

Minutes
FACULTY SENATE MEETING
April 28, 2009

Present:

Ken Watson
DeAnna Timmermann
Provost Jaeger
Ruthi Davenport
Jeff Johnson
Ted Atkinson
Jeff Vermeer
Richard Croft
Molly Litchfield
Allen Evans
Peter Johnson
Kerri Wenger
Greg Monahan
Rosemary Powers

Others:

Gary Kiemnic
Karen Clay

I. [3:00pm] Call to Order

ACTION ITEMS:

II. [3:00pm – 3:05pm] Approval of Minutes

Motion was made to approve the minutes from the March 3rd meeting, seconded. A friendly amendment to the minutes to change the language from the presidential search discussion, to remove some sensitive items. The motion to approve with the amendment carries unanimously.

a. for the [March 3, 2009](#) meeting

III. [3:05pm – 3:45pm] Institutional Planning (Michael Jaeger)

Prov. The goals are hooked to the mission identify the themes in the mission. See the [Mission Process](#) document. We have to start with mission and stick with it. The outlined process does not have a mission disconnect. Goals are what we are about and are linked back to the mission. Indicators show us what it will look like when we have reached attainment. The operational elements are found in the [Strategic Plan](#).

The plan is the details for moving the institution forward. If the Strategic Plan has \$750000 dollars in requests and what if there is only \$100000 in the budget what is the process to align the two?

The Accreditation Team saw a disconnect between the Mission, the Strategic Plan and the Budget see the [Budget priorities](#) spreadsheet. We have a confused process, by the end of May we have to develop a logical planning process. See the [Planning Process](#) document.

Need a process for open disclosure within the institution see the [Budget Priorities](#) process. The institution can not wait to see if we have the money and then wait for the money to arrive. We need to plan first so we know where the money will go when it gets here. Our dilemma is that each unit has its own ideas and comes forward independently. Each proposal has to be vetted first to identify the real cost. Because first estimates can be very wrong. The question is where do the proposals go in the decision process? Do they go to the Provost, the President and the Budget Committee? The plan is to have the proposals go to Budget and Planning Committee. The Committee would have interviews or discussion with the various proposing parties and have a process of reviewing the proposals and their impacts. The committee would then make its recommendations and send them on to the University Council. What about the senate, and how they work with the council? We need to think about that. Does Budget and Planning prioritizes acceptable or not before presenting to the Council? Then the recommendation goes forward to the President and the Cabinet. The President may or may not follow the recommendations. This would be an open process insuring that many groups would be involved. You may not get your way but the process would be visible and you could see where your requests went. This will create a longer process and more bureaucracy. We do not currently have a linear connected process. We were told that this was a serious flaw in our process. Need to know what the Senate thinks about this new process. The new process will be competitive around what we ultimately decide to do.

Fac. Will there be a rubric that shows how the various proposals match with the goals, objectives and indicators. Some notation for the Budget and Planning committee to use in scoring the proposals. Could put something on a form to create an objective measure, to hold up against each proposal.

Prov. Baseball team or Communications degree? How do measure disparate proposals against various goals.

Fac. What is meant by Unit? PPE, DISSML, A&S what is unit? Threshold of who puts the proposal forward to the Budget and Planning Committee?

Prov. Academic affairs proposal could come through the senate and it does make sense to move the proposal up through the Colleges.

Fac. The number of proposals could be distilled down by the deans. The Senate should be more active in the process the senate would look at all of the academic proposals and vote on those priorities. The senate should agree on the priority list to be sent forward

Prov. What would be the standing of the senate in determining the priority of the baseball team?

Fac. Each area of administrative interest should decide their own priorities.

Fac. Budget and Planning would be the best place to vet the proposals.

Fac. The Senate would be involved at two places in the process. A proposal would start in a department and move through a division and then a college and finally to the Provost. Academic proposals from the College of Business and say the College of Arts and Sciences would come up. The Senate would discuss and prioritize them before their going forward to budget and planning. Do we honor the spirit of shared governance by having the formal vote in the council or do we convene a joint meeting with The Senate Council and Budget committee?

Fac. The council does not speak the best for the faculty.

Fac. The Senate should speak only for academic proposals

Prov. The senate does not speak for the registrar, IT, admissions, student affairs and some how all of those voices need to be heard. The Senate does not represent well those different groups.

Fac. For example advising the faculty need to be involved in the advising process. When we look at all of the areas he senate is involved.

Fac. On most campuses there is only the Senate and it is the engine of shared governance. Our system is more complex with the two bodies.

Prov. On those campus with only a Senate they are not involved in the other areas that we need to be concerned with.

