Senate Minutes

January 26, 2015

SU 313 4:00 – 6:05 pm

Attendance: (Senators)Belcastro, Brown, Carter, Feist, Stonelake. Ferguson, Hughes, Jones, May, Nordquist, Ormes, Lane, Purslow, Richards, Rosenberg, Russell-Miller, Sahr, Shrewsbury, Slattery, Wilder (absent: Carter, Jessup, Whitman)

(Administration)Saigo, Walsh

(Guests) Karen Stone, Charles Lane, Lee Ayers, Ann O’Driscoll, Tyler Willoughby, Jordan Curcuruto, Gary Joseph Howe, Mark Denney

4:03 Meeting called to order

Approval of Minutes for December 1 and January 12

December 1st: Corrections requested, Proposed: edits to be circulated via email for subsequent approval; approval postponed (May, second- Russell Miller Vote to postpone unanimous (Richards abstaining)

January 12 Motion to approve – Rosenberg, second – Jones. Passed. Abstentions: Purslow, Richards)

4:04 Announcements

4:05 Comments from President Saigo

* Very political week with Governor Kitzhaber on campus and in Medford; 2 commitments documents signed
* Strong movement underway statewide for the consolidation of high-school and University years with intention of improving completion rates in pursuit of State’s 40-40-20 goals; Steve Thorpe has been hired to work as campus liaison to this process and is very actively involved; there were two meetings in Medford on the subject, one including the superintendents of the Phoenix and Medford school districts
* People in power to effect this change have begun coordinating their efforts
* This nationwide movement will potentially require “horrendous” adjustments for SOU and we need to be ready

4:12 Comments from Provost Walsh

* The HECC is still the “Wild, wild West,” with people jockeying for power and trying to decide their roles while putting basic policies into place for Oregon Higher education; still not clear what will happen exactly.
* Governor spoke to students in the Meese room, followed by Questions and Answers 75 people – Students, Faculty and Staff present.
* Meeting of about 300 educators, social service agencies and local government officials in Medford to sign “Commitments” document with 30 entities represented committing the cosigners to develop a “wraparound” model to ensure greater success rates and seamless transitions for Oregon from pre-school through four-year degree. Bill Thorndike and Steve Thorpe among representatives for SOU. SOU’s efforts were recognized, but for specifically what remains unclear; the specific goals, purposes and means of this initiative are still being clarified and negotiated.
* $-year provosts to have a summit meeting soon to work out the different roles of the Community Colleges (CCs) and the four-year institutions as we move forward; CCs are developing “applied” four-year degrees, similar to SOU’s Business degree.
* There has yet to be a statewide conversation about competition between four-year institutions and the CCs, so all is very strange right now.
* Steve Thorp to stay with SOU through August as special assistant to the Provost to lead SOU through this work.

4:15 QUESTIONS

* (Purslow) Don’t OARs preclude competition with the CCs?
* (Walsh) Within a certain distance. Maybe. But our applied business degree is online, and the rules don’t apply there. With institution of individual governing boards, the old (OUS) Administrative Rules will be going away, and we will need to develop new rules, coordinated by HECC.
* (Belcastro) Has there been any discussion around the alignment of accreditations among the various institutions? Will outcome be met with rigor?
* The conversations at the Provosts’ council have not come around to accreditation issues. Inter-Institutional Senate (IFS) may have addressed this? (C.Lane – Yes, we have)(Walsh) It is a matter of building the ship while we are navigating the changes in our environment; lots to anticipate and lots of grey areas. It’s a whole new world.
* (Sahr) May I ask about the budgetary impacts of the ELU banks; is this a significant unbudgeted liability?
* (Walsh) I will defer to Karen Stone.
* (Stone) We, (the provost, the directors and I) are all working together on this. We started last summer. The banks are at different levels (of data completion) for different programs right now, depending on how well the data was kept by chairs previously. The directors are working to complete pay-outs so that faculty do not lose their banked ELUs, but the process has not been completed.
* (Walsh) the directors have been on the job since March 31st; there is a lot of clean-up to be done. In the past, ELU banks in CAS (College of Arts and Sciences) were handled by chairs, and not even all departments. So there were a lot of inconsistences; I cannot speak to what happened in the past, but we are working now with the directors to address the issues. I appreciate you bringing it up
* (Sahr) How far back are we trying to reconcile the ELU bank? To the MOU?
* (Walsh, Stone) We are working towards compliance with the “Done by” deadline in the original MOU.
* (Sahr) Additional probing questions. (addressed directly to President and Provost)I expect that this process will include proper compensation for junior faculty who have been pressured to work overloads, which appears to have been common and, if not illegal, is certainly unethical. I hope the directors have been instructed to go back and find those instances.
* (Walsh) I can only go back with the directors to March 31st; we did not have the current structure before that, and the current director were not the parties responsible for maintaining the ELU banks before that.
* (Sahr) Excuse me. The Schools had (done this).
* (Walsh) I’m not usually one to be a stickler for semantics, but in this case I think it important that the President understand that it is a different structure that facilitated the “not doing” of it.
* (Sahr) I think it essential for Roy (president Saigo) to understand that this problem goes back for six years and there is a potential liability that goes with it that could be quite large. As this is a potentially very scary unfunded liability problem, I hope it will be taken care of sooner, rather than later. I asked you this last year, but nothing happened.
* (Walsh) Last year a lot happened, but that wasn’t one of them.
* (Sahr) Moving forward, how can we budget if we don’t know how our major resource, our faculty is allocated?
* (Walsh) Duly noted. Understood.
* (Sahr) I have a second question. Has the new FPAP/R form been discussed in the Senate? It is a constitutionally governed form.
* (Walsh) I don’t know. I wasn’t privy to any of the major changes you might be referring to, so I will have to go back and check. If you know you are going to ask me a question, please don’t put me on the spot. It would be helpful for me to be able to put in some preparation. On the agenda it says “comments from the Provost” it doesn’t say questions… We put this form together to help connect some of the dots in the many personnel processes we perform on campus. The idea was to get more useful, detailed and comparable information about faculty activities from across campus.
* (Sahr) I found the percentages of effort particularly galling. There’s nothing about that in the Constitution.
* (Walsh) That’s true, and I don’t have notes on the specific conversations, but the attempt was to allow everybody to look holistically at what they are doing and have an opportunity to elaborate what you are engaged in.
* (Sahr) I appreciate that , but given the events of the last few years, we have trouble taking at face value that such things in the CBA (Collective Bargaining Agreement) are necessarily for our benefit. Given the behavior of the lawyers at the last bargaining round, etc…
* (Walsh; addressing senate president Shrewsbury) I’m sorry, but I don’t think I can take the stand on this much longer (addressing Sahr) I would be happy to address the group on this another time, but I do not feel qualified to answer this type of question at this time.
* (Sahr) I would like to see this put onto the agenda for next time. I would like to see a firewall between CBA and Senate issues, and I would like the provost’s office and the Senate come to agreement on this.
* 4:33 Motion (Sahr) to put this discussion onto the agenda for next meeting. – That we can discuss the role of the provost and the Senate in determining what the content of the FPAP and FPAR is going to be. (Belcastro) Abstentions (Carter, Richards)
* (Walsh) I request that ahead of future meetings you provide me with a list of questions to be addressed, so I can be prepared to answer them, and we can save everybody’s time.

