Faculty Senate Minutes

Monday, April 26, 2021

4:00-5:30p

*Present:* Melissa Anderson, Amy Belcastro, Jeremy Carlton, Paul Condon, Paul French, Andrew Gay, Marianne Golding, Justin Harmon, Laurie Kurutz, Eric Levin (repl. Brendan McMahon), Jesse Longhurst, Merrilyne Lundahl, Matt Moreali, Tiffany Morey, Anna Oliveri, Aprille Phillips, Mark Siders, Ellen Siem, Michael Stanfill, Chad Thatcher, Precious Yamaguchi, Kemble Yates

*Absent:* Brian Fedorek, Michael Parker

*Guests:*  Lee Ayers, Jana Baker, Violet Crain, Kylan de Vries, Sherry Ettlich, Sue Walsh, Jody Waters, Neil Woolf

Meeting called to order at: 4:00 pm.

*Yates noted that OIT faculty were on strike for reasons related to contract negotiations.*

1. **Approval of Minutes from 3/8**

[video timestamp - 1:14]

**Motion & Vote:**

Kurutz moved to approve the minutes with 2 corrections, and Stanfill seconded. **Motion passed** with 1 abstention (Morey).

1. **President’s Report – Linda Schott**

[video timestamp - 3:24]

Accreditation Review

* + SOU submitted an interim ad hoc report in response to an accreditation recommendation, and the draft response was overwhelmingly positive.

COVID Vaccination Requirements – Neil Woolf [5:47]

* + *Conversations*
    - The Provost Council and the Statewide Reopening Group (SGR) have participated in statewide conversations about requiring vaccinations.
    - The SGR has continued COVID-related conversations with the HECC and the Oregon Council of Presidents and served as a liaison between the Oregon Health Authority (OHA), state universities (public and private), and the state community college system.
  + *California and Oregon*
    - The Cal State University and California University System will require students to be vaccinated once both are true: vaccines have been moved from emergency youth authorization to full authorization by the FDA and fall term has begun.
    - The Oregon University System would like a requirement that students be vaccinated to be a public health decision (*cf.* MMR vaccination requirements).
    - The governor recently expressed support for a vaccination requirement. The OHA may now be supportive as well. SOU may learn more at a meeting with the HECC and the OHA on Thursday (4/29).
  + *Challenges*
    - It is legal to require vaccines. However, it is illegal to limit the requirement to certain groups (*e.g.*, those in a medical, clinical, or K12 setting). Medical and religious exemptions will likely be part of any statewide mandate.
    - There is no coordinated or authentic way to show someone has been vaccinated.
    - The hope is that all universities in the Oregon system uphold the same requirement.
    - Alana Lardizabal and Anna D'Amato (co-chairs of the SGR Public Health Committee) are considering whether a vaccine requirement for students should be extended to employees and employee groups.
    - Some employees have reservations about being vaccinated, and SOU will proceed with sensitivity and in collaboration with employees and the state.
  + *Communication*
    - Please contact Woolf with any questions.
    - Updates to Senate on this topic may come from Oliveri, who is a member of the SGR.

1. **Provost’s Report – Sue Walsh**

[video timestamp - 13:35]

Title IX and EDI Trainings

* + The Title IX training is due April 30, and the EDI trainings are due May 31. Directors will remind their faculty by email.

1. **Advisory Council Report – Chair-elect Melissa Anderson**

[video timestamp - 14:30]

Briefly

* + Items on the agenda include curriculum proposals introduced at the last meeting and reports from the EDI and Gen Ed task forces.
  + The APC will discuss logistical issues involved with modifying the P/NP policy.
  + The Gen Ed Task Force will begin presenting potential models to solicit feedback before making a formal proposal. The Gen Ed forum will be held on Friday.
  + The due date for this year’s FPAR might be extended to Fall.

Future Discussions:

*Foreign Language Admission Requirement*

* + - SOU has a foreign language admissions requirement that is difficult to enforce. because it is not a graduation requirement.
    - APC is considering whether to make foreign language a graduation requirement or dropping the requirement altogether.
    - President Schott and Provost Walsh would like faculty to consider the meaning of the requirement, particularly with several communication technologies readily available. Provost Walsh suggested having a more philosophical conversation about cultural competency and learning outcomes.

