Faculty Senate Pre-Draft Minutes

September 26, 2011

SU 313 4:00-5:30

**Present:** Donna Mills, Ellen Siem, Prakash Chenjeri, Cynthia White, Elizabeth Whitman, Jamie Vener, Kate Cleland-Sipfle, Michael Naumes, Garth Pittman, Fredna Grimland, Steven Jessup, Todd Carney, Mary Carrabba, Wilkins-O’Riley Zinn, Jody Waters, Deb Brown, Sherry Ettlich, Robin Strangfeld

**Absent:** Kay Sagmiller, David Carter, Dan Wilson, Dennis Slattery, Terry DeHay, Kathleen Page.

**Visitors:** Jordan Marshall, Laura O’Bryon, Katherine Gohring, Shaun Franks, Marjorie Trueblood-Gamble, Alissa Arp, Susan Walsh, Karen Stone, Craig Morris, Annie Cowger, Jim Klein, Mary Cullinan

**Meeting was called to order by Waters at 4:00pm**

**Agenda:**

1. **Approval of minutes from June 6, 2011:**

Naumes moved to approve the minutes. Mills seconded the motion. Motion passed with none opposed and Carney, Grimland, and Cleland-Sipfle abstaining.

1. **Comments from President Cullinan:**

Cullinan welcomed everyone back and reviewed social events leading up to the beginning of fall term. New faculty orientation was a success as was the Executive Retreat, where goals were set for 2011-2012. Cullinan reminded everyone that the Fall State of the University address will be held on Oct 12 at 4:30 in the Rogue River Room.

1. **Comments from Provost Klein:**

Klein reported that enrollment is up 6.5% by headcount (5.2% in FTE). We have 1414 new students (778 freshmen and 636 transfer students, up by 60 from last year). We admitted 250 more students from last fall. Interestingly, 850 of our students are from California. Students identifying themselves as Hispanic are up 25% to 405, and we now have 101 African American students at SOU. As for majors, Criminolgy is up 16%; EM up 42%; ES up 30%; Psych up 13%.

Klein indicated that a detailed Capacity study will be undertaken but is not ready to present today. Klein closed by thanking Ettlich, Naumes, and Siem for their work on the Constitutional Committee over the summer.

**Questions/Discussion:**

Naumes remarked that the local news reports that SOU has its biggest class ever, but Klein explained that enrollment is actually flat. We will have a better idea after the first week of classes, but at this point, with new freshmen and transfers, it is about even. White asked about the influx of California students, and Klein explained our reciprocity agreement with three northern California schools—those students pay in-state tuition rates.

Waters asked, based on a student inquiry, whether post-baccalaureate classes are more expensive as her student had been told. Ettlich had also heard this. Klein asserted that credits should be charged as graduate or undergraduate classes, so postbaccalaurete undergraduate courses should not be more than regular undergraduate courses.

1. **Advisory Council Report:**

There was no AC report.

1. **ASSOU Student Report:**

Annie Cowger presented the Student ASSOU report. ASSOU is conducting a survey about issues students have rated as important/non-important. She can email this link to interested parties. The Director of Student Life is considering opening a recreation center. Cowger explained the status of the library textbook program. The library currently has 102 books available for student use. She noted that there are criteria outlining which books can be included in this program, and she offered to take faculty concerns back to the committee.

**Discussion/Questions:**

Chenjeri asked about getting specific books on loan for his students who do not have the money to purchase textbooks for his class, and White explained that she has a student using the “rent to own” program who claims the cost is about 1/5 of the purchase price. Waters confirmed that ASSOU meetings are on Tuesdays and asked for one or two Senators to consider attending those meetings to represent Faculty Senate.

1. **Announcements:** Zinn announced that Saturday is the annual Adjunct Faculty meeting. The morning session will include useful information about the library, IT, and Moodle. Lunch will be served and is free. In the afternoon, Victor Chang will present a suicide prevention program. Zinn requested that we ask new faculty as well as adjuncts. The meeting is in SU 319, starting at 8:30am with a free Continental Breakfast and a free lunch.

