

DATE: 26 February 2019
TO: All Faculty
FROM: Terri Torres, Senate President
SUBJECT: Agenda for Faculty Senate Meeting
Tuesday, 5 March 2019



The Faculty Senate will meet Tuesday, 5 March 2019, at 6:00 pm in the Sunset room of the College Union (Klamath Falls) and conference room 130 (Portland-Metro). Faculty and other interested persons are invited to attend. The agenda is as follows:

- 1) Call to order
- 2) Roll call of senators
- 3) Determination of quorum
- 4) Approval of 5 February 2019 meeting minutes – pages 2-6
- 5) Reports of officers:
 - a) President
 - b) Vice-President
- 6) Report of the ASOIT delegate
- 7) Reports of standing committees:
 - a) Faculty Rank Promotion and Tenure
 - b) Faculty Welfare
 - c) Academic Standards
 - d) Faculty Compensation
- 8) Reports of special or ad hoc committees
- 9) Unfinished business
- 10) New business
- 11) Open floor
- 12) Report of the Provost
- 13) Report of the President's Council delegate
- 14) Report of the AOF representative
- 15) Report of the IFS representative
- 16) Report of the FOAC representative
- 17) Report of the Administrative Council delegate
- 18) Adjournment

Minutes

February 5, 2019, 6:00 PM, the Sunset Room of the College Union (Klamath Falls) and Conference Room #131 (Wilsonville).

Attendance/Quorum

President Terri Torres called the meeting to order at 6:00 pm. All senators or alternates were present except Yasha Rower, Mark Clark, and Josh Jones.

Approval of Minutes

Don McDonnell made a motion to move the Provost's report prior to approval of minutes as the Provost has to leave for travel. President Torres asked for a second. There was no discussion and the motion passed.

The minutes were approved following the report of the Provost. The approval of the December 5, 2018 minutes included a revision to the President's Report.

Report of the Provost – Gary Kuleck

- Dr. Kuleck stated he will have a newsletter going out tomorrow with several updates. Very positive developments were brought to his attention at the Academic Council meeting. He discussed the challenges from the start of the term concerning smartboards and other installations. He spoke with Jim Jones who has a communication plan. He clearly indicated that he is going to come out with an email and have people prepared for changes of new installations during the upcoming spring break.
- It was announced Friday that there will be about 35 faculty office computers replaced. Jim, Tony and IT are coordinating this effort. Funds have been set aside this year for replacement of computer lab equipment. The budget is fairly limited, but we are looking to upgrade the computers. Jim is already working with Geomatics and there may be a number of other labs which will be updated. Jim is working with the staff, faculty and Academic Technology Advisory Council (ATAC). We are exploring a lease model which will extend our ability to replace computers more expeditiously.
- The Request for Proposal (RFP) for faculty creativity grants will go out tomorrow morning. This took longer than expected. Dr. Afjeh has incorporated a track for innovation and faculty research which you will see in tomorrow's announcement.
- The Provost has added a two-page bio-sketch to be added to any future creativity grant applications. In addition, Portland-Metro will sponsor workshops on how faculty can seek external funding or develop other creative work activities. Information will be distributed tomorrow, the deadline is April 5, 2019. One point he made was that the April 5 deadline is just after the end of Spring break. This will allow time to work on these applications. It will require signatures from your Chair and Dean. You have until Friday of that week to submit your proposal. We will have announcements of the grant recipients out four weeks after the deadline. The details are all spelled out in the proposal form.
- We have approval for a number of Sabbaticals. The announcement of the faculty that received them will follow.
- He announced the appointment of Seth Anthony as Director of Academic Excellence. Seth has hired Barb Meng from Student Affairs to replace Nellie Stewart who moved to the Business Affairs.
- The library search has been completed. We now have a university librarian, John Schobert, who will start on April 1, 2019.
- The library is being awarded a \$12,000.00 grant from the Pacific Northwest Region, National Network of Libraries of Medicine. This is a grant which partners the library and math department on the data-science initiative program. The material from this came from the National Libraries of Medicine.