*FPAR and Post-Tenure Task Force Recommendations*

* + - FPAR Task Force recommendations must go to the Constitution Committee soon if a vote in Senate is to occur this year.
    - Post-Tenure/Promotion Review Task Force recommendations will require changes to the bylaws. This work will likely take place next year.

*Amendments to the Faculty Rewards Processes*

Faculty Senate Leadership

* + Anderson is the current Chair-elect and will become the Faculty Senate Chair next year.
  + Senate has 2 open positions for next year: President-Elect and Secretary.

Discussion:

*FPAR extension*

Yates will ask the Provost Office to push the FPAR deadline to September 30. Faculty who would like to go up for promotion next year are encouraged to submit their report and solicit feedback from their chairs and division directors earlier.

*Presidential Search Committee*

Board of Trustees Chair Paul Nicholson emailed the SOU community about creating a presidential search committee. If interested, please reply to this email and nominate yourself or others, and please inform Yates if you do so, as the Board will likely reach out to AC to ask about nominations.

1. **ASSOU President’s Report – Violet Crain (ASSOU President)**

[video timestamp - 21:38]

Town Hall

* + Crain and Director of Governmental Affairs Kyrstyn Kelly hosted a town hall called “Life During COVID” to answer student questions about SOU's response to the pandemic. President Schott, Provost Walsh, and VP Woolf attended.
  + A recording of the town hall, as well as feedback from a survey, will be shared soon.

Restructure

* + Chief Justice Jena Baker was instrumental in the recently completed ASSOU restructure.

Student Fee Process

* + Crain presented a recommendation for next year’s student fee to the Finance and Administration Committee and the Board of Trustees, concluding the student fee process.

Executive Order

* + Crain issued an executive order to remove the 20-signature requirement for students applying to elections for the 2021-2022 school year.
  + This reduces a barrier to entry that had become much higher due to the wildfires and pandemic and might lead to more participation in upcoming student elections.

1. **EDI Task Force Report –** Kylan deVries, Sabrina Prudhomme, Jonathan Chavez-Baez

[video timestamp - 26:42 (presented by deVries)]

House Bill 2864 - Cultural Competency

* + HB 2864 supports [SOU Strategic Directions I & IV](https://sou.edu/strategic-planning/the-sou-plan/) (SD 1 & 4).
  + At the end of December, the EDI group submitted a report on the bill that indicates desired outcomes over a 2-year timeframe. The next report is due in 2 years.

President’s Committee for Equity & Diversity

* + The committee is composed of faculty, staff, students, and administrators.
  + It will help SOU align with the requirements of HB 2864 and design an inclusive excellence framework for SD 1 & 4. It worked with Kristin Nagy-Catz to re-evaluate the objectives of SD 4 and improve their use for assessment.

Website

* + Chavez-Baez has restructured the EDI website: <https://edi.sou.edu/>
  + It will continue to evolve and include campus diversity statistics and statements from President Schott about campus diversity, Black Lives Matter, and Dreamers.

Land Acknowledgement

* + Dr. Brook Colley worked with the Grand Ronde and the Siletz tribal staffs to create a land acknowledgement. Once guidelines are created and finalized, the EDI group will share them with campus.

Employees of Color Luncheons

* + These are being revitalized and will be designed to create a safe space for employees of color to get to know one another and discuss topics of importance/interest. The 1st will take place virtually at noon on Wednesday, May 5.

Campus-Wide Trainings

* + The EDI task force receives requests around training and educational materials that address specific policies or issues, but this is not always possible.
  + Providing and building on mandatory trainings for campus (such as the Title IX and the 3 EDI trainings due this year) will encourage campus to think about EDI issues broadly.

Educational Series

* + Chavez-Baez led the effort to create an educational series. Hart Wilson and CATL provided Moodle support for this.
  + Module 1 focused on: (1) anti-blackness in Oregon, (2) reality of immigrants in the US, (3) institutionalized racism, and (4) healing from racial trauma. At the end of the module, participants were invited to attend a talk by Dr. Sam Museus (founding director, National Institute for Transformation and Equity).
  + Module 2 is expected to run in Fall and will include another talk from Dr. Museus. Registration instructions for Module 2 will be sent through an all-campus email.

Civil Discourse in the Classroom

* + In response to many requests from faculty, the EDI team and Provost will offer a workshop by Dr. Museus on Friday, May 28. Faculty are encouraged to register for this.