**Discussion/Questions:** Waters inquired about the suicide prevention program, and Zinn explained that everyone is welcome to join in on the afternoon program.

**Information Items:**

1. **Marjorie Trueblood-Gamble-- Diversity Initiatives :**

Trueblood-Gamble is the Associate Director of Student Life for Diversity and Inclusion. She reported on the Diversity Initiatives and explained that she works with the Diversion Oversight Committee to provide a framework for diversity on campus. **(Please see attached PowerPoint).**

Trueblood-Gamble explained that the committee is looking for student members. The goal is to think more broadly about diversity--not to recruit only marginalized students. They are currently in the process of finalizing and adopting the statement on diversity from last year. She is working to provide opportunities for faculty for professional development in this area.

**Discussion:** Waters asked what faculty can do to enhance or support the committee’s task. Trueblood-Gamble suggested that faculty could participate in programs such as the Pride Parade this Saturday. They could walk with the SOU float or cheer on from sidelines. This begins at 10:30 Saturday, and t-shirts with SOU logo will be for sale. Faculty can also help by bringing ideas and thinking creatively to help with issues such as gender-neutral bathroom signage (no man/woman picture). Janelle Wilson from the Queer Resource Center is working on this particular issue. Trueblood-Gamble has found everyone very welcoming so far.

1. **Constitution Committee Bylaws Changes—Sherry Ettlich:**

Ettlich gave a PowerPoint presentation on the Promotion and Tenure Proposal.

**(Please see attached PowerPoint).**

Ettlich explained that the goal of this proposal is to provide clearer guidance to both faculty and evaluators. Slides covered the “Key Characteristics.” Note that documents Waters sent out with Senate Agenda must be read carefully before the October 7 meeting. Ettlich pointed out how common criteria will apply to faculty promotion of all ranks and appointments. One goal is to leave room for individuality in departments yet maintain some consistent boundaries across disciplines. In each level of promotion, the expectations will increase. Promotion criteria model includes Sr. Instructor 2, which will likely be accepted by January.

**Discussion:**

* Chenjeri asked why, on the fourth slide of the presentation, the word “Preferred” is in bold? Ettlich explained that “preferred” is the goal for all levels to strive for.
* White questioned why there was a differentiation in the application process for promotion and Tenure. Ettlich explained that faculty who are granted years in rank at hire will come up for Associate earlier and still may be making progress toward Tenure expectations. This will likely be an Electronic Portfolio that includes three “argumentative” essays of self evaluation.
* Naumes noted that some hires with years of experience come up for promotion earlier, and White remarked that while that allows universities to hire a person with a higher salary, when in practice, people usually apply for promotion and tenure at the same time.
* Ettlich clarified the major changes of this proposal (the common criteria for all ranks and appointment types, the intentionally developmental approach, and differentiating promotion from tenure, which allows for promotion to Professor in six years, to Associate in five years).
* Ettlich explains that the FPAP and FPAR will now be key players—a major part of the promotion process, in addition to the annual and colleague evaluations
* The new Promotion and Tenure Applications will allow faculty to make the case for their promotion with supporting documentation.
* Ettlich closed by noting that the committee tried to anticipate what every possible applicant might look like. The meeting on October 7 will determine if more meetings are necessary for additional feedback. Ettlich encourages all faculty senate members to attend meeting on October 7.

**Discussion:** Waters asked what chairs should be telling members of their departments regarding promotion. Ettlich said she advised her faculty in Math that fall colleague evaluations should address proposal guidelines if they are adopted this fall. Naumes observed that this proposal looks consistent—more so than any other in 28 years, and it will make the review process easier.

* Grimland asked where the meeting will be held on October 7, and Ettlich confirmed that it will be in the Meese Room of the Hannon Library, at 3:30pm.
* Waters gave an additional thanks to the Constitution Committee for all hard work.

1. **Capacity Report—Provost Klein:**

Klein reported that SOU turns 140 in January and posed the question, “What will we look like at 150?” Technology requires that we adapt quickly, and technology impacts delivery. Klein suggested a very small steering committee to take this issue to the broader campus audience.

