**April 16, 2018**

**SU 313 4:00 – 5:30 pm**

**Faculty Senate Approved Minutes**

***Link to meeting video:***

[https://sitesgoogle.com/a/sou.edu/sou-faculty-senate-videos/april-16-2018](https://sites.google.com/a/sou.edu/sou-faculty-senate-videos/april-16-2018)

**The meeting was called to order at 4:05.**

**Present:** Melissa Anderson, Rhett Bender,Deborah Brown, Alison Burke, Prakash Chenjeri, Donna Lane (for Carol Ferguson), Andrew Gay, Marianne Golding, Jesse Longhurst, , Dennis Jablonski, Marc Koyack, Laurie Kurutz, Erik Palmer, Michael Parker, Dominick Robertson, Deborah Rosenberg, Larry Shrewsbury, Mark Siders, Chad Thatcher, and Kemble Yates.

**Absent:** Charles Lane and Mark Tveskov.

**Guests:** Lee Ayers, Susan Walsh, Jody Waters, Jeffrey Gayton, John Rodin, Rich May, Sherry Ettlich, and Kris Danford

**Approval of Minutes from March 12**

Kurutz moved to approve the minutes from the March 12 meeting. Yates seconded the motion, which passed, with Palmer, Chenjeri, Longhurst, Lane, and Bender abstaining.

**President’s report:**

* Dr. Schott is traveling and was not in attendance.

**Provost’s report: Sue Walsh (Includes HECC report)**

* Provost Walsh explained that President Schott is traveling on important SOU business.
* SOU has met all conditions to be removed from retrenchment status. Eastern and SOU both did good work, and the HECC recognized that.
* Board Member Bill Thorndike spoke on behalf of the work SOU has done, and his remarks were well received. He emphasized that SOU is ready to move on, leave retrenchment in the past, and work with the tools we have in place to move into a new era.
* SOU is now condition-free.

**ASSOU report:** Daryl Maplethorpe was not in attendance

**Senate Vice-Chair report: Dennis Jablonski**

* Jablonski commended the work SOU has done and noted that many students traveled to Salem throughout the past years to voice their concerns to the legislators. It is encouraging to see our students involved at that level.

**Assoc. of Oregon Faculties report: Kemble Yates**

* Southern Oregon’s Senate Seat is an open (Senator DeBoer is not running) and will be of interest to faculty across the state but especially in out region.
* Faculties at OSU and OIT are both discussing unionizing. If they do, all seven Oregon institutions will be unionized.

**IFS Report: Donna Lane**

* Several issues are under discussion, including the following:
* House Bill 2998--Talks are starting, and SOU is in good shape.
* Courses designated free and low-cost are those charging under $50 per course
* Faculty evaluations--is there another measure that might work better?

**Committee on Committees:** Marianne Golding arrived late and will give a report at the next meeting.

**Graduate Programs Catalog changes for Biology: John Rodin**

* All materials are in the Team Drive. Please read and be ready to vote at the next Senate meeting.

**Curriculum Co. Course Approvals: Andrew Gay**

* New courses have been unanimously approved and will be loaded into the Team Drive.

**Carpenter I Grant Awardees: Kris Danford**

* This round was competitive (12,000 available, but more than $40,000 requested).
* Faculty Development Committee is working on making its selection process more transparent.

**Distinguished Service Awardees: Kris Danford**

* Kemble Yates and Michael Parker were selected to be honored with this award.

**Proposed By-Laws change 5.370 (G, 3)**

* Gay asked if we can move to refer this matter back to the Constitution Committee.
* Parker asked if we could table the motion.
* Rosenberg restated the issue up for decision.
* Gay clarified--can we just vote on removing the extra “the”? Rosenberg says we can.
* Burke moved to retain the language in by-law 5.370 (G, 3) and remove the extra “the.”
* **Current Bylaws language:**

5.370 (G, 3)

* If a colleague evaluation finds any one of the following: (1) That a faculty member’s performance in teaching is unacceptable, (2) That a professional faculty member’s performance in the service is unacceptable, or **(3) That a professorial faculty member’s performance in both scholarship and service are unacceptable, then the report shall clearly indicate that the faculty member’s performance is deficient**
* **Proposed Bylaws changes**

5.370 (G, 3)

* If a colleague evaluation finds any one of the following: (1) That a faculty member’s performance in teaching is unacceptable, (2) That a professional faculty member’s performance in the service is unacceptable, or **(3) That a professorial faculty member’s performance in scholarship or service is unacceptable, then the report shall clearly indicate that the faculty member’s performance is deficient**
* **Final Language After Vote:**