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- Dr. Kuleck is looking at giving Provost seminar time during spring term with moderated panel discussions.
- Provost Kuleck applauded the work on General Education reform. He would like to have a forum that looks at effective committee structure. How can, or what can, we do to encourage committees to work effectively? Terri Torres and the Provost talked about how we could do a better job of implementing and tracking faculty participation, which is very important for professional development.
- Provost Kuleck presented the Cybersecurity BS degree for the statewide Provost council members. It has been approved to go to HECC.
- University of Oregon and OSU are interested in having our faculty talk. There may be opportunities to collaborate.
- Doctorate of Physical Therapy (DPT), which Dr. Naganathan talked of briefly at today's Town Hall, we had the first vigorous conversation at the statewide Provost council. There are three groups presently looking to create a DPT program. Western put in a proposal one month ago, OSU-Bend has a proposal for March, and our work with OHSU has progressed dramatically in the last several months. We have support to hire a Program Director. All other elements are with OHSU, with their leadership and their faculty. They have to run this through their Senate but I am confident we will see this emerge. This will be discussed further at the state level. All three programs focus on different core needs. Our program focuses on rural health, which I think is a very powerful and strong one; I am confident we will be successful on this. Questions and concerns followed.
- Terri Torres asked if the Math department would lose their room now that the computers have been replaced. Kevin Pintong asked if the CSET labs were included on the replacement. Dr. Kuleck stated he would check and let them know. Additional discussion followed on this. Discussion also followed regarding leadership, computers and the roles of the Deans.

Report of the President of the University – Dr. Naganathan

- Dr. Nagi welcomed everyone. He mentioned some of the topics covered in the Town Hall.
- He stated he did not mention that the keynote speakers have been identified for Klamath Falls and Portland-Metro Commencements. We are going to have two CEO's – the CEO from Pacific Power to speak at the Klamath Falls commencement and the CEO of Portland Gas & Electric will speak at the Wilsonville commencement. One of the goals in consultation with the Board is to reach out and connect Oregon Tech with 50-60 CEO's in Oregon and beyond. This will make Oregon Tech relevant to these organizations. We would like to not just focus on engineering and health care degrees but in many directions.
- He stated he is beginning to discover a lot of information on how companies hire from Oregon Tech and how those decisions are left to certain levels far below the CEO. He learned HP will hire only technicians from campus, they will not hire engineers; many think that we are still a vocational institute, even though we have been doing a great job on Baccalaureate and Master's degrees. We really need to get the word out and reach out to the highest levels of the organizations and create strong connections with the executive VP's so that decisions get made. It is his responsibility to stay focused externally and get as many connections going as possible.
- When organizations think of programs and people, they should think of Oregon Tech as one of their top five choices.
- He would like to reorganize the university and reduce the number of direct reports to the President for improved effectiveness. We would like to develop a way to cross-train people so that incidences such as a student not being able to register due to one staff member not being present will not happen again.
- We also need to identify pathways for staff promotions. Faculty have a clear path, but staff often do not have any way to move upwardly. The goal is to increase staff retention by promoting from within and ensuring those paths are visible to staff. He also wanted to ensure that any positions that could be filled by faculty as well as staff be put through the proper steps.

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- He also stated that Portland-Metro has run out of space. Canyon Creek has been leased for the machine lab.
- Regarding transitioning from CSET to CSE, he stated we cannot simply go to CSE. He stated that engineering technology students are the only ones hired, not engineers. There was feedback from other faculty who stated that some companies do hire without the “tech” on the degree. This will need additional work. Dropping the “T” would cause a severe loss of funding from the state, so the university needs to be very cognizant of what is going on around us. Dean Keyser stated that he expects CSE courses will be part of the 2020 catalog. He expects that both CSET and CSE will continue until there are replacements for the technical degrees.
- Dr. Nagi stated “We are building a partnership with Medford. The reality is that it is much easier to have transfer articulations from associate of technology degree to a BA in technology.” He did admit he was not thoroughly familiar with Oregon rules on this issue.
- Terri Torres asked the rationale for *ad-hoc* committees. Dr. Nagi stated that they sometimes work better than a standard committee. Discussion on *ad-hoc* committees followed. *Ad-hoc* committees allow for more diverse opinions than standard committees, then once the purpose is achieved, the committee dissolves.

Reports of Officers

Report of the President – Terri Torres

- Terri welcomed Josh Jones as the Administrative Council representative.
- She met with Fred Kowalski, who is the new director of IT Security.
- There is a new charge to the Welfare Committee. Chair Yasha Rohwer has accepted this charge. The new charge is: To review the current methods for the evaluation of teaching effectiveness in light of recent research.
- Standing Committee assignments were discussed and dates have been set for the 2019-20 academic year.
- There was discussion regarding workload. Terri stated she will need to address this as the workload issue will not be addressed by the Union.
- Dr. Nagi attended the SenEx meeting January 14, 2019. The discussion included organizational changes and strategic planning. A consultant has been hired to help with strategic planning, her name is Ginny Lang. She has worked with other universities on their strategic planning. William “Bill” Logie, who is a friend of Dr. Nagi, visited our campus, spending time with SenEx, and was able to speak with HR regarding the search for an HR Director. He stated “Culture and HR align; HR needs to be organized to move the university forward and have a positive organizational culture.” He also stated the need for a succession plan for HR.
- Terri stated that she would like for the Board to interact with faculty and students.
- Terri also stated she would like to see more faculty attend Town Halls meetings.
- Additional questions and discussion followed regarding workload.

