FACULTY SENATE

Minutes

The Faculty Senate met for a special session on March 4, 2021, via Zoom, due to COVID-19 social distancing requirements.

Note: This Senate meeting included an executive session, which is not public and therefore is not part of the recording of the minutes.

Attendance/Quorum

President Don McDonnell called the meeting to order at 6:04 pm. All Senators were present except for Tracey Coon, Addie Clark, and Andr Fultz, who were represented by alternates Maureen Sevigny, Hui Yu, and Kari Lundgren respectively.

Special Session Agenda

Report of the Executive Committee Regarding Meetings with Dr. Naganathan Concerning Senate Resolution of 3/2/2021

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CJ Riley spoke as a member of the Facilities Planning Commission, which he said has not met for multiple years. CJ said that this Commission exists specifically to provide input on the development of projects like the

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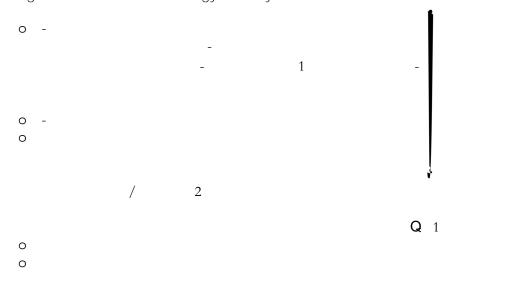scheme of things when the building in total is 70,000 square feet, which he estimated amounts to around 4%

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Draft Faculty Senate Resolution on Presidential Office Relocation Plans
Version 1.4
2/18/2021

Whereas the Oregon Institute of Technology has a long history of being a teaching institution that prioritizes the needs of students above all else;

Whereas the Oregon Tech Strategic Plan adopted in 2020 lists the first value that the university is guided by as "Prioritizing student and graduate success in every decision or action at every level of the university" and also lists the very first Pillar of support for the foundation of the university's strategic goals, objectives and actions as "Commitment To Student Success";

Whereas the Center for Excellence in Engineering and Technology (CEET) building currently under construction on the Klamath Falls campus was described in a quotation from President Naganathan in a November 28, 2018 OIT press release as necessary because reaching the goals of the university "...requires that we invest in state-of-the art laboratory equipment, in modernizing classrooms, and in thoughtfully created collaborative spaces which help our faculty nurture an innovation ecosystem.";

Whereas the press release went on to say that public funds provided by the State of Oregon and private funds provided by donors would "...provide students with a truly distinctive experience that centers around an innovation ecosystem of entrepreneurial resources, modernized and integrated labs and facilities, exceptional faculty and professional mentors.";

Whereas President Naganathan has announced plans to move his office into a large suite of newly constructed rooms in the CEET building;

Whereas the use of space in the CEET building for a presidential office is incompatible with the announced educational goals of the building that were used to justify funding by Oregon taxpayers and donations from private individuals and would deprive students of valuable classroom and/or laboratory space;

Whereas the President already has a perfectly functional office that was fully renovated in 2017;

Whereas the President has not fully consulted with the campus community, most notably Faculty Senate, about his planned office relocation;

Whereas the President has in the past assured members of the Faculty Senate Executive Committee that space in the CEET building would be open for use for all members of the campus community when questioned about the labeling of rooms in a preliminary architectural plan;

Whereas Dr. Naganathan's actions with respect to his proposed office move is part of a larger pattern of behavi

RESOLUTION REGARDING OREGON TECH FACULTY CONFIDENCE IN DR. NAGANATHAN

Whereas Dr. Naganathan has repeatedly failed to practice shared governance and provide appropriate leadership, as outlined in the attached Report of the Oregon Tech Faculty Senate

REPORT OF THE OREGON TECH FACULTY SENATE EXECUTIVE COMMITTEE

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."

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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 (FCC), the vice president of finance, and subject to the direction of the president. The FCC is a Faculty Senate standing committee whose membership is appointed by the Faculty Senate President. The committee will meet to review and address faculty compensation issues. In the second year of each biennium, the committee will review and make recommendations regarding institutional floors and market equity adjustments. The committee will also make recommendations to the president and provost in determining the allocation of available compensation funds."

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- o 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,
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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 this building.

The new plan minimizes space for "The Garage"/Entrepreneurial Lab, which also impacts usable space for other labs. The Garage was featured in [the CEET groundbreaking "virtual ceremony"](#) (around 2:00) and is still posted on the Oregon Tech website to solicit funds for the building, despite having been eliminated as a result of space being allocated for the President's office move.

