**Faculty Senate Minutes**

February 8, 2016

SU 313 4:00 – 5:30 pm

**Video:** [**https://sites.google.com/a/sou.edu/sou-faculty-senate-videos/february-8-2016**](https://sites.google.com/a/sou.edu/sou-faculty-senate-videos/february-8-2016)

**Present:** Amy Belcastro**,** Deborah Brown, Alison Burke, Carol Ferguson, Marianne Golding, Laura Jones, Laurie Kurutz, Donna Lane, Dorothy Ormes, Erik Palmer, Vicki Purslow, Deborah Rosenberg, Larry Shrewsbury, Dennis Slattery Ariel Tumbaga.

**Absent:**  David Bithell, Prakash Chenjeri, Rich May, Mark Tveskov, and Erin Wilder.

**Visitors:** Roy Saigo, Susan Walsh, Jody Waters, Hala Schepmann, Lee Ayers, Emily Miller-Francisco, and Brian Stonelake.

**The meeting was called to order at 4:02p.m.**

**Approval of Minutes from January 25.**

* Ferguson motioned to approve the minutes from January 25. Purslow seconded the motion. The vote passed with all in favor. Feist and Jochem abstained.

**Discussion Items**

**Elizabeth Whitman’s replacement on the Advisory Council**

* One position on Advisory Council is vacant after Whitman’s resignation from Faculty Senate and Advisory Council.
* Purslow motioned to nominate Donna Lane to serve on Advisory Council. Rosenberg seconded the motion.
* The vote passed with all in favor, none opposed. Lane abstained. Donna Lane will begin service on the Advisory Council effective immediately.

**Information Items**

**Micro Aggressions – Barriers to Success (Alma Rosa Alvarez)**

* Alvarez brought Kylan DeVries along to help present.
* Latino Student Union (about 24 members). Please see the attached slideshow.
* During an activity and discussion about microagressions, 22 out of the 22 in attendance had experienced microaggressions.
* Microagression: “a subtle but offensive comment or action directed at a minority/non-dominant group”
* Example: telling an African American person, “I don’t see you as black,” or “you are so articulate.”
* Often those engaging in microagressions are actually sympathetic to social justice issues and are actually trying to be kind. This makes it difficult because it can be so subtle yet damaging to those targeted.
* Controversy about “The Coddling of the American Mind.” Article in *The Atlantic*, Sept 2015. Alvarez pointed out that this article mistakenly connects microagressions as part of that coddling. It is, in fact, the opposite.
* This is a retention issue because studies connect microagressions with depressive symptoms as well as higher levels of cortisol levels.
* Marjorie Trueblood-Gamble and Alvarez will continue to research this topic, especially as it relates to our students and completion rates.
* Alvarez wants to raise awareness with faculty through department visits and future training.

**Collegiate Learning Assessment (Jody Waters)**

* We are administering the CLA this year (it runs in two-year cycles). The entering students were randomly selected from University Seminar courses. Waters asks that faculty be supportive and enthusiastic about allowing students to participate in the two-hour activity if their courses are randomly selected for our senior students to participate.

**New courses and 2 new minors for 2016-17 catalog from Curriculum Committee (Andrew Gay)**

* Gay explained that a number of courses and minors are coming forth from Curriculum Committee.
* Waters clarified that several years ago, COMM rethought their use of various Film prefixes. With OCA, COMM worked to reorganize the film offerings.
* Palmer explained that what we are looking at today is the tail end of the larger changes made last year. This is a move to “clean up” the minors and add a few new courses. The framework will be beneficial to all. This is a strong collaboration with EMDA.
* Ferguson asked about the staffing for the class that has one faculty on a retirement schedule. Gay explained that two COMM lines have been converted to Tenure Track, so staffing in the future will not be dependent on part-time or adjunct faculty.

**University Studies courses and new template for developing strand courses (Brian Stonelake)**

* Stonelake brought three courses that are recommended for E (COMM 220) and two integration courses (ENG 456 and COMM 482).
* New templates are going into effect in spring term. Old proposals will be grandfathered in. New proposals must use the new template (rubric).

**Establishing Faculty Awards (Hala Schepmann)**

* Schepmann, as a representative of the X Factor group, proposes that SOU begin awarding awards to faculty. These should be serious and based on merit, not on popularity alone. It’s an opportunity to recognize all faculty, including adjunct, professional, etc.
* Please discuss this with your departments.

