Faculty Senate Minutes

Monday, February 10, 2020

Present: Melissa Anderson, Jeremy Carlton, Paul Condon, Brian Fedorek, Paul French, Andrew Gay, Marianne Golding, Justin Harmon, Kristin Hocevar, Cynthia Hutton, Dennis Jablonski, Laurie Kurutz, Matt Moreali, Jesse Longhurst, Anna Oliveri, Mark Siders, Ellen Siem, Michael Stanfill, Chad Thatcher, Kemble Yates

Absent: Prakash Chenjeri, Marc Koyack, Aprille Phillips, Tiffany Morey

Guests: Britney Sharp, Jason Catz, Scott Rex, David Carter, Ed Battistella, Charles Weldon, Sherry Ettlich, Donna Lane, David Raco, Sarah Guenther, Greg Perkinson, Terry Longshore, Jill Smedstad

Meeting called to order at: 4:02 PM

1. Approval of Minutes from 1/27
	* Gay was asked to fix the date on the agenda. Kurutz moved to approve the minutes. Fedorek seconded. Condon, Fedorek, French, Harmon, Hocevar, Hutton, Jablonski, Kurutz, Moreali, Siders, Siem, Thatcher, and Yates voted to approve. None opposed. Stanfill, Longhurst, Oliveri, Golding, Carlton, Anderson, and Gay abstained. **Motion passed.**
2. President’s Report – Linda Schott
	* Schott invited Ed Battistella from APSOU and David Raco from SEIU to hear comments on the report from the HECC
	* The report looks at lots of things, board functioning, accreditation, cooperation with other institutions, finances, etc. Everything in the HECC report about SOU is good except for the finances
	* Jason Catz and Greg Perkinson are also here to talk about funding model; from all our analyses, that’s the problem
	* SOU monitors the ending fund balance as a gauge for financial health; the balance got up to 11% to get conditions lifted [had to be above 10%], but when enrollment went down we had to use some of the fund to keep momentum going with the strategic plan and initiatives for enrollment and retention; this year we made budget reductions in order to keep it from falling farther
	* The HECC has different ratios that they monitor; they use industry metrics adapted for higher education. We look weaker on those, and we expect there to be consternation amongst commissioners for that; we look the weakest of the 7 public institutions
	* It’s important to understand that nothing has changed, it’s just different metrics. The context is that we get the least support of the 7 from the funding model; e.g. out of $100 million added to the higher education budget last year we only got 1.2 million, 87% was eaten up by increases to retirement costs
	* Schott is talking about it because we don’t want to hide this information, but she doesn’t want people to panic, we are monitoring the right things but we need a fair shot from the state; we have a strategy going forward.
	* Schott asked faculty to help rally together as a campus--we don’t want a negative story hitting the press; our board members are supportive of everything we are doing, they know we can’t “cut our way out of this”
	* French asked what faculty could say in the style of an elevator speech. Schott responded that the situation is the same as it was before; it is a different set of metrics. This [metrics] is an area of interest--there is a new book coming out Friday called *The College Stress Test* that uses still another set of metrics
	* Jim Pinkard from the HECC will be coming to campus and will meet with the task force on financial sustainability; He will be here at 4pm on February 20th in the library Meese room
	* Faculty won’t need an elevator speech unless it hits the paper, if that happens the administration will sent a message out to campus
	* Battistella asked if there are other metrics that favor us; Schott suggested that our debt ratio is one that is more favorable
	* Perkinson explained that there are several different factors that go into the various estimations of financial health. We have been using the legacy OUS measure, but the HECC uses four ratios that are both operating and non-operating so they add components like accounting for a $34 million liability in the PERS account, which negatively affects us and we don’t control it. U of O looks really healthy by these ratios, but because they include things like funds that may be restricted, they really aren’t as healthy as they seem. U of O is cutting $10 million this year. This is the downside of using industry-style ratios for higher education.
	* Schott noted that the model gives another regional institution $3 million more than we get but with half our students. If we had that, we’d have a much higher fund balance.
	* Anna O asked for history of the funding model; that will be later in the meeting
3. Provost’s Report – Sue Walsh
