&G) funds and no provision for enrollment growth.

- There is \$1 million set aside in the budget for faculty salaries across all seven OUS institutions.
- There is an additional \$127 million for a 2% salary increase for all state employees. Mills felt that this figure is at-risk and likely to be reduced.
- The salary freeze will likely be gone, but there will be no additional funding to address salary issues.
- Ways and Means hearings for OUS will begin in March, and it appears there will be a much more collaborative approach in working with OUS.
- Issues the legislators are working on include:
 - Campaign finance reform
 - Students are pushing for a tuition freeze. Mills feels this is unlikely since the funds needed for a tuition freeze and to maintain the current level of funding works out to \$32 million more than is in the budget.
 - The Governor issued an announcement regarding sexual harassment on campuses in response to current issues. Mills feels that the legislature will visit this issue.

Mills encouraged Senators to work with him to connect legislators with students who have compelling stories. He is initiating a Faculty Shadow Program where faculty spend a day with a legislator; he encouraged Senators to e-mail him to participate.

Senator Bondi, Extension, questioned why the state-wide service units took a significant hit. Mills felt that politics are responsible when the Governor takes a shot at programs that will definitely be added back to the budget. It is an acknowledgement that, given rural Oregon, there is a problem with that part of the budget.

Senator Trujillo, Executive Committee, questioned the status of the proposal to allow immigrant children to attend Oregon colleges at resident rates. Mills was unclear where OSBHE stood on this issue and encouraged Senators to talk to President Ray to determine where he stands on the issue. He felt it was likely that it would pass in the Senate and die in the House.

Mills introduced Liz LaPolt and noted she worked in Washington D.C. for five years on behalf of Cornell University. Her federal report included the following issues related to the 109th Congress:

- Legislators are still organizing and making committee appointments. Darlene Hooley reclaimed her seat on the House Science Committee and was named the ranking democrat on the Research Subcommittee.
- Congress and lobbyists are studying the president's recently released budget. Higher education and research issues include:
 - Student aid:
 - Elimination of the Perkins funds.
 - Increase the Pell Grant by \$100 to a maximum of \$4,050.
 - Level funding of other student aid programs.
 - Federal research budgets:
 - Not seeing increases as in other years.
 - NIH - increase of 0.7%.
 - NSF - 3% increase.
 - Other science budgets are low - single digits.
 - USDA - \$80 million increase for a competitive agricultural research program.
 - Increase and creation of a new competitive program for Agricultural Experiment Station researchers.
 - Hatch formula funds - 50% cut.
- The higher education act is up for reauthorization.

Issues LaPolt is working on locally include:

- The OSU federal agenda, which entails working with members of congress to secure funding for the University. A federal agenda review process occurred during the last six months and prioritized projects include:
 - ONAMI.
 - Water cooperation (College of Science).
 - Hatchery research program (Fisheries & Wildlife).

- Oregon coastal ocean observing system proposal (College of Oceanic & Atmospheric Sciences).
- Aging in place proposal (College of Health and Human Sciences).
- Education double degree (School of Education).
- Requests for continued funding of current programs include:
 - Sun Grant Initiative (College of Agricultural Sciences).
 - Center for port operations, risk and technology (College of Engineering).
 - Oregon Watersheds Research Cooperative (College of Forestry).
 - Value added seafood product development project (Seafood Laboratory - Astoria).

In response to Hale asking how faculty can best assist her, LaPolt asked that faculty let her know when they are going to be in Washington, D.C. since they may be able to assist her with a particular project.

LaPolt does send out messages regarding federal issues and would be happy to add faculty to the mailing list - contact her at liz.lapolt@oregonstate.edu to request to be added to the list.

President Hale commended the work of Mills and LaPolt.

