# **FACULTY SENATE**

### Minutes

June 5, 2018, 6:00 PM, the Sunset Room of the College Union (Klamath Falls) and Conference Room #402 (Wilsonville).

# Attendance/Quorum

President David Thaemert called the meeting to order at 6:00 pm. All senators or alternates were present with the exception of Christian Vukasovich, IFS' AOF; Lindsey Davis, Administrative Council; and HAS Dean LeAnn Maupin.

## Approval of Minutes

Mark Clark moved and Hui Yun Li seconded to approve the minutes of the May 1, 2018 meeting. Faith Lee stated that on p00.7165 LeAnn

their edits were not ready to vote on, since the committee has not heard back from Deans, the Provost, or department chairs, concerning the edits, and so this charge should continue into next year.

#### Veronica Koehn

Veronica reported on the credit count on page 71-72, specifically as they applied to transfer students. Currently, Oregon Tech accepts and awards credit for all transfer courses, even for courses that do not substitute for any Oregon Tech courses and therefore are not helping the students make progress towards their degree. The state is unhappy with how many courses some Oregon Tech students are graduating with; Dean Maupin and Provost Kuleck have made it dear that the current "just take all credits" policy needs to change and transfer of general education courses will not change. For non-general education courses, the courses will still show up as "fall through" courses in Degree Works, but no credit will be attached to these courses. Advisors will then look over the fall through list and see which courses, if any, are close enough to Oregon Tech courses to warrant a substitution. After the course substitution is complete, the student will then earn the credit hours attached to the course. This will allow advisors to retain the course list for substitution purposes and avoid students graduating with such high credit counts that it is getting negative attention from the state. All courses will be retained in case a re-evaluation needs to be done at a later date. Veronica moved and Christopher Syrnyk seconded a motion to approve their report. Don McDonnell made a friendly amendment to change, on n." The friendly amendment was accepted. The motion passed with no

abstentions nor opposition.

#### Joe Reid for Eve Klopf

Joe gave the report for FCC. The committee received the data requested from HR on chair stipends; however, the information is insufficient to make the determination whether policy (stipend release model) is being followed based on the differing values from similar departments. More information will need to be collected to make this determination and thus, will not be done until next year.

Other assigned charges were tabled due to the special committee from the Provost and President re-evaluating and re-designing the work done by the MGT study.

Reports of Special or

Report of the Provost Brian Moravec for Gary Kuleck

Brian read the following statement from the Provost: Dear Faculty Senate colleagues,

I regret that I cannot join you for this meeting. I would like to thank all of the Faculty Senate members, and especially Faculty Senate President Thaemert, the Sen Ex Committee, and all of the Faculty Senate committee

\$500,000 increase in health insurance expense.

Shifted 85% of adjunct and overload pay will now go to the departments with remainder going to Deans.

Increase to \$1000 for professional development for all employees investment in talent.

Created departmental reserve/ sinking funds accounts
Remissions (12.1% of tuition revenue-410k) will be used to drive enrollment.

S& S reduced by 5%.
Ongoing investments

Increase emergency reserve fund.
ITS was funded with \$100,000 to address the technology problem in the dassrooms.

Campus beautification \$25,000.

More

Total revenue----\$62,305,260 and total expenses \$62,259,868.

The new redesigned budget process creates an opportunity for departments to have direct involvement in developing their own budget.



# End-of-Year Report, 2017-2018

Committee: Academic Standards
Chair: Veronica Koehn

Committee Membership: Ryan Brown, Chris Caster, Marla Edge, Wendy Ivie, Jeffrey Hayen, Suzanne

Hopper, Jesse Kinder, Karen Kunz, Hui Yun Lee, Mason Marker, Erika Veth

### What were the committee charges this year?

1.

requirement.

- Review and recommend policy and operational considerations for micro-credentialing (aka digital badging).
- Review and make recommendations regarding potential revisions to Transfer of Credits (OIT-13-

Oregon Tech academic record (i.e., Determination of Transfer Credit, Applicability of Transfer Credit); 2) removing policy redundancy or conflict (i.e., OIT-13-013 versus CLEP and CPL

4.

Essential Studies Synthesis Experience (ESSE) with descriptor providing detail.

 Review Advanced Placement (OIT-13-012) for policy redundancy or conflict with Credit for Prior Learning (OIT-13-013) and recommend disposition (i.e., keep as is, keep with modification, delete, incorporate in other policy). This charge was added at the April 3, 2018 Faculty Senate meeting.