	* The Tuition Advisory Council had its first meeting today; this is the time of the year to discuss tuition and fees; the TAC has some returning members which means learning curve is less steep
	* Walsh just returned from the AASCU Winter Conference; she felt affirmed that we are on track or ahead of the curve on all the issues: demographics, the future of higher education, best practices, state funding, etc. others are having these conversations but are not necessarily at implementation stage like we are; Walsh felt encouraged
	* Another takeaway was the importance of community and connection for students; learning cohorts, athletics, etc. it is a retainer and attractor
	* Another one was the need to refocus on course scheduling with student success at forefront
	* Another was the need for equity awareness etc. equity lens, recruiting, promotion and tenure, etc.
4. IFS Report – Donna Lane
	* IFS had a meeting in January; this time they went to OSU
	* Right now OSU has different Gen Ed requirements for each of their colleges. They are trying to come up with three models and asked for models. They are also looking at ACT/SAT tests in admissions and bias. IFS senators suggested just getting rid of them, but they want to make it optional. This might also invite bias.
	* Policy issues for IFS are campus hunger, housing insecurity, underrepresented students, improved credit transfers, healthcare for part-time faculty, prohibiting sports betting for college sports, and the HECC capital project rankings.
	* Veronica [Dujon] from the HECC is working on getting an electronic platform to track transfer credits
	* The next three majors--Criminal Justice, Computer Science, and Business--are up for review for transfer mapping
	* IFS met with the community college representative; they are doing guided pathways, they think what they need is more and better advising, they were asked about plans for 4 year degrees. Right now, they said for now they are down enrollment and don’t see it, but there is movement out there on 4 year degrees at community colleges
	* IFS has great representation on the funding model at the HECC also
	* IFS wrote testimony against HB 4128; it is about mandated assessments in English and Math [can be found here: <https://olis.leg.state.or.us/liz/2020R1/Measures/Overview/HB4128>]
5. Funding Model Update – Greg Perkinson, Jason Catz, and Britney Sharp
	* The slides for the presentation are in the Senate drive
	* Jim Pinkard will likely be doing this same presentation in full when he comes
	* Perkinson is just giving Senate a reminder about the Student Success Completion Model (SSCM); one amount is the total money; that is split in half for the two years, then divided into three buckets: mission differentiation, activities, outcomes
	* One of inequities is in mission differentiation, such as some institutions getting money for students from other states whereas we don’t
	* Outcomes and Activities are ripe for cleanup to alleviate some of the inequities
	* Catz stated that 2 of the TRUs get close to 50% of their funding from state; the other 2 (Western and SOU) have had to use their fund balance recently
	* SOU receives less in per-student funding than any other university
	* Weighting is applied to activities to take costs into consideration; STEM/Engineering are weighted due to cost of programs, data are drawn from national sources
	* The model uses a lot of data that is over 20 years old
	* We receive some benefit from cost weighting, but not as much as others like OIT
	* When we move into outcomes then we see more inequity. The outcomes measure also uses the same cost weighting structure, it seems weird to reward programs primarily or exclusively based on how much they cost; there should be other considerations than just how much it costs; U of O calls it incentive stacking; the same programs are rewarded over and over throughout the whole model and with the model
	* Mission differentiation is really about base funding; part of our advocacy is saying that we are starting $3 million behind every single year; we want the model to be more policy driven
	* They also talking about how transfer degrees are counted; how the model rewards different types of students
	* They are also asking if the model perpetuates privilege
	* The model was created 5 years ago with understanding that it would be discussed again after 5 years; this is not an opportunity to flip the table over completely; but they believe there are opportunities for improvements
	* Sharp said that they are working on the issues where they think they can get revision; we are not fighting all the issues; for example, the border issue; we don’t want to make a lot of enemies in the room
