

# Faculty Senate Minutes

Monday, February 11, 2019

Present: Melissa Anderson, Enrique Chacón, Paul Condon, Brian Fedorek, Carol Ferguson, Paul French, Andrew Gay, Marianne Golding, Justin Harmon, Cynthia Hutton, Dennis Jablonski, Marc Koyack, Laurie Kurutz, Charles Lane, Tiffany Morey, Anna Oliveri, Aprille Phillips, Mark Siders, Chad Thatcher, Elizabeth Whitman, Precious Yamaguchi, Kemble Yates

Absent: Jesse Longhurst

Guests: Linda Schott, Greg Perkinson, Dave Carter, Tom Battaglia, Jody Waters, Sherry Ettlich, Matt Stillman, Alexander Fitzhugh

Meeting called to order at: 4:00 pm

## 1. Approval of Minutes from 1/28

- Ferguson moved to approve the minutes, and Thatcher seconded.
- Chacón, Condon, Fedorek, Ferguson, French, Golding, Harmon, Hutton, Jablonski, Koyack, Kurutz, Lane, Morey, Phillips, Siders, Thatcher, Yamaguchi, and Yates voted in favor; none opposed; Anderson, Gay, Oliveri, and Whitman abstained.

**Motion passed.**

## 2. Advisory Council report: Marianne Golding

- AC talked about the phishing test; everyone involved felt “horrible,” and anecdotes were shared. There were unforeseen consequences and IT and the administration are aware of them
- Takeaway point is that no one was trying to trick anyone or make them feel silly; the intentions were honest in that we have to be very careful given how phishing attacks are done.
- There will be time for more questions later in the meeting

## 3. President’s Report: Linda Schott

- Provost Walsh cannot attend; she is on a call about the Guanajuato visit, so Schott is passing along a few things from her
- [From Walsh]: Some faculty will be involved with the annual articulation retreat; this year it will be with all four institutions for the first time, and the faculty participation is appreciated
- [From Walsh]: A session on adult learners was presented last week by a representative from EAB and was attended by over 50 faculty; thank you for taking part in that
- Open forums on the budget will be presented Tuesday at 3:30 pm and Wednesday at 12:30 pm; Perkinson will be going over how we develop our budget and

increase awareness of financials; Woolf will be giving an enrollment update; Walsh will talk about the Tuition Advisory Council; Schott will wrap up with how we are doing on our strategic plan and, how the PLCs fit into that, and will give a TracDate update with our strategic goals

- Another summit is coming on the topic of retention and how we can serve our students as well as possible so they don't leave or drop out
- The PLCs have started their work, which will be presented at another campus expo on Friday, April 26th--save the date. Ferguson asked about how the PLCs were formed, and Schott responded that decisions were made based on who volunteered with an attempt to balance from different areas, ranks, role at the university, workload, etc. Schott emphasized that this endeavor is a research project, and the PLCs will not be making decisions. This strategy was designed to allow everyone on campus to weigh in on important issues
- Schott extended her personal apology for any distress caused by the phishing test; not enough people have been going to trainings on this topic so the president thought testing was a good idea but didn't ask enough questions. We try to be a trauma informed campus and we inflicted trauma, and she is very sorry for that.
- Perkinson elaborated on the phishing test, explaining that the threat of ID theft is real and reminded Senators that in April of 2017 SOU was defrauded through wire fraud. The university is trying to make sure employees are not at risk personally or professionally and wants to mitigate risks and threats that are out there
- Battaglia took responsibility for the test and emphasized that it was not intended to trick employees, but rather an example of what criminals do to harm and/or target people. Phishing attacks are the greatest threat to Oregon businesses, and he is the steward of all our information. Anyone wanting further information can contact him at [battagli@sou.edu](mailto:battagli@sou.edu)
- Fedorek asked what changes have been put in place since April 2017. Perkinson responded that there was an assessment done, then training for the work centers that processed the payment, and an enterprise risk management program was established. General discussion about the 2017 fraud and the types of threats that exist ensued.
- Chacón asked what kind of data was gathered, and Battaglia responded that he was looking at the click rate, not at individual actions, and said that we want to have a 4% click rate; we had a 34% click rate. Gay asked if student employees were sent the test, and Battaglia responded that they were not, and that 992 phishing tests were sent.
- Oliveri asked about communication about the phishing test; she learned about it from social media after the fact. She also asked if it resulted in heightened awareness. Battaglia stated that he learned a lot from what happened and would do things differently, but he does think that it resulted in heightened awareness. Other institutions use similar strategies.
- Schott added that she did talk to the City of Medford, and that they were very understanding.
- Ferguson suggested that in the future tests, HR should not be used as one of the test emails

