

# Faculty Senate

[Faculty Senate](#) » [Committees/Councils](#) » [Faculty Status Committee](#) » [Annual Reports](#) » Annual Report 1998-99

## Faculty Status Committee

Annual Report 1998-99

Annual Report from Faculty Status Committee  
Fred Prah, Chairman  
July 26, 1999

In the past year, the Faculty Status Committee (FSC) was assigned the task of investigating three different issues:

1. To determine the status of reorganization for the Development Office / OSU Foundation;
2. To determine status of Professional Faculty's eligibility for overtime; and
3. To determine the demographics of fixed-term faculty (Professorial and Faculty Research Assistant-level) across campus and get an overview of how such University employees are treated professionally.

For this purpose, our committee of nine members was divided into three subcommittees with Jim Rutledge, Bill Zollinger and Lewis Semprini assigned the lead on the first task; Loretta Reilly, Karen Higgins and Edie Blakely assigned the lead on the second; Fred Prah, William Earl and Teresa Sawyer assigned the lead on the third. A summary of the progress made on each task follows:

### **Task 1**

As suggested by the Faculty Senate Office, Steve Davis (7-1892, [daviss@ccmail.orst.edu](mailto:daviss@ccmail.orst.edu)), chairman of the Faculty Economic Welfare and Retirement Committee, was contacted to obtain further background on this issue. His committee was, like ours, relatively unfamiliar with this issue. He did identify the name of a person (Dan Meeker) who could tell us how many OSU employees were affected by reorganization of the Development Office. Dan was contacted by email and a list of thirteen people was identified: Barker, Marianne; Bell, Anne; Brown, Molly; Hardesty, Penny; Haynes, Erin; Kersey, Eugene; Magnuson, Sharon; Marshall, Melanie; McKinley, Loren; Meeker, Daniel; Parker, Kellie; Spiegelberg, Scott; Vuchinich, Donna; Westlund, Robert. Each of these people was contacted by email and asked to identify how their employment status and conditions had been impacted by this reorganization. Because the reorganization was not yet

complete, none of these people could provide us with much information of substance. Dan Meeker said, "We assume that all of these personnel will transfer to employment with the OSU Foundation by 10/1/99".

At the end of Spring term 1999, we learned that a new Executive Director for the OSU Foundation had been appointed - Rebecca Cole. In early fall 1999, after the new Executive Director settles into her position and transfer of personnel from OSU to the Foundation is complete, a subcommittee from the FSC will arrange a meeting to discuss the relevant faculty status issues. A report on the outcome of this meeting will then be sent to the Faculty Senate Office.

### **Task 2**

We contacted Caroline Kerl (Legal Advisor for President's Office, 7-2474, kerlc@ccmail.orst.edu) and arranged a meeting with Peggy Phillips and Anne Gillies from Human Resources (HR) to find out about the status of Professional Faculty's eligibility for overtime. The key findings from that meeting were:

- The state is taking a conservative approach to this, erring on the side of the affected employee if there is a question about a particular position.
- Positions are reviewed on a case-by-case basis to determine FLSA status; 50% or more of the specific duties, based on the job description, have to be exempt for a position to made exempt. The criteria are documented.
- In the review of former management service positions, more were moved from exempt to non-exempt than the other way around.
- In the review of former management service positions, HR notified supervisors and department heads if there was a change in FLSA status, giving them an opportunity to revise the position descriptions. In the review of Research Associate positions which is just beginning, the affected individuals will be more involved. Position Descriptions will have to be signed by the individual, the supervisor, and the Department Head or Dean before they go to HR. Phillips and Gillies stressed that the position duties have to be described carefully and thoroughly and recommend that individuals document what they do.

### **Task 3**

On January 25th, Fred Prahel met individually with Debra Jimmerson and Karel Murphy in Mechanical Engineering to discuss the fixed term faculty issue. They identified two overarching concerns that have been voiced by Fixed Term Faculty:

1. Year by year contracts are no way to live on the long-term
2. Merit raises are done on a much too ad hoc basis

Debra and Karel mentioned that some effort has been made recently to establish and improve dialogue between Fixed Term Faculty and the University Administration. A Women's Faculty Network has come together two times now allowing women faculty an environment in which they can air job concerns and complaints without feeling vulnerability. And, the President and his

high-level administrators have also held a forum two times in Fall 1998 that was open to any and all Fixed Term Faculty. These meetings allowed people to articulate their burning concerns and thoughts about possible solutions to job-related problems in a constructive, townhall-type setting. It was viewed that these were very constructive steps forward and should be held on some regular basis in the future to facilitate improvement in Fixed Term Faculty job conditions across the OSU campus.

Debra Jimmerson (Co-President, OSU Management Association) recently inquired whether or not the Faculty Status Committee had interest in attending a forum for fixed-term faculty. OSUMA is planning to sponsor another such townhall-type 'conversation' with the OSU administration. If there are no plans currently in the works for a fixed-term faculty forum through the senate, OSUMA may wish to target this group for its 'conversation'. When it reconvenes in Fall 1999, the FSC should contact Debra (Office Manager for Mechanical Engineering, 7-7011, [jimmersd@ccmail.orst.edu](mailto:jimmersd@ccmail.orst.edu)) to discuss prospects.

---

| [Home](#) | [Agendas](#) | [Bylaws](#) | [Committees](#) | [Elections](#) | [Faculty Forum Papers](#) | [Handbook](#) | [Meetings](#) | [Membership/Attendance](#) | [Minutes](#) |

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

[Contact us with your comments, questions and feedback](#)

[Copyright](#) © 2008 Oregon State University | [Disclaimer](#)

Valid [xhtml](#).