	* Catz stated that they have to be on guard for changes--if we just took cost weighting out of model we’d still get 500K more, but there could be another change that costs us; we have to be on guard a bit so we still see a net gain
	* Folks are responsive to what our student leaders like Sharp have to say
	* Gay asked if there is an explanation for why the model is this way. Catz said that they ran out of time, they spent a long time on the Activities part of the model and there isn’t a lot of justification for the rest
	* Sharp said that some of the things in the model came from legislators who were really pushing for things. Most of the other schools aren’t that interested in changing the model because it benefits them
	* Oliveri said that we need to work for equity for all
	* Schott said that the model is in a work group now; then it goes to staff, then it goes to the commission. When you are thinking about it, it’s helpful to think about students and families of Southern Oregon; ours are paying 60% of education, at other schools only 40%
	* Gay said that additional questions should go to him; he will forward them to the team. People can also all Catz. Schott added that they can also come ask Jim Pinkard himself when he comes
6. ASSOU President’s Report – Britney Sharp
	* Raider academy awards are coming; they need a faculty member to help look at and evaluate nominees
	* On March 13th Jeff Golden and Pam Marsh will be doing a town hall with a “student lens.” It will be in the SU but they don’t know the time; it will be advertised around the school please advertise or incentivize it; they need to hear from students
	* Student fee committee is meeting this week to make recommendations for allocations; the amount they have to cut is $310,000
7. Advisory Council Report – Chair-Elect Kemble Yates
	* AC talked about the upcoming HECC report;
	* AC talked about the President’s Task Force on Financial Sustainability and the faculty representatives; the president reminded us that the task force had been modeled on old Budget committee; AC decided to let it go as is, and is not recommending any other change
	* Yates is on the MOU task force and is close to bringing something to the next senate meeting
	* The Elections committee is mindful of the timeline; they are working on getting out the various elections as fast as possible; they are steamrolling your way
8. New University Studies Courses – Charles Welden
	* No vote today; there are new proposals to consider
	* Yates asked who teaches a class classified as a “Science” class and was told Siem usually teaches it. Ettlich said Siem has done a great job developing a true hands-on lab for an online course.
	* Ettlich noted that it would be helpful if the course could get approved now since students are registering
	* Oliveri moved to waive the 2 week rule; Stanfill seconded. Anderson, Carlton, Condon, Fedorek, French, Golding, Harmon, Hocevar, Hutton, Kurutz, Moreali, Longhurst, Oliveri, Siders, Stanfill, Thatcher, and Yates voted in favor. Jablonski opposed. Siem and Gay abstained. **Motion passed.**
	* Stanfill moved to approve the Science course for University Studies as a G strand. Oliveri seconded.
	* Fedorek asked why the class was a 199. Ettlich explained that she could not get it hard numbered for this year so was piloting it as a 199. The understanding is that next year it will be hard-numbered as 120/120L. Fedorek made a friendly amendment to remove confusion. The 199 pilot and the hard numbered 120/120L courses would all have G strand approval. Thatcher seconded the friendly amendment.
	* Gay asked if the course was approved; he wanted to make sure the course had already been approved by Senate. Some confusion ensued, and it was then determined that Senate had never approved the course so could not vote on the University Studies approval.
	* Yates moved to table the motion. Oliveri seconded. Anderson, Carlton, Condon, Fedorek, French, Golding, Harmon, Hocevar, Jablonski, Kurutz, Moreali, Longhurst, Oliveri, Siders, Siem, Stanfill, Thatcher, and Yates voted in favor. None opposed. Gay abstained. **Motion passed.**
9. New Graduate Curriculum: Music Industry Certificate – Terry Longshore
	* Longshore explained the proposed certificate in the music industry; they have been working for a few years with David Humphrey to develop curriculum that looks at the evolution in the industry; new courses give students an in-depth understanding of publishing, licensing, etc. and creative entrepreneurship. The rest of the courses are a menu of options from other programs, including music, business, and EMDA