4:33 ASSOU Report -- No report this time.

4:35 Inter-institutional Faculty Senate (IFS) Update:

– Charles Lane:

* Robert Mercer reported on the Provost Council meeting held immediately prior to the IFS meeting
* New budget model being developed by HECC raises concerns:
  + Too few people, faculty in particular, involved in the discussions of quality and incentives for quality of outcomes.
  + Use of graduation rates as primary indicator of educational/institutional quality
* Salam Nuur, of the HECC has been keeping close tabs on the legislative process
  + “Condensation” of High-school to CC to four year degree under active political consideration statewide at present. Related issues include:
  + New math pathways
  + Credit for prior learning
  + Instructor certification for dual enrollment classes (classes taught in HS for both HS and college credit)
  + Oregon’s version of free tuition for Community Colleges; while this returns the highest value for Oregon’s middle class, it does not necessarily address the problems for first-generation college students who are a significant part of SOU’s student body

- Lee Ayers: There is a host of HECC initiative underway:

* 2/11 Textbook affordability conference to forward its recommendations matrix to HECC
* 2/12 Open HECC meeting
* Closed HECC retreat to prioritize strategic plan for the legislative session; there is poor alignment so far between budget and needs.
* IFS has raised quality issues before
* What will we be willing to do for students who (for good reason) need more time to complete their degrees?
* Only faculty seem committed to supporting quality; this issue receives short attention at HECC.

-- Lane:

* Provosts’ council and HECC do not yet agree on alignment between the higher education budget and the mission
* Lane met with the Chair of the Education Committee of the State Senate Arnie Roblan from Coos Bay), who has a strong background of engagement with all levels of education in Oregon; was encouraged by the conversation and re-iterated faculty concerns with academic quality
* Univerity of Oregon’s president, Scott Coltrane provides a cautionary tale about Universities having independent boards:

QUESTIONS:

* (Slattery, in role as incoming SOU board member) commented:
  + There is concern over the commitment of new boards to and concepts of shared governance; Uof O board seems to have moved against shared governance
  + Uof O, the first to have its own board is serving as a bit of an experimental animal in developing the new University-Board relationships
  + SOU board seems to be committed to a more collaborative relationship with campus
  + SOU cannot afford to fight the kind of battles they are fighting at the UofO
  + The devil is in the details; SOU board has its first policy meeting on 1/30
  + Faculty needs to track carefully what our Board is doing
  + I (Slattery) would hope we can have a good flow of information as we work on the details – everybody needs to stay active and engaged.
* (Saigo)
  + Liz Shelby has stepped up to serve as *pro tem* secretary for SOU Board meetings
  + Need to manage Board Culture to keep it in alignment with SOU culture
  + Need to remind ourselves, faculty and administrators alike, not to let people drive wedges between us
  + Let’s concentrate on the quality of the educational experience we offer, and never resort to name calling
  + We need to offer an education that supports democracy and keeps this country moving forward
  + We have everything we need to make this a great place
  + Our board should have heard the directors’ reports!
  + (Our new) Marketing (director) needs to start by reflecting who we are; we are the finest institution in Southern Oregon, and will soon be the finest in the state. We promote the very best from students from all walks of life and must be proud of it.