### What did the committee accomplish this year?

- 1. After researching how other OUS schools were handling the OUS mandated foreign language requirement, Academic Standards proposed removing the foreign language admissions requirement and putting the existing foreign language courses as Diverse Perspectives foundational course options. Senate approved removing the admissions requirement at the March 6, 2018 Senate meeting, but, as the ESLO model is not yet implemented, the Senate opted to table the recommendation to make the existing foreign language courses Diverse Perspectives foundational course options. When the ESLO model is implemented, we will resubmit our request to make the existing foreign language courses Diverse Perspectives options.
- This issue was tabled for the year. Not only is Erika Veth busy with her multiple responsibilities, digital badging is being discussed in various committees, so we need Erika to have time to
- The faculty members on the committee, as well as the registrar, really wanted to leave the current system in place, but Dean Maupin informed us that, at the state leve counts at graduation were becoming an issue that was adversely affecting the way Oregon Tech was

Academic Standards faculty realize

policy was that it allowed us to see all of the courses a student had taken and, when appropriate, egor

Tech adopt a new transfer of credits policy:

Oregon Tech provides a complete, documented transfer evaluation upon the admission of the student, prior to the planned term of enrollment.

The remaining courses are listed as fall-through courses in DegreeWorks.

The new student meets with his or her advisor to determine which fall-through courses, if any, will receive transfer credit. The advisor will determine the transfer of credit on a course-by-course basis and specify which courses are eligible for course substitution (those courses that are close in content

advisor or the student will submit a course substitution request to the registrar, and, upon approval of the substitution, transfer credit will be granted. General education requirements, elective credits and program credits may be eligible for substitution and credit consideration, but only after consultation with the student's advisor.

#### The

still easily see possible course substitutions), but no credit is awarded until after the substitution is processed. This solves the faculty problem of not having an easy-to-reference list of fallthrough

many credits.

This proposal was unanimously approved at the June 5, 2018 Senate meeting.

- Given that the ESLO model is not yet implemented, this charge was tabled pending ESLO model implementation.
- Given that a more in-depth AP credit policy was addressed in the Credit for Prior Learning Policy that Academic Standards revised and that Senate passed in the 2016-2017 school year, Academic Standards recommended cutting OIT-13-012. This was unanimously approved at the May 1, 2018 Senate meeting.

What issues and/ or additional responsibilities arose this year that influenced the work of the committee? While these are discussed above, I can highlight them here:

- The delayed roll-out of the ESLO model forced us to table our fourth charge and limited the Academic Standards recommendation for the foreign language courses to be retained as Diverse Perspectives foundational level course options.
- The fact that digital badging is being addressed in multiple groups that have not yet met, coupled with the need for Erika Veth to attend all meetings related to the topic (a near impossible task for her, given all of the hats she wears on campus), we did not make as much progress on our second charge as we would have liked.
- 3. We were asked to tackle OIT-13-012 in April, but, as this was a really easy charge, adding it late in the year did not greatly burden the committee.

Given what you have learned this year, what goals/ charges do you recommend this Senate committee focus on in the upcoming year?

- The biggest change is going to be training faculty/ advisors on the revised transfer of credits policy.
   I believe that addressing the change with the Advising Commission during its Convocation meeting should help.
- 2. Some people are confused about when the foreign language change goes in to effect, so it may prove useful if Wendy or someone else sends out a message to all faculty (as some faculty have already told their advisess that the change is underway).
- 3. Academic Standards should work more on digital badging.
- 4. If the ESLO model is implemented, Academic Standards should work on transcripting the ESSE.

# **FACULTY SENATE**

End-of-Year Report, 2017-2018

Committee: Faculty Compensation Committee
Co-Chairs: Eve Klopf, Stephen Schultz, Joe Reid

Committee Membership: Eve Klopf, Chair 541.885.1957 PV 272 PV 2

Lloyd Parratt 541.885.0947 DOW 223 DOW 207

Joe Reid 541.851.5781 OW 144 OW 143

Stephen Schultz 541.885.1808 DOW 230 DOW 243

Sean Stoan 541.885.0927 BH 162 BH Sherry Yang 503.821.1250 WIL 213 WIL

Gary Kuleck, Provost (ex-officio) 541.885.1113 SN217 PROVOST Suzette Yæzenko, HR (ex-officio) 541.885.1108 SN108 HR

1. What were the committee charges this year?

Update Faculty Compensation Policy (OIT-020-015) policy to reflect changes in approach and incorporate supporting procedures resulting from MGT America study of faculty compensation. This should include implement all aspects of the General Reporting of the General Reporting Procedures resulting from MGT America study of faculty compensation. This should include implement all aspects of the General Reporting Reporting France (e. (503)-3(.-6(of [n 792 red))]TJv-6(n))3(nsa)8(t)u59(a)6(nd)7(.)]TJET Q0.00000912 0 612 792 red)

benefits differential is appropriate, FCC was not successful in getting the university to make this purchase.

-be-

determined

policy. Additionally, members of administration shared the importance of the university having a functional merit policy. It should also be noted that, during these discussions, it was indicated that information

processed by university offices such as HR.

e to create a new ad-hoc committee to address updating the -hoc committee has been formed and contains one representative from FCC. It should be noted that the member of FCC who was particularly recommended for inclusion on the ad-hoc committee because of a deep understanding of the MGT study was not selected for inclusion on the ad-hoc committee.

department chair contracts, and hope to make some progress on this during our last meeting of the year.