5.370 (G, 3)

* If a colleague evaluation finds any one of the following: (1) That a faculty member’s performance in teaching is unacceptable, (2) That a professional faculty member’s performance in service is unacceptable, or **(3) That a professorial faculty member’s performance in both scholarship and service are unacceptable, then the report shall clearly indicate that the faculty member’s performance is deficient**
* Siders seconded the motion. Discussion ensued.
* Yates clarified that the vote is simply to remove the extra “the” in the current by-law under discussion. A “yes” vote removes the “the.”
* The vote passed with all (18) in favor and none opposed. There were no abstentions.
* The issue of post-tenure review will be discussed in Director and Chairs’ Committee this term.
* Palmer asked to clarify the language in the current by-law and in the proposed new language. Rosenberg read the existing by-law and then the proposed language change.
* Yates assured Senators that APSOU will be working on getting the language clear. He also reminded folks about the long and hard work faculty undertook to establish and clarify our criteria for Tenure and Promotion. Yates would appreciate if administration would provide data to show that a problem with post-Tenure review exists.
* Rosenberg expressed that perhaps this issue reflects the complexity of faculty members and how work might change from year to year depending on a person’s work and interests.
* Jablonski explained that this discussion has made him reflect on his own (Education) department’s criteria. He explained that Carol Zinn (late colleague from Education) appreciated the writings of Ernest Boyer, whose research reflects the same concerns that we are wrestling with now. Jablonski will load pertinent articles into the Team Drive, and he encourages others to send along any useful articles as well.
* Thatcher recognized that the current HPE criteria does not apply to OAL. How does he go about developing new criteria for his program? He’s the only Professorial faculty member in the program.
  + Jablonski suggested that as a new program, OAL needs to make a proposal to the Division, which goes to the Faculty Personnel Committee, and then to Senate and to the Provost.
  + Palmer suggested that Thatcher look first at Communication’s expectations, which acknowledge different types of publications that are acceptable in disciplines like COMM and OAL.
* Robertson asked what problem we are trying to solve with this discussion.
  + We currently have a Colleague Evaluation process, but we don’t have Post-Tenure Review process.
* Siders pointed out that all programs are unequal in the Promotion and Tenure area, so why are we expecting the Post-Tenure Review process to be equal?
* Yates agrees with Siders that our Colleague Evaluation functions as our Post-Tenure Review. This again is where Yates would like to see some data. Does a huge problem exist on campus?
* Ettlich, speaking as an administrator, would like and appreciate discussion and clarity in these areas, especially as a person evaluating Colleague Evaluations from departments other than her home department of Math.
* Rosenberg suggested forming a sub-committee to investigate.
* Jablonski suggested asking Division Directors to provide data concerning this.
* Yates asks that Advisory Council take this as a discussion item at its next meeting. Email a member if you have points you’d like considered at the next AC meeting. (Members of AC are Deborah Rosenberg, Deborah Brown, Kemble Yates, Alison Burke, and Larry Shrewsbury.

**Announcements/New Business**

**Foundation Board Nomination needs Senate Approval**

* Lore Rutz-Burri has agreed to serve as the faculty representative on the Foundation Board.
* Gay motioned to endorse Rutz-Burri, and Palmer seconded the motion, which passed with all in favor, none opposed.

**Senate Elections: Larry Shrewsbury**

* Chair elections are complete
* Yates is working on the Faculty Personnel Committee election
* Burke explained that a faculty member voiced concern to her that there is not even Division representation, and Shrewsbury assured her that he is working on this.

**Jeffrey Gayton:**

* Gayton is working on grant funding for faculty who will implement open resources in their courses. Different levels of financial support are available for consideration, adoption, and inclusion in courses. Proposals must reach Joanne Preston by April 24.
* Gayton is willing to help folks with this process and to answer any questions.
* The course must be taught before June of 2019 to be considered.

**Announcements:**

* Chenjeri announced the next speaker in the Campus Theme series on Truth will be Dr. Albert Munanga (from Zambia) on April 23, 2018, at 7PM in the Meese Auditorium (AB 101).
* Yates will also present a talk titled “Truth in Mathematics.” More information on this will be announced soon.
* A student panel will discuss the campus theme at SOAR.

**Adjournment**

The meeting was adjourned at 5:14p.m.