1. **Graduate Council proposals for MSEd and Educ Leadership (Action) [see Senate 04-12-2021 Folder for materials]**

[video timestamp - 35:48]

**Motion & Vote:**

Levin moved to approve all proposals and Golding seconded. **Motion passed** with 2 abstentions (Phillips, Belcastro).

Discussion:

*Library Support for New Offerings*

Some new offerings repackage current courses and others introduce new curriculum. The Library has had to spread its resources more thinly to support new programs. It continually monitors usage statistics of its holdings and, next year, will solicit feedback from faculty to reassess its holdings and plan new purchases to better support curriculum needs.

1. **Curriculum Committee Council proposals for Digital Cinema (Action) [see Senate 04-12-2021 Folder for materials]**

[video timestamp - 46:18]

**Motion & Vote:**

Carlton moved to approve all proposals and Stanfill seconded. **Motion passed** with 1 abstention (Gay).

1. **Academic Policy Committee recommendation on P/NP (Discussion; possible waiver of 2 wk rule) –** Matt Stillman, Alena Ruggerio

[video timestamp - 48:57]

Preface: This recommendation would allow students to take unlimited P/NP courses in Spring and Summer with the exception of courses with a catalog-level A-F only grading designation. Constraints: 1. Most courses taken P/NP in the major would not count towards the major. 2. Only a total of 12 courses taken P/NP would count towards a degree.

Discussion:

*Constraint 2*

It might be functionally possible to remove this constraint. Stillman will look into this.

*Student Support*

ASSOU unanimously supported this recommendation. Students consider the COVID P/NP policy as a positive step SOU took in response to the pandemic, as it provided an option to students that allowed them to be successful and supported their mental health. In response to faculty concerns about the implications of taking multiple courses P/NP, it would be more valuable to educate students about the implications than remove the option altogether.

*Advising*

Communicating with students about the need for P/NP advising through Navigate and email would be more administratively feasible than requiring students to meet with their advisor.

*Impact on Courses*

Though course dynamics shift when a large number of students take a course P/NP, and some courses have higher proportions of P/NP students, major courses would be excluded from the new recommendation.

**Motion to waive the 2-week rule:**

Golding made the motion, and Belcastro seconded. Motion **passed** unanimously.

**Motion** **to approve** the proposed change to the P/NP policy:

Stanfill made the motion, and Phillips seconded.

**Motion to amend the policy recommendation** so that, if it is functionally possible: (1) the number of P/NP courses that can count towards the completion of a degree would be unlimited and (2) students will be urged to consult with their advisor before switching one or more courses to P/NP.

Belcastro made the motion, and Harmon seconded. Amendments were considered friendly. Motion for both amendments **passed** unanimously.

**Motion** **to approve** the proposed change to the P/NP policy **with both amendments passed** unanimously.

1. **General Education Task Force – announcement of possible models, all Senators invited to special task force meeting Friday, April 30, 2 - 4 PM**

[video timestamp - 1:16:33 (presented by Gay)]

2 Models

* + Two (of the many considered) models come closest in meeting the goals of the task force.
  + There are unsettled questions and debates for each model, and the task force would like to gather faculty feedback on both models.

Gathering Feedback

* + The task force will gather feedback from ASSOU tomorrow (Tuesday, 4/27) and from faculty on Friday (4/30).
  + Structure of task force meeting with faculty:
    - 1st part - Gay will present each model and discuss the details of each.
    - 2nd part - Faculty will ask questions and share feedback for each model in breakout rooms hosted by faculty involved with the task force. The goal is to gather feedback and identify questions the task force has not yet considered.
    - All faculty will have access to a recording of the first part of the meeting and notes from each breakout room.

Timeline

* + Model
    - The task force would like to bring a proposal to the next Senate meeting, giving faculty 4 weeks of discussion and debate in Spring.
    - If 2 weeks is not enough time to develop a proposal, the task force will bring something in advance of the last Senate meeting so that faculty will be able to see what will move forward as a proposal.
  + Templates
    - The task force is working with the University Studies and Assessment Committees to clarify proficiencies for the capacities, and creating templates for capacities might extend into the summer.
    - If individual templates are not completed until summer, the task force would like to have the ability to approve their use for the first year and recommend changes for future use.

The meeting adjourned at 5:27 pm.