7. Examples of Unclassified Administration Salary Increases

   Senior Advisor to the President: 66%

   Senior Executive Assistant: 12%

   Vice President of Finance: 30%

   Vice President of Student Affairs: 21%

   Associate Vice President of Strategic Enrollment Management: 40%

   o Though this position is currently not filled, this increase was implemented before the position was vacated.

   Acting Director (while searching for an Associate Vice President) of Human Resources: 34%

   Assistant Vice President of Government Relations: 77%

   o Though this position is currently not filled, this increase was implemented before the position was vacated.

   Assistant Vice President of Financial Operations: 47%

8. President's office spending increased 70% from 2017 to 2020, without consultation with FOAC regarding necessary budget details.

   Budget increases to student success, College of ETM and HAS, were less than 20% during this same period.

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 created, no international student recruitment).

Modernize general education component.

- o Essential Studies renovation abandoned.

Establish the Faculty Innovation Center.

- o Abandoned.

Invest in talent.

- o No evidence that this goal is being met in terms of faculty recruitment.

 Pilot formalized mentoring and professional development programs.

- o Abandoned.

Create facilities master plan.

- o Abandoned.

Examples of Failure to Execute Responsible Fiscal Management of Oregon Tech Monetary, Capital, and Human Resources

1. Faculty positions have been cut/not replaced and many more have been changed from tenure track to non-tenure track (i.e., one department has lost 1.5 faculty positions, 1 position has been changed to NTT, and now they must work

last indirectly from the President. The question remains whether those funds still exist or were "appropriated" for other means.

3. State support increased by $1.29 million from 2018-2019 and another $1.37 million from 2019 to 2020, yet we find the university 'short' on funds.

4. Overall revenue increases of $3.81 million from 2018-2019 and another $4.94 million from 2019-2020, yet we find the university 'short' on funds.

5. Staff layoffs during the same timeframe as new, senior administration positions are created and filled.

6. Increases in administrative positions and salaries resulted in a $2,000,000 increase in base salaries between 2018 and 2019, almost the exact amount of our deficit.

7. Significant tuition increases with the understanding that the funds would be devoted to new teaching equipment and the funding of new programs. Data and documentation relating to the usage of these revenues to their promised recipients have never been furnished.

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The purpose of this policy is to provide criteria and procedures for the evaluation and promotion of non-tenure track instructional faculty at the Oregon Institute of Technology. This policy serves to differentiate non-tenure track instructional faculty appointments from the traditional tenure track faculty. This policy defines the responsibilities of non-tenure track instructional faculty and serves to provide guidance to such faculty and their departments in assessing the appropriateness of their activities. Oregon Tech recognizes several faculty categories. Each category is created to be unique to the responsibilities and expectations of faculty.

As a public university, with constraints imposed by external factors, offering innovative and rigorous applied programs in fast evolving fields, the university, department and programs strive to maintain academic quality while supporting an environment that enables the emergence of new programming and the personnel to teach in those areas. This requires hiring policies that preserve a strong academic environment while providing the flexibility to allow development in new areas. The availability of tenure and non-tenure tracks ensures faculty can pursue successful careers while providing for institutional capacity to thrive. Whenever possible, the regular academic instruction of students should be the responsibility of faculty members to whom the institution is willing to make the commitment of tenure. As such, non-tenure faculty hires should be decided upon by department chair, in consultation with the college Dean.

Non-tenure track instructional faculty should have the same opportunities to participate in governance and in curricular deliberations as tenure track faculty.

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Promotion between ranks is intended to:

- X Reward excellence in teaching, along with satisfactory or exemplary performance in other areas
- X Provide additional stability through the possibility of an earlier notice of annual appointment, along with the possibility of multi-year contracts

Evaluation Criteria for Promotion
The following criteria will be used W R G H W H U P L Q H W K H I D F X O W \ P H P E H U ¶ V

- X Maintaining high quality teaching
- X Continuing professional growth
- X Performing service on behalf of the department
- X Demonstrating professional integrity and a willingness to cooperate with colleague

7 K H F R Q F H Q W U D W L R Q R I D I D F X O W \ P H P E H U ¶ V S U R I H V V L R Q progress through their careers, they may devote proportionately more time to different activities such as departmental service, program and curriculum development, teaching, advising, and/or activities related to professional development. Consequently, the expectations for individual faculty members may change. For the purpose of promotion between Instructor ranks, the fundamental criterion is meeting Maics meet3ogxics m 0 612 792 re W* n BT /TT1 12 Tf 265.04 534.34 j l

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Professional Development

Faculty will advance knowledge in education and/or areas consistent with institutional, departmental, and personal goals and objectives. Examples include, but are not limited to

- X Participate in conferences, workshops and classes in education and/or discipline
- X Hold membership and participate in professional organizations within discipline

Departmental Service

While institutional service is not a requirement of promotion for NTT Faculty, departmental service is encouraged. Faculty should contribute to the advancement of their department and programs consistent with departmental and personal goals and objectives. Examples include, but are not limited to:

- X Serve on departmental committee
- X Participate in student advising and/or student activities
- X Contribute to student recruitment and/or retention
- X Participate in special projects (i.e., grants, campus presentations and conferences, documentation development, etc.)