Report of the Vice President – Matthew Sleep

- Academic Council has addressed the computer issues regarding classroom problems. IT plans to make any technical changes over breaks. Discussion followed regarding failure of IT to make changes until just before the start of school and renew licenses prior to their expiration resulting in classes being cancelled. OIT is significantly behind in terms of how we evaluate the teaching of our courses. This is biased by the emphasis on student numerical ratings. This bias could also negatively affect the school if faculty are denied promotion or tenure based on the numerical rating biases.

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Report of the ASOIT Representative – Junmin Yee

- Junmin reported that students are pleased with the expanded late library hours and they hope to have them remain for spring term.
- The Incidental Fees committee has been restructured, they will meet in the next few weeks.
- The Blackout for Hunger Game is Friday. Shirts will be given out for cans of food.
- They are still working on water bottle filling stations on campus. ASOIT would like to have at least one per building. Funding has been allocated. Chilled water stations should be installed by Winter or Spring term 2019.

Reports of Standing Committees

Faculty Rank Promotion & Tenure (RPT) – Ben Bunting

- Ben stated the committee continues to work on their charges, and has received SenEx's approval to proceed with revising policy 20-042 and the APE-L form to match policy 20-041. They will also be revising policy 20-040 to match policy 20-040 and the APE form.
- They have also been contacted by Portland-Metro library faculty regarding library post-promotion policies. They will try to work on this.

Faculty Welfare – Kyle Chapman for Yasha Rohwer

- Kyle stated the committee has met and their report is in the packet. They have been working on three charges.
 - First, online course evaluations. They decided that this charge is not appropriate for this committee. The majority are out of load and APEs are primarily on contracted work. They believe overload work would not necessarily be appropriate for APEs.
 - The second charge is to evaluate the possibility of evaluation procedure and to develop a procedure in standard form. This was discussed at the last Senate meeting. A draft form has been submitted for faculty and chair feedback. No feedback has been received. Any feedback should be sent to Yasha Rower.
 - The last charge is to review Online Learning Advisory Council (OLAC) draft policy for online quality standards, and proposed criteria regarding workload change. They have concentrated their efforts on the OLAC quality standards and have solicited feedback. OLAC will review the document and Welfare's recommendations, make revisions, then bring the document back to Welfare for further work.
- Discussion followed which addressed these charges and prior topics in other reports.

Academic Standards – Erika Veth for Veronica Koehn

- Erika talked about the alternative credentialing document, which is in the packet. She wanted to discuss this now rather than on the Open Floor. This is to further discuss digital badging, which Erika has talked to Senate about at several earlier meetings. This is a recommendation to Senate, badging has evolved and is now known as "alternative credentialing".
- Discussion followed with questions including who has to approve and if there has been any assessment of interest.

Faculty Compensation (FCC) – Eve Klopf

- No report.

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Reports of Special or Ad-Hoc Committee

- None.

Unfinished Business

- None.

New Business

- None.

Open Floor Period

- Christina Negoita talked about the executive committee who were elected for the OIT Faculty Union representatives. They have information available on the OregonTechaaup.org website for all election results. She encourages everyone to use this website for all updates. She believes it is an excellent vehicle for communication and information dissemination. Mark Clark will do a forum on both campuses as the union President.

Report of the President's Council Delegate – Terri Torres

- Terri addressed the President's Council report in her President's Report.

Report of the Association of Oregon Faculty (AOF) Representative – Matthew Sleep, Pro Tem

- Matthew stated that there was no report, then asked for a volunteer to serve as the AOF representative.

Report of the Interinstitutional Faculty Senate (IFS) Representative – Matthew Sleep for Mark Clark

- Matthew Sleep reported that many hours were spent going through all bills currently before the state Legislature. There are approximately 30 bills which affect higher education. IFS met after the legislative meeting. He has an Excel file that goes into detail on each bill affecting higher education. If anyone could lend an area of expertise, please let Matthew know. You could help with testimony on an area.

Report of the Fiscal Operations Advisory Council (FOAC) Representative – Matthew Sleep

- FOAC will meet tomorrow. He encourages everyone to look at the schedule for FOAC set up by Nellie Stewart in the Business office.

Report of the Administrative Council Delegate – Lindsey Davis

- There will be a full OIT website redesign. They are asking for anyone who is interested in helping with this redesign to contact Joel McPherson.

Adjournment

Terri Torres adjourned the meeting at 8:30 PM.

Respectfully submitted,
Don McDonnell, Secretary
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