DIALOG WITH THE PROVOST

Interim Provost Sabah Randhawa's report included the following:

- Although it is early in the recruitment cycle, the following admissions information is available for fall 2005:
 - Applications for first-time students overall are down 0.6%. There is a decrease in Oregon residents, an increase in non-residents and international is flat.
 - Graduate applications are down 6.4%.
 - The number of transfer students are up about 6%.
 - Freshman admitted are up 8.5%
 - The advance tuition deposits for freshman are up.
- Student Retention:
 - Suspensions were flat between 2003 and 2004.
 - First-year probation is up 7%.
 - Retention rate is up 1.5%.
- Summer Session:
 - Headcount from 2003-04 increased by 10.6%.
 - Student Credit Hours increased by 8.5%.
- Research and Development between 2003-04 and the first six months of 2004-05:
 - Proposals submitted are up 17.3%.
 - Awards received are up 0.8%.
 - New gifts are down 22.1% (the majority of this decrease is related to Athletics, which is down 55-60% from this time last year). If Athletics is removed, the academic side is up 8-10%.
- Center for Teaching and Learning Director - The Search Committee should be forwarding a recommendation to Becky Johnson during the week of February 14 regarding the three candidates that were interviewed.
- Council for Assessing Student Experience - Randhawa and President Ray have been discussing this Council with ASOSU President Downey, ASOSU Vice President Dan McCarthy, Larry Roper, Becky Johnson and Sally Francis; a charge will be drafted. It is expected that this Council would assess the student experience using a more holistic approach. They hope to come back in the fall with specific recommendations.
- Recently Released Reports - The University Cabinet and Provost's Council discussed both the Campus Climate and Parity Reports. Between now and June, a goal is for each academic college and major support unit is to have in place a diversity action plan. Specific recommendations from each report will be acted upon. Randhawa and Ray have also been discussing a follow-up to the Salary Equity Report that was prepared in the mid-1990's.

DIALOG WITH THE FACULTY SENATE PRESIDENT

President Hale noted that he had incorrectly advised a Faculty Senate committee to meet in Executive Session, excluding the ex-officios. He apologized to the ex-officio members for doing so. His report included the following:

- Since OSU has the lowest combined institutional and administrative costs in the OUS system (\$845/student FTE), it should position us well with the legislature. It also shows that OSU is very thin administratively, which makes shared governance even more important. He has met with Ed Ray to discuss shared governance and determine what it means from an administrative perspective. Hale stated that Ray takes shared governance very seriously. It is a partnership that is closely held, communication is open, collaborative, and transparent. Hale feels this is an exceptional opportunity and poses a high degree of responsibility for faculty. The Senate will be assuming new assignments, including more involvement in the budget process and looking closely at compensation.
- He compelled each Senator to strengthen working relationships within units, consider having a point person in each apportionment unit to address concerns or communicate within the unit, form caucuses, ask opinions of others regarding Senate issues - be proactive. There is a need to build capacity as an institution to participate more fully in the process and recognize those who serve in that capacity.
- He will be speaking at the Faculty Orientation on March 3 in MU 206 on the topic of shared governance and encouraged Senators to attend.

NEW BUSINESS

Upon hearing no new business, President Hale opened the floor to Senators to discuss issues of their choice.

Senator Pence, Engineering, suggested that there be a discussion regarding rules of engagement for collaboration related to multi-disciplinary activities including behavior and consequences. Provost Randhawa indicated there was a faculty group working on this issue; he will check on the groups' progress and report back.

Hale shared some of the issues that have come to the Executive Committee in the last 27 days:

- The concept of fixed-term professorial positions.
- Multi-year contracts for professional faculty and instructors.
- Improving Facilities Services communications with the campus.
- Compensation.
- Working with ASOSU to assess the student experience.
- OSU War Memorial.
- Implementation of diversity plans and responding to the parity report.
- Health insurance for students.
- Improvement in services for disabled employees and students.
- Review of post-tenure review.
- Parking issues.
- Implementation of the Oregon Transfer Module (OTM).
- Revisions and implementation of AR 22.
- A process for having an equitable response across campus for issues such as stopping the tenure clock.
- Review of elements of the Baccalaureate Core.
- Review of employee friendly policies.
- Concerns regarding the proposed dining center and restaurant to be located in the new parking structure.

