

REPORT OF THE OREGON TECH FACULTY SENATE EXECUTIVE COMMITTEE
REGARDING OREGON TECH FACULTY'S CONFIDENCE IN DR. NAGANATHAN'S
LEADERSHIP

March 16, 2021

Dear Members of the Oregon Tech Board of Trustees,

At the request of the Faculty Senate, representing their constituent majority, the Oregon

recommendation, and as such, this is the only policy directly affecting faculty (as chairs are still faculty) signed by Dr. Naganathan, solely.

2. [Tenure Indefinite Tenure Selection OIT-20-030](#) has a specific provision stating “All parties shall abide by the timeline set forth in this policy. However, the Dean or Provost may modify the timeline if either determines a reasonable need to do so, but not by greater than 90 days and with notice to the affected faculty.”

One faculty member’s progress toward tenure and promotion was halted in violation of the timeline set in OIT-20-030 without recourse to appeal.

3. [Academic Rank and Tenure for Unclass Administrators OIT-20-231](#) states that “1. Unclassified administrators employed on fixed-term renewable appointments will not be awarded tenure, except as may be earned in ‘Granting of Academic Rank to Unclassified Administrators’ 2.c. Unclassified administrators are eligible for multi-year contracts at the discretion of the President.”

Dr. Naganathan and other senior administrators were granted tenure

The section "Salary Administration" states, "Overall administration of the faculty compensation policy is the responsibility of the provost, or designee, in collaboration with the Faculty Compensation Committee

- Due to senior administration's refusal to meet with FCC, compensation has stagnated for all faculty.

5. [Academic Appointment, Rank and Promotion for Non-Tenure Track Instructional Faculty OIT-20-046](#) (Latest Draft)

The Faculty Senate committee on Rank, Promotion, and Tenure was charged by SenEx with drafting an appointment, rank, and promotion policy for Non-Tenure Track Instructional Faculty in 2017. RPT completed its charge, the policy was vetted, voted on, and passed by Faculty Senate, and then was rejected by President's Council. Despite increased hiring of NTT faculty over the last four years, Oregon Tech remains without a policy for appointing those faculty and providing them with established rank(s) or pathway(s) to promotion.

6. [Faculty Merit Pay OIT-20-016](#)

President Naganathan's plan to award merit raises disregards established policy. In addition, it fails to adhere to protocol regarding policy changes as stated in the policy [Policy Addition and Revision OIT-01-001](#).

7. [Board Policy on Operating Budget Fund Balance](#)

Provision 1.1.2 states "Reporting of program revenue cash balances is at a level that provides the Board of Trustees, Legislature, and the public with a complete, consistent and transparent understanding of end-of-year balances."

- The lack of shared governance with respect to financial and budget planning issues has led to the misallocation of resources. In particular, the administration has used ad-hoc mechanisms to set budget priorities in a way that excludes faculty input, rather than using existing policies and mechanisms for budgeting that provide for a faculty voice.

Provision 1.1.1 states "Oregon Tech has the necessary resources to ensure that the Board of Trustees, Legislature, and the public have a complete, consistent and transparent understanding of end-of-year balances."

controlling the use of 16% of the usable space on the main floor of the CEET, this is clearly a departure from the vision and defined purpose of

Audit of the Student Projects and Grants was completed in April of 2020. 13 significant findings, 5 observations, and 6 process improvements were identified. These findings have not been meaningfully addressed.

10. Unmet and/or abandoned goals

Stated enrollment goal of 7,500 students by 2028 without an overarching plan.

Grow diversity, equity, and inclusion.

- o Not met (no partnership with Latino organizations and communities)