5:08 Office of International Programs (OIP) Update – Virginia Roberson

* Provided list of personnel in International Programs office and described activities of the office; was accompanied by Ann O’Driscoll, Academic Director of the Intensive English Program (IEP)
* Responsibilities:
  + Study Away – Coordinates Study Abroad and National Student Exchange (NSE)
  + International Student Recruitment and Admissions
  + International Students and Scholar Services
    - Insurance arrangements and State Department liaison activities
    - Administers scholarship programs for international students
  + SOU’s Intensive English Program (IEP)
  + International Visitor Services
  + Passport Acceptance Facility (PAF) – getting ready for on-campus launch
* Activities
  + Visits to education divisions of foreign consulates & embassies
  + 90% of graduates from IEP go on to matriculate at SOU
  + Three international student orientations per year
  + Graduate 23-24 students per term, but this number is down right now due to changes in Saudi policies; working towards resolution with the Saudi consulate
  + Several short-term programs per year providing HS and college students from abroad with English immersion experiences; all SOU faculty are invited to participate by hosting students for these 1-2 week programs.
  + Study away is administered by Mary Gardiner, as is orientation for international visitors and visiting scholars
  + Provides both enrollment and support services for international students and works with faculty to ensure student success
  + REQUESTS: Early SOU Cares reports for international students exhibiting signs of difficulty
  + Can provide Study Abroad presentations for classrooms REQUESTS invitations
  + Developing simpler, clearer process to allow faculty to lead trips abroad; needs faculty input
  + Developing new course numbers for Study abroad to allow more transparent transcripting
  + Admissions and recruitment of international students; re-evaluating admissions requirements, and requiring minimum scores for each of the subskills: reading, writing, speaking and aural comprehension
  + Faculty care for international students is critical, because good student-teacher relationships is a sales point critical to recruitment efforts
  + Current recruitment efforts concentrated in China, Thailand, Vietnam, Brazil, Colombia, and Mexico

QUESTIONS

* (Nordquist) We have a lot of Saudis in Computer Science; many seem under-prepared
* (Roberson) we are aware of issues around plagiarism and under-preparedness, and are working on them. Also, King Abdullah’s death has may have an impact on current students and future enrollment.
* (Belcastro) What about students who have completed IEP but still need support?
* (O’Driscoll) Students who have completed IEP level 6 can attend SOU courses. They must also complete English 101 &102. They can request extra writing support.

**Information Items**

5:26 Student Success Proposals presentation (#6 – Technology Relevance in Music; #22 – High School Music tutors)

Proposals were presented as hand-outs and are available for review at

<https://sites.google.com/a/sou.edu/student-success/file-cabinet?pli=1>

QUESTIONS:

* ( Ferguson) Why 6 graduate student tutors?
* Good number for assemblies; divides well for a variety of ensembles
* (Rosenberg) Security for equipment?
* Will be kept in faculty offices
* (Ormes) Obsolescence of electronic equipment?
* (Purslow) I-pads and airturn allow transferability and page turning for large amounts of music
* (Belcastro) The proposal seems a good way to get SOU program into the schools for recruitment. (Might be better to lease or rent equipment liaison via Brad Christ?)
* (Music graduate student presenters) Good recruiting tool for graduate students (and High school students); Community service to well-motivated, less affluent music students in local schools; Create nad build hub of music at SOU
* (Nordquist) $ 20-25 k per graduate student over 2 years?
* (Yes)
* (Belcastro) Time commitment?
* ½ =1 hour per week per tutored student and 20 hours per week per graduate student
* (Ormes) Have you consulted with the many musicians in the valley who earn much of their livelihood through private lessons?
* (Howe) We intend to work with the schools to identify students who would benefit from but cannot afford private lessons.
* (Ferguson) Schedule coordination and other organizational duties – who?
* One of the graduate students (not faculty above load).
* (Nordquist) Throughout valley? No vocalists?
* (Howe) Throughout valley, yes. We have no master’s students in voice right now.
* (Rosenberg) Selection; other logistics; adequate physical plant?
* (Howe) We will keep the program n close collaboration with HS band directors. The program must be on SOU campus to support recruitment. There is plenty of unused capacity in the music building,; we do not believe there will be an issue with space.

**Discussion Items**

5:47 HECC representative

Moved that Lee Ayers should continue to serve as HECC representative (Carter) Seconded (Slattery)

Considerable Discussion.

Vote to approve. Unanimous. 1 abstention (Richards)

**Action Items**

6:02 Catalog changes

Motion to accept catalog changes as proposed by Curriculum Committee (Russell-Miller) Seconded. (Sahr)

Discussion focused on change of SSPC 440 to SOC 440 (No longer an SSPC program)

Vote to approve unanimous. No abstentions.

6:05 Adjourn