If there are questions or concerns about any of the above, Senators are encouraged to contact Hale or the Faculty Senate Office for background, to determine which committees should be contacted, or to provide input.

Senator Wilcox, Health and Human Sciences, proposed that it be put forward that anyone who purchased a parking permit should not be assessed a fine. He noted that the design of the dangler obscures vision. Hale has discussed this issue with Vincent Martorello and his understanding is that Parking Services will be displaying a number of alternatives proposed for next year and employees will have an opportunity to provide input on the alternatives. Hale has raised the question of extending the waiver of fines to last fall, rather than just January, and was told that would be an administrative nightmare, but is willing to continue pursuing that issue.

Also on the parking topic, Senator Barofsky, Science, noted an additional problem of finding parking spaces once one has purchased a permit.

In response to Senator Roberts, Liberal Arts, questioning the wording of the War Memorial, Hale indicated that the EC is asking for clarification on the issue. He believes their intent is to honor those who have served in wars since the Memorial Union was constructed.

Roll Call

Members Present:

Agricultural Sciences: Anderson, Coblenz, N. Allen for Edge, Engel, Freeman, Herring, Huddleston, Penner, Savage, Selker and Thompson.

Associated: Barr, Beach, Brown, Dorbolo, Eklund, Elmshaeuser, Hughes, Miles, Ratchford, Rosenberg and Templeton.

Business: Coakley, LeMay, Wong, Wu and Yang.

Education: Pehrsson.

Engineering: Bose, Hunter-Zaworski, Lundy, McVicker, Mosley, Pence and Quinn.

Extension: Bondi, Carr, Filley and Hathaway.

Forestry: Clauson, Doescher, Reuter and Tynon.

Health & Human Sciences: Asbell, Bowman, Cluskey, Grobe, Harter, Ho and Wilcox.

Liberal Arts: Barker, Carson, Ede, Folts, Gross, Henderson, Kingston, Krause, Lunch, Melton, Oriard, Roberts and Shaw.

Library: McMillen.

Oceanic & Atmospheric Sciences: Benoit-Bird and Wheatcroft.

Pharmacy: none.

ROTC: none.

Science: Barofsky, Evans, Giebultowicz, Ho, Jansen, Lee, Mason, Matzke, McCune, McLeod, Parks, Ruben and Spatafora.

Student Affairs: Bentley-Townlin, Empey, Etherton, Tsuneyoshi and Winter.

Veterinary Medicine: Bird and Jennings.

Members Absent:

Agricultural Sciences: Bolte, Brewer, Cassidy, Ciuffetti, Duncan, Fanno, Gregory, Jepson, Mallory-Smith, Perry and Weber.

Associated: Arthenayake, Balz, Christie, Corbett, Dempsey, Gillies, Landis, Perrone and Ross.

Business: White.

Engineering: Lee, Levine, and Sillars.

Extension: Butler.

Forestry: Erickson, Maguire, and Puettmann.

Health & Human Sciences: Widrick.

Liberal Arts: Anderson, Brayman Hackel, Farber and Iltis.

Library: none.

Oceanic & Atmospheric Sciences: Duncan, Levine, Prah and Torres.

Pharmacy: Ishmael and Mahmud.

ROTC: Klink.

Science: Brown, Grunder, Horne, Jones, Kimerling, Remcho, Smythe and Taylor.

Student Affairs: Hoogesteger and Schwab.

Veterinary Medicine: none.

Guests Present:

S. Francis, S. Leslie, M. McCambridge, M. McDaniel, S. Shellhammer, R. Shintaku, and S. Stern.

Faculty Senate Officers, Ex-officios and Staff:

J. Hale, Senate President; B. Boggess, President-Elect; M. Beachley, Parliamentarian; Ex-officios: S. Randhawa, E. Ray, and J. Trujillo; and V. Nunnemaker, Senate Staff.

The meeting was adjourned at 4:31 PM.

Respectfully submitted:

Vickie Nunnemaker
Faculty Senate Staff

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