Additional criteria for promotion review include professional integrity and a willingness to cooperate with colleagues. The following lists are not exhaustive but rather indicative of conduct that promotion review committees should consider

Professional Integrity

Candidates shall demonstrate professional integrity in the following ways

- X Model high ethical standards as defined by the candidate's profession
- X Deal honestly, fairly and openly with colleagues and students
- X Respect others
- X Accept responsibility for actions and decisions, and their consequence
- X Follow through on commitments

Willingness to Cooperate

Candidates shall demonstrate a willingness to cooperate with colleagues in the following ways

- X Accept responsibility for departmental projects that are compatible with and further its mission and long-term goals
- X Contribute to a stimulating intellectual environment in the candidate's department
- X Abide by departmental decision
- X Follow policies and procedures of the institution

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Instructor I to Instructor II

Eligibility Requirements

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previously defined and documented by the department and approved by the college dean

However, instructors who complete the master's before serving four years in rank will be
eligible to apply for promotion the following April if they meet all other criteria

Criteria for Promotion

Demonstrate excellence in teaching.

Demonstrate service by contributing to departmental objectives

Show evidence of continuing professional development.

Instructor I to Senior Instructor

Eligibility Requirements

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Procedure for Academic Rank Promotion for Non-Tenure Track Instructional Faculty

All parties shall abide by the following timeline. However, the provost may modify the timeline if he/she determines a reasonable need to do so.

By the end of week eight of winter term, the department chair shall organize a departmental committee for promotion review of non-tenure track instructors. All full-time department members, including the candidate, the chair, and tenured/tenured faculty, shall elect three committee members: two from within the department, and one from outside the department. If available, one member of the committee should be a non-tenure track faculty member. If there are fewer than two department members eligible to serve, additional committee members shall be elected from outside the department.

Faculty ineligible to serve on the Promotion Review Committee include the department chair, adjuncts, and faculty being considered for promotion. Faculty who have relinquished tenure prior to retirement are eligible to serve. When selecting committee members from outside the department, preference should be given to members of other departments in which the candidate holds a split appointment, and then to faculty most likely to be knowledgeable about the candidate.

Within a week, the department chair shall convene the Promotion Review Committee, which shall select a chair. Each committee member shall sign the statement of ethics document.

Promotion Review Committee's Responsibilities

At its initial meeting, the Promotion Review Committee shall also set a date and location for a meeting to be held during the second or third week of spring term to accept written and verbal comments from students and other interested individuals. A separate comments meeting shall be held for each candidate. The chair of the Promotion Review Committee shall send the time and location information for the comments meeting DORQJ ZLWK WKH FDQGLGDWH¶V 3URYRVW¶V 2IILFH E\ WKH HQG RI ZLQWHU WHUP 7KH 3URY the comments meeting.

The comments meeting shall be conducted according to the following guidelines:
- The candidate may not attend the meeting, but will have access to comments in the written report of the committee, as noted below.
- Only one person giving comments may be in the room with the committee at a given time.
- One member of the committee must keep careful notes of the meeting, indicating the name of each speaker and the content of the remarks. The notes must be sufficiently detailed to capture the essence of the testimony.

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The committee may solicit other information to confirm documentation in its portfolio or to verify comments gathered during its review. However, no anonymous input may be solicited or accepted, nor can sources be kept confidential. Anyone offering verbal or written information must be informed that the candidate will have access to that information and that source anonymity cannot be preserved. In the case of verbal information, careful notes of the conversation must be kept, including the participants' names.

If the candidate has a split appointment at the time of review, the committee shall solicit information from the appropriate departments in which the candidate has served.

The committee will prepare a separate written report for each candidate. The report must indicate the committee's recommendation, agreed to by a simple majority, signatures of committee members and their individual votes. In addition, the committee shall list specific activities where the candidate has met or exceeded the promotion criteria and/or identify specific areas where the candidate has not met the criteria. The committee shall submit the report to the department chair by Friday of the sixth week, along with the portfolio, notes taken during the committee's meeting, and all documentation accepted and used by the Review Committee in its deliberations. The content of the committee's deliberations are

OREGON INSTITUTE OF TECHNOLOGY

Academic Appointment, Rank and Promotion for Non