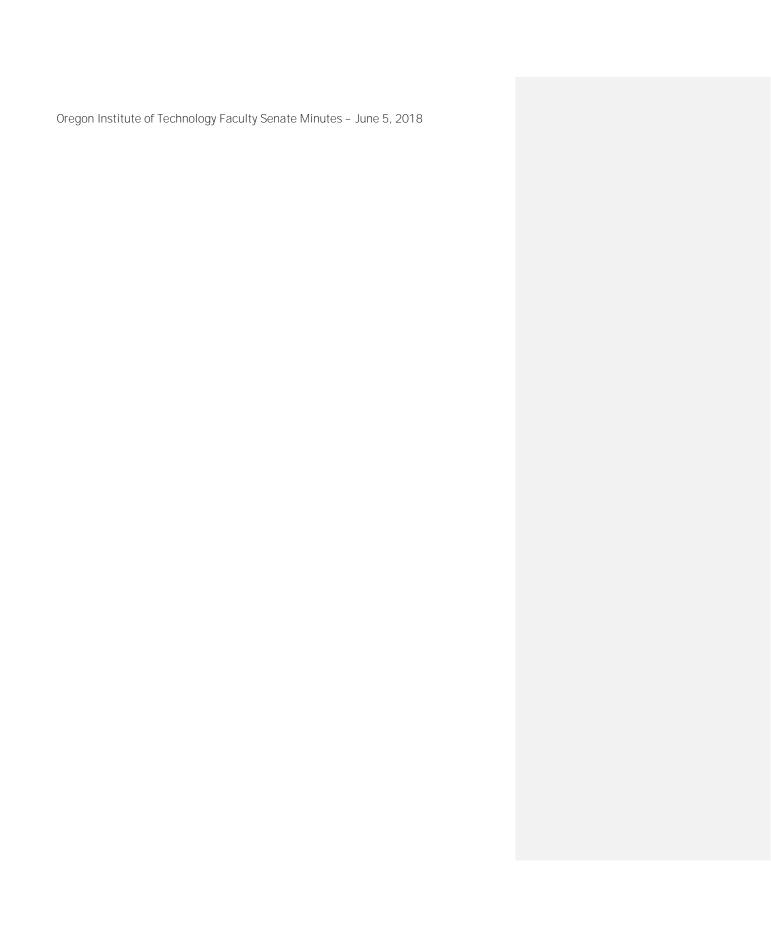
3. What issues and/ or additional responsibilities arose this year that influenced the work of the committee?

Having substantial administrative turnover has significantly influenced the work of the committee. This

study (which was requested by members of the previous administration), and, additionally, in the creation of an additional university committee with the same focus as this existing committee.

4. Given what you have learned this year, what goals/ charges do you recommend this Senate committee focus on in the upcoming year?

I would suggest that the Senate strongly support the work of the ad-hoc committee for updating the faculty compensation policy. It has been indicated that the c on updating the merit policy. Senate should do whatever it can to help with that development so that the adfocus can shift as soon as possible to updating the overall faculty compensation policy (especially portions dealing with base pay).





- 3) One of the three major initiatives of the new Oregon Tech administration is to increase brand awareness and capital. As discussed by the Provost, tenure track faculty should be engaging in more outward facing, creative works. NTTF will not be required to conduct outward facing creative works. Thus there is a mixed message here, we are hiring more NTTF as an economic decision, but want to increase brand awareness at the same time. More NTTF will not, by definition and documented requirements of their positions, engage in creative works to promote the Oregon Tech brand.
- 4) During the 16-17 academic year, departments were given the track faculty positions. During the 17-18 academic year, departments were not given this opportunity. During the 17-18 academic year, some tenure track faculty positions that opened due to retirement or faculty leaving the university were replaced by non-tenure track positions.

The RPT committee put forward a revised NTTF promotion policy at the June Faculty Senate Meeting. The RPT committee attempted to create a policy that was a compromise between the June 2017 policy passed by Faculty Senate and the edits requested by the Provost. In the spirit of shared governance and working with administration, a revised policy was passed by Faculty Senate with two opposition votes.

What issues and/ or additional responsibilities arose this year that influenced the work of the committee?

The addition of the NTTF policy revisions significantly changed the work of RPT this academic year.

Given what you have learned this year, what goals/ charges do you recommend this Senate committee focus on in the upcoming year?

The NTTF promotion policy may be implemented during the 18-Council at their June meeting. If so, the policy may need to be revisited as the institution hires these faculty and their responsibilities become more clear.

The Provost has stated that faculty should be engaged in externally facing, creative work. This language and these types of activities are not explicitly used or stated in the promotion guidelines for tenure track faculty.

Workload guidelines for distance education are being created for fully online and on campus faculty that also teach online. Clear guidance should be provided on how these courses are evaluated and if/ when they are included in portfolio evaluations for faculty.