**Advisory Council update (Dennis Slattery)**

* Walsh explained that a PowerPoint will go up and this will be an agenda item for our next Senate meeting.
* New topic for Senate: “What do we want Senate to be.” Proactive? Communication?
* More training for Senate members? Ferguson explained that new members must be informed about their role as Senators.

**IFS update (Donna Lane and Amy Belcastro):**

* How do we make sure that credits earned are done so with quality? Accelerated learning will be further discussed. The new reports discuss funding but do not discuss standards. IFS is pushing for these standards to be articulated.
* More information will be sent with next Senate agenda.
* Walsh reiterated the importance of timely feedback on this in order to get findings to IFS and then to Provosts’ Council
* Tight timeframe due to extra legislative session.
* President Saigo explained that Senator Roblan is pushing for each student to have at least nine credits coming in to college. Anecdotally, some universities are not accepting these dual-enrollment credits. We must be cautious and ensure the quality before issuing the credit.
* Please read through materials coming forth and get feedback from faculty as soon as possible.
* Lane explained that the issue of student mental health is being discussed.
* Graduates’ rate of debt is increasing at twice the rate of inflation.
* House Bill 4092—University overseeing stock investments. This can be a board function now that we are independently governed.
* Walsh clarified that all curriculum decisions will go through a rigorous process.

**Comments from President Saigo:**

* President Saigo explained that they had a meeting with the Cow Creek Tribe, who also donated furniture and money for replacement of other items.
* This morning, Janet Fratella gave a report on the Foundation that we are 1.9 million toward the 2 million per year goal.
* Saigo has talked with leadership from other institutions. The expansion of the Cascade Campus in Bend will certainly draw students away from all institutions, but especially OIT and Eastern Oregon.
* Provost Walsh and President Saigo will travel this week for fundraising. Dr. Saigo explains that all of these programs move towards a momentum that will build and expand.
* When people say positive things about SOU, everything builds excitement and momentum about what is happening here at SOU.
* President Saigo commended the proposal Schepmann brought forth about recognizing faculty. Hopes that Departments and Divisions can nominate.
* Faculty Senate is key, and Saigo hopes that more members will volunteer to serve on committees.

**Comments from Provost Walsh:**

* Provost Walsh explained that SOU has been accepted to AASCU’s three-year initiative, “Reimagining the First Year.” 420 invited to apply and 40 were accepted. We applied and were accepted.
* At SOU, we are already implementing many success strategies, but we can do more.
* The project will look at the first year and what we can do to help students succeed. Team is comprised of the following faculty, staff and administrators: Amy Belcastro, Deb Brown, Rachel Jochem, Jeff Gayton, Vicki Suter, Jennifer Fountain, Jaden Berry, Lisa Garcia-Hansen, Kristin Nagy-Catz, Jody Waters, and Sue Walsh.
* This movement will pull all of our existing programs together and improve retention.
* Key leaders in the first-year movement are at our disposal.
* Walsh will be traveling to Salem this week to meet with people interested.
* President Saigo added that this initiative will tie nicely into community relations and fundraising.
* Marianne Golding added that this also ties in with the Curriculum Design Academy, which will redesign courses that have high DWFI rates in gateway courses.
* Provost Walsh gave the example of the Probation letter—one very easy way (at no cost) to make a huge impact.

**ASSOU Report:** No student representatives were present.

**Announcements:**

* Slattery mentioned that SOU will take on OIT in basketball tomorrow night (Tuesday, February 9).
* Ayers announced that CCJ’s Lock in will take place on March 4. Contact Brian Fedorek or Dave Carter for more information. Appropriate press will go out to let folks know about the increased law enforcement presence on campus.
* Tumbaga announced that the Foreign Language Film Festival will take place on Friday and Saturday, February 26 and 27.
* Ormes announced Long Night Against Procrastination will take place in the library next Wednesday.

**New Business (for next meeting):**

* Purslow reminded the group that Senate is still waiting for the financial details of the House program.
* Ferguson also asked that Senate be updated on the faculty’s involvement in the Presidential search.

**The meeting was adjourned at 5:32.**