- Golding asked how much the Guanajuato celebration is costing. Schott responded that it is not a huge burden; visitors are paying for their own travel and we are hosting a reception for them; we are sending a few people there. They have raised a lot of money for scholarships. Schott clarified that although enrollment is down, she did not mean to imply that we are in dire straits. We need to keep working on our strategic initiatives, and the funding situation will depend on what happens with the state.
- Gay noted that they are more clicks on the SOU application due to the virtual tour

#### 4. Provost's Report: Susan Walsh

- Walsh absent; no additional report

#### 5. ASSOU Report: Alexis Phillips

- A. Phillips not in attendance; see item #10 for report from Alexander Fitzhugh

#### 6. Association of Oregon Faculties Report: Kemble Yates

- AOF is similar to IFS; it is a statewide faculty group, but more politically involved than IFS
- AOF is a voluntary, dues-paying organization; it employs a lobbyist that is well-connected in Salem
- The goal of AOF is to get revenue turned toward higher education in Oregon; funding is a concern but we won't know for certain for a while where things stand
- AOF is also looking at things like the economics of the profession, PEBB/PERS issues
- AOF does a lot of work "fighting off bad bills"
- Yates will have more to say in coming weeks

#### 7. Approval of SOAN 493 (with updates): Anna Oliveri

- Statistics has been added as a prerequisite for this course
- Ferguson moved to approve; Fedorek seconded
- Anderson, Chacón, Condon, Fedorek, Ferguson, French, Golding, Harmon, Hutton, Jablonski, Koyack, Kurutz, Lane, Morey, Oliveri, Phillips, Siders, Thatcher, Whitman, Yamaguchi, and Yates voted in favor; none opposed; Gay abstained. **Motion passed**

#### 8. New Proposals from Academic Policies Committee: Dave Carter & Matt Stillman & Jody Waters

- Two policy proposals
- #1: Removal of early registration for online students; Not needed anymore due to volume of online offerings, coding is not accurate and/or maintained and it creates confusion
- #2: Removes BA/BS 48 credit subject code requirements; subject codes get tripped up in DegreeWorks

- Requirements themselves are not changing; no one else in Oregon still has a policy like this with the subject codes. Everything else is still in place.
- Fedorek asked if this removes language from the catalog and when it would go into effect; Waters replied that as soon as it is signed it will go into effect, and it reduces a layer of obligation for students
- Stillman stated that this is not a “rigor” item; it’s an administrative issue that made sense a decade ago but does not work any more.
- Jablonski asked how the early registration change would affect online-only students; Stillman stated that they would be in competition with all students for classes, but there are things that can be done with the registration system if faculty have concerns about particular courses and/or programs.