**Discussion/Questions:**

President Cullinan reported that the Legislature passed 40/40/20 Initiative for Oregon. 40% of Oregonians have a Bachelor’s degree; 40% have a Master’s degree, and 20% have a high school diploma. Survey targeted residents who are 25 to 35 years old; this does not take in account PhDs who moved to Oregon after earning their degree. No numbers were run before this initiative was passed into law. We need to analyze capacity to see how we can conform. Waters wondered if this initiative will this open up “for profits” in Oregon, and Klein thought that it might increase online classes. Cullinan acknowledged that many factors still need to be considered.

**Additional Discussion:**

* Waters reported that conversion to semester system is still under discussion.

Cullinan notes that the Legislature would like to have SOU pilot the conversion.

* Naumes remarked that when Joe Cox was President, he wanted to look at future growth, and he wonders if growth would benefit the university financially. Klein explained that we want to grow revenue per student--more dollars per student (through WOU, different revenue models, stationary tuition model).

Cullinan warns that we must assume funding will continue to decrease, and Klein reiterated that funding has been cut dramatically (27 % over three years). Ettlich noted that with growth considerations, office space and meeting space must be considered to provide students with adequate access to faculty.

* White inquired about Eldridge’s new plans for Greensprings development in terms of new office space, and Cullinan explained that the removal of the Cascade Complex could provide space for new academic buildings and, as Klein noted, additional parking space.

**Discussion Items:**

1. **Senate Meeting Start Time:**

Waters noted that the adoption of the new scheduling model for the university might cause issues for Senators who have class until 4:30. Strangfeld explained that with the Art Department’s studio courses, no faculty can attend meetings at 4:00. Waters suggested that the meeting time be reconsidered.

* Jessup notes that he teaches at 6:00 and would have to leave early if the meeting time were pushed back 30 minutes. Naumes noted that HEC courses begin at 5:30.
* Waters observed that the later ending time seems unappealing to most.
* The suggestion to alternate meeting times every other time was disused but considered potentially confusing to those who don’t come every week.
* General consensus was that faculty teaching until after the meeting start time would be welcomed when they arrived.
* Waters offered to meet additionally with latecomers who want to review missed material.
* Ettlich added that to alter the meeting time of Senate requires a Constitutional change. Waters suggested that we try this plan and see how it goes.

1. **Committee Vacancies/Elections:**

Advisory Council and Budget both need additional members. Klein explains that the Budget Committee meets once a month (third week). Around spring break, hearings are held more often. Meetings continue through summer for those members who stay local. Waters notes that Budget members must be Senators.

Discussion ensued about the Vice Chair (5th member of Advisory Council). Ettlich read from the Constitution: “Vice Chair was replaced by Chair Elect some years back.”

* Waters proposed that we entertain the idea of a two-year office for Chair, which would require a Constitutional Change.
* White asked if the person could simply step down.
* Ettlich explains that she served as a two-year chair and notes the benefits to having Chair serve two years. The Chair takes one year to figure out the job.
* Waters suggests we continue this discussion later and asks for nominations.
* Chenjeri nominated Mills as member of the Advisory Council, and Mills accepted the nomination. No other nominations arose.
* Ettlich moved that Waters be named both Chair and Chair Elect and that we nominate Mills to fill the open seat on Advisory Council.
* Naumes seconded the motion .

**Discussion:**

Pittman asked for clarification of the motion.

* Ettlich explained the motion assumes Waters agrees to be considered for a second term as Chair.
* Pittman questioned if the Constitution allows for this.
* White clarified that we are not changing Chair to a two-term office; instead, we are having the same person serve two one-year terms.
* The motion passed with all in favor, none opposed.
* Mills abstained, and Jessup cast vote in favor of Mills by proxy.

Strangfeld announced that she is still looking for people to populate committees. She will send out openings for folks to consider.

**Action Items:**

There were no action items.

**Adjournment:**

The meeting adjourned at 5:36pm.