

## Summary of the IFS Meeting November 15-16, 2019 -- OHSU School of Nursing Dwaine Plaza



### **Dr. David Robinson, OHSU Executive Vice Provost**

OHSU is piloting a program that waves tuition when students go back to rural communities to serve.

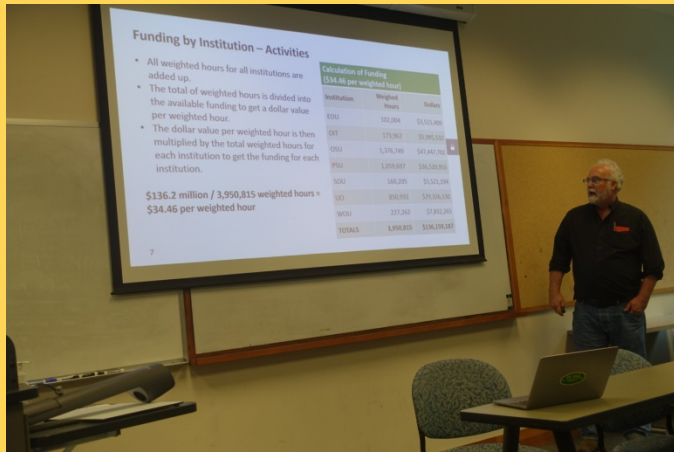
**Diversity effort.** Equity and inclusion model for faculty and staff -- Unconscious bias training. -- desire to train 20 thousand people – students, faculty and staff. Bystander training. How to diffuse bias situations.

**In course evaluation** -- they are asking to students if they think that the course was culturally competent. Have trainers to help faculty make their curriculum more inclusive.

**Diversity navigators** -- identify underrepresented minority students and faculty-Open discussions and group mentoring.

Faculty members approaching other faculty about bias issues and training after incidents.

# HECC funding advisory group – Bill Harbaugh



**Outcomes funding** -- given for students to successfully complete a degree program.

We get study-area bonuses for STEM and Bilingual education -- State wants to encourage these areas.

This is a model that is being resurrected from the 1980s.

The **Mission Differentiation** is resulting in OSU getting more money.

At the legislature all universities are fighting for the Mission Differential funding.

The charge of the **HECC is to re-evaluate** the mission funding differentials.

# Veronica Dujon – HECC Official



Low cost text books bill passed.

Bachelor degrees come into effect in 2020 under specified conditions in college.

160 Senate Bills passed.

Transfer legislation went into effect in June.

Native American tuition policy went into effect.

**Senate Bill 800 did not pass.** Directs Higher Education Coordinating Commission to convene specified persons for purpose of assisting in alignment of credits earned through dual credit programs with requirements of foundational curricula.

## Veronica Dujon Continued

The Provost's want to have more ability to transfer credits across the college and university systems.

Problem is that we exist in silos

There is a lot of energy in the K12 system. Governor is interested in higher education. The citizens need to see higher ed as being important. How to convince people of the common good?

Problem with the technology -- HECC staff feels that there are technology problems in advising across the system. HECC cannot mandate this technology to get the solutions going.

**IFS recommended** that HECC needs to be more proactive about mental health issues at the various universities.



# Traci Hodgson—Community College



Community college issues -- problem of needing more advisors. The advisors in community colleges are creating their own maps for various majors so they will be able to transfer. The students need good guidance as to what classes to take.

Community Colleges are educating a larger part of the population, and many students are working full time. First generation students – issue -- they need a TRIO model. Where there is a hands-on support for community college students.

Community Colleges don't have road maps for students when they meander and find their way through the system.

# Bill Harbaugh Reporting on the Teaching Assessment Changes at the U of O

University of Oregon -- full implementation of the student experience survey -- asks questions about the student experience. Don't feel students can evaluate teaching.

The next steps will be to have peer evaluation of teaching – **Mechanisms** -- having a spreadsheet for data -- personalized feedback -- guidance on feedback.

Some resistance from faculty -- the old system was disadvantageous to non-white folks and women.

Needed an MOU with the union about the teaching evaluation that is mid-term.

There is enthusiasm on the part of the administration for these changes in teaching evaluation.

There are threats on program evaluations -- the course evaluations that are anonymous but there is a need to have evaluations that are track able.



# State Wide University Reports

## **Western Oregon University**

Getting a new student success building.

## **U of Oregon**

Have a new provost.

2021 track and field championship -- FBI is investigating the track and field.

There is an impact on the large donors -- the new programs will be a positive issue on campus.

Humanities are getting back on hiring.

## **Southern Oregon University**

Dealing with budget cuts -- administration took an increase in salaries. There is a down turn in enrollment.

Mixed messages on campus about money allocations and salary.





# State Wide University Reports

## **Oregon Health & Science University**

Faculty payment at OHSU -- Pay equity issue 2% raise for faculty -- pay equity raises put forth. Department anticipated a 4% increase. 2% covers the cost of living increase.



New Vice President for the School of Medicine.

Graduate students are trying to unionize.

Rolling contracts are another big issue – year-to-year contracts -- faculty were finding this non-committal to faculty. Checks and balances along the way. Faculty are not represented. Faculty senate is trying to get more security.

OHSU does not have to report their health care -- HEM model -- they have refused to do the health screening.

Looking into unionizing themselves. This will help with pay equity. There is no standardized salary issues.

PERS and the re-hiring of people after they retired. These are prominent people who expected to be hired back.



# State Wide University Reports

## Eastern Oregon University

Hired a marketing manager for the university.

Hired Education and Business Deans.

Baseball is coming returned to EOU.

A woman's lacrosse team is being started at EOU.

In the middle of bargaining -- move towards adversarial bargaining. Made some progress on intellectual property.

**Issue of curriculum control** over the partnership with the online world. Building of 11 programs for the online world. 38% went to the online company. The company wants to use Southern Oregon's degree as a way to pull in students. The smaller schools being asked to run online classes.



# State Wide University Reports

## **Portland State University**

Faculty are in contract negotiations for PSU. They have been told enrollment has been down.

Past 10-15 years trying to address the inequities for fixed-term faculty. They have new promotion paths for fixed-term faculty who have been employed for long periods on contract.

PSU is doubling down on student success initiatives. Bringing together faculty and staff to look at the student experience on campus.

More buildings -- hard to navigate spaces. Using this as a way to bring about a change in the culture of campus.

## **Oregon Institute of Technology**

Enrollment is up -- FTE is up at 1% they went after more incoming freshman and not transfer students.

They have a new enrollment management administrative position -- this has had a positive impact. No idea what the yield will be for next year.

Historically, they have done a bad job of marketing themselves.

There are budget cuts, despite increasing enrollment. A big reason for this -- President has been handing out increases in salary for administration.

Employment review board has agreed that department chairs can be in the union.

Early in their first contract negotiations.