#### **9. Proposed Resolution in Recognition of Professional Track Service: Kemble Yates**

- Gay stated that Senate had an engaging discussion two weeks ago, after that discussion and side conversations, new language was crafted that is evident in the resolution
- Gay did reach out to the administration and there are no legal issues with the language in the current resolution
- Yates stated that he takes credit/blame for the new draft; Yates then gave a history of the professional track, ending with the 2015 development that workload for faculty was recognized as 45 ELU, which did not leave room for service for professional track faculty. He commented that he hoped that Senate, as the voice of faculty, would stand behind this vision of what the role of our faculty is.
- Yates moved to waive the 2 week rule, Fedorek seconded;
- Chacón, Condon, Fedorek, French, Golding, Harmon, Hutton, Jablonski, Koyack, Kurutz, Lane, Morey, Olivery, Phillips, Siders, Thatcher, Whitman, Yamaguchi, and Yates voted in favor; Ferguson opposed; Anderson and Gay abstained. **Motion passed.**
- Yates moved to approve the resolution; Fedorek seconded
- Siders noted that if Senate votes for it, the bylaws don’t change, if it votes against it, the bylaws don’t change, why do it?
- Condon stated that his program discussed this, and Psychology feels, unanimously, that it is important to express their support
- Golding stated that the administration has heard our support for professional faculty
- Ferguson asked her to clarify if she was saying this was not needed, and Golding stated no, this resolution will make our support even stronger
- Ferguson noted that we can change the bylaws, but then those changes still have to be approved
- Gay clarified that this resolution affirms the bylaws as they exist; but what comes out of bargaining could force Senate to look at this issue again
- Siders mentioned that at Advisory Council he asked the administration to share their side of this issue, and was told that the union had this information. He would like to have it, to understand the other side. Gay stated that Senate needs to be careful about wading directly into bargaining issues. As the resolution is worded now, it does not do that.

- Ferguson asked if “numerous” could be removed from the third point; Yates viewed that as a friendly amendment. Ferguson asked if “accurately” could also be removed, but Yates resisted that change.
- Jablonski mentioned that at the last meeting Yates suggested that 1 ELU is approximately 35 hours of work. Yates confirmed this.
- Yates amended the motion to remove “numerous.” Fedorek seconded the amended motion.
- Anderson, Chacón, Condon, Fedorek, Ferguson, French, Golding, Harmon, Hutton, Jablonski, Koyack, Kurutz, Lane, Morey, Olivery, Phillips, Siders, Thatcher, Whitman, Yamaguchi, and Yates voted in favor; none opposed; Gay abstained. **Motion passed**

#### 10. ASSOU update: Alexander Fitzhugh (arrived late)

- ASSOU is currently discussing a proposal to defund the Oregon Student Association staff member; it’s a full time staff position at \$40,000 a year; the person runs a voter drive campaign, facilitates conferences, runs an internship. Other schools have field organizers but we have our own staff member because we are isolated. This staff person organizes the lobbying day, but the significant cost saving is what is behind the proposal.
- Jablonski asked if this is a student-funded position and a student proposal to get rid of it, and Fitzhugh confirmed this. Thatcher asked how many positions are student funded, and Fitzhugh responded that there are 10ish positions.
- Fitzhugh clarified that it is only the one position they are considering defunding; the programs aren’t going away, and so far there has not been a lot of discussion about how the duties of the position would get distributed if it goes away

#### 11. Announcements/New Business

- Ferguson stated that she would like to have new programs come back to Senate and report on what has happened; Gay stated that the OAL masters and HCA are already scheduled; the Online MBA program was invited but is not scheduled yet due to grad council changes, and the Wine Business program will probably come when the Online MBA does
- Fedorek stated that there will be a large police presence on campus on March 1st, for the Criminology Club Lock-in.
- Golding announced the French Dinner on February 28; it might be the last one, so if you’ve never been, please come. Doors open at 6:30 and you can reserve a table if you have 8 people. Golding has tickets, they are also at Paddington Station and in the SU information booth.
- Hutton announced that there will be a fundraiser for the student food bank 2/12 at 7:30; bring 2 cans and you can get in and hear the choir, the percussion ensemble, plus some of the grad students.
- Harmon announced that on Feb 21 at the Schneider Museum he will be performing with Chacón between 5 and 6.
- Anderson announced that Long Night Against Procrastination is coming up February 20, tell your students.

- Yates noted that there is an All APSOU meeting Wednesday 5-7.
- Fitzhugh announced that there is a film 2/11 at 6 pm in the Meese Auditorium about people in recovery called *Anonymous People*
- Gay stated that upcoming issues include the division directors talking about post-tenure review; the Faculty Personnel Committee discussing the FPAR process; SSCs asking to be added to committees, bylaws updates, and a discussion about the Committee on Committees.

**12. Meeting adjourned at 5:21 pm.**