	* Oliveri noted that these courses are just the graduate part, not the undergraduate part. There is an undergraduate part that will be coming later from Curriculum Committee.
	* Siders asked if the certificate is a standalone; and it is.
	* Hocevar asked about the staffing for the COMM class included since COMM does not have consistent staff to teach it; Longshore said that offering it once a year would be enough, and he talked to Alena Ruggerio and Gay about it and they said they could do that. Gay noted that Erik Palmer is on the schedule to teach it next year.
	* Yates asked if the course would count for Strand I. Longshore noted that the existing 315 course does; they would that propose new course would do so also. Longshore noted that music industry courses have a lot of interest, and they are hoping to get more.
10. Continued Discussion of P/NP Policy Proposal
	* Carter noted that when this policy discussion started, it was to make it symmetrical; they came up with initial proposal and after suggesting other options, then the change was suggested to make it 30 days after end of term for changes in either direction
	* Fedorek moved to approve the policy change; Kurutz seconded
	* Fedorek asked if there were any implications for financial aid; athletic eligibility, etc. Carter answered that Matt Stillman said that there was going to be a bit of a logistic issue but they would work it out.
	* Yates noted that in theory if a student changed a D grade to P/NP they would lose the credit. That could affect total credits and other issues, but they don’t usually go in that direction.
	* Anderson, Carlton, Condon, Fedorek, French, Golding, Harmon, Hocevar, Jablonski, Kurutz, Moreali, Longhurst, Oliveri, Siders, Siem, Stanfill, Thatcher, and Yates voted in favor. None opposed. Gay abstained. **Motion passed.**
11. 5:20p Governor’s Food Drive – Jill Smedstad
	* Smedstad is the staff coordinator in Student Life for the Student Sustainability Center, formerly known as ECOS, she’s also the coordinator for the Governor’s Food Drive
	* Red bags are in mailboxes; the Governor’s Food Drive goes on the whole month of February; there is a slew of events going on including a food donation competition and a payroll deduction solicitation. All statewide agencies are participating; they are asking for $12 monthly; but one-time donations and/or deductions of other amounts can be done too. The payroll deductions go directly to ACCESS, and the actual food collected in the red bags goes to student food pantry; this helps across all different food insecurity areas
	* The Music department is hosting a concert for this tomorrow at 7:30 pm; Bring 2 food items to the music recital hall to attend
	* There will also be a speaker on the 20th [at 6pm in the RRR] who is an alumnus and will be talking about his experiences; bring food items to attend; there will be a silent auction too
	* Volunteer day on the 29th, at ACCESS in Medford
	* The red bag has information, and there is information also on INSIDE
	* The building that brings the most food gets coffee and treats with the president. Churchill won last year
	* Last year we collected about 1800 pounds of food for the student food pantry
	* Jablonski asked what the extent of food insecurity is and how that value is ascertained. Smedstad noted that they have about 123 discrete users of the food pantry; they don’t collect a lot more data; They also have a Raiders Helping Raiders program--people donate Raider Cash; there are about 50 students using that
	* Siem noted that Green House visited ACCESS. About 1 in 7 homes in Jackson County has food insecurity.
	* Jablonski asked if that issue is on the student climate survey and Siders said it wasn’t.
	* Walsh noted that students at all 7 institutions have made food one of their 2 or 3 mandates for work this year; it’s been called out across the state
12. Announcements/New Business
	* Walsh noted that Concordia University in Portland will be closing and said it would be helpful for faculty to look at their announcement. This is a national conversation and it’s happening in our state, and it’s a reality we have to understand
	* Oliveri noted that the past year’s officers of the Chem Club won a national honorable mention award for their work
	* Thatcher noted that the Banff film festival showings are happening this week; it is the premiere mountain film festival; there are about 25 films
	* Hutton noted that French is the emcee/host for the Feed Body and Soul concert tomorrow.

Meeting adjourned at 5:28 pm.