Fac. Campus needs to support the magic that takes place in the classroom. We need to find a way to privilege academic priorities. Academics are why we exist. If the colleges come forward those proposals should be weighted.

Fac. How do we break down the budget by percentages for each activity?

Prov. May be a good business model. However, 70% of the institutional expenditures are for academic affairs but we generate all of the revenue. Normally, this may be how to distribute but in a crisis that model won't work.

Fac. Weighting of academics can occur through the setting of accurate goals and Objectives.

Fac. If everything is tied to the mission then we should be on target. Projected costs and revenues would be identified in the proposals budget assessment process.

Fac. There are important issues, such as the people we place on the budget comm. We would need periodic reports to the Senate from the Budget and planning committee by the committee's faculty representative. The biggest block would be at the last step in the process. Are we an equal party with the Council or are we something lesser?

Fac. We need a more robust process for communicating and sharing information across campus. We have not been successful in communicating issues between areas or groups

Prov. We have been scrambling. Going forward the units will need to do a circuit to report on what is coming up. We can not attend to everything. The Senate is going to have to have periodic reports with the various units to stay in communication.

Fac. The senate should have a significant role in this new process, so far the Senate has been impotent.

Prov. IT gave the tech fee example. Need to prevent holding up everyone's hopes in the process. Need a system that is transparent and shows who the winners are.

Fac. The Deans could forward a limit of three proposals to the Senate, for example.

Prov. What if Arts and Sciences has 6 great ideas they should not be limited?

Fac. What will the timeline look like? And how to time all of the steps for efficient review. We have never had an open budget system. This is a huge change in our current culture. We need to try it.

Prov. We know that there are several things pending that need to be addressed and we can take it forward. Do not want people doing a lot of work for nothing on things that won't work. We have to make investments now and not just look at cutting. We need to look also at investing.

Fac. Will we use this in place of another BART?

Prov. I do not want to do another BART. We need to be more agile in repurposing old stagnate programs in new directions.

Fac. The process will be a reallocation process.

Prov. Want specific ideas by the end of the month need a trial plan in place to use in the fall.

Fac. What is the next step?

Prov. Will send out the revisions in a couple of weeks for final reviews

- IV. [3:45pm – 4:30pm] Diversity and Accountability: [State Board Principles](#) and EOU Strategic goals (Rosemary Powers) [Diversity Presentation](#)

Key goals are shown in the Diversity presentation linked above.

EOU's diversity priorities are also expressed in the presentation above.

We must follow the diversity principles set down by the board and hold all groups on campus accountable to those principals

Eastern's Fall Symposium focused on best practices for the retention of our students.

EOU has established a diversity committee and proposed a diversity requirement for all of our graduates.

One of Eastern's strategic goals is increased diversity and globalization of the campus community

We say we have diversity requirement but it is know where to be found in any of the institutional documents.

The committee does not feel that we will be successful in reaching our goals regarding diversity without significant organizational learning, accountability and a measurable commitment to equity.

The question is how does the committee promote institutional learning?

Fac. La Grande has a new police chief. In the past the situation has not be good for people of color in this community. The Diversity Committee should meet with the new police chief and develop a relationship with him. The students need to feel welcome in the town. The meeting with the new would be a good starting place for building a better relationship.

Fac. Diversity requirement should it be a list of courses approved by the diversity comm..? Would it be a competency test? Most programs already recognize the importance and value of teaching diversity. Some courses are not on the acceptable list that should be.

Div. Comm. Originally the courses to be counted need to be 60% devoted to diversity, power, privilege and discrimination. I would not trust all of my colleagues to address the

three issues of power, privilege and discrimination. Need to understand all of the structural elements involved.

Fac. We teach our students where they need to get better at differentiating other cultural perspectives within our classes. We teach and reach the students who share our values, need to do better at reaching the others.

Fac. The problem is so big that we can not see it because it is the entire structure that is flawed. It represents the basic dominance of one culture over another.

Fac. The proposed definitions are too narrow and the 60 percent target is arbitrary.

Div. Comm. The problem is that we need more than a diversity requirement to change the current culture.

Div comm. Once the Colleges has put forward a plan on how they propose to meet a diversity requirement. We would need to look at their work first.

V. [4:30pm – 4:45pm] Preparing for the Budget Cut Draft and the May Meeting

Fac. The senate should plan to meet weekly. Budget draft. Two sessions of curricular items. Issues about accreditation with the provost. Gen. Ed changes; limiting the gateway courses to 100 level, the elimination of prerequisites, and so on

The draft budget plan will be out at the end of the week.

DISCUSSION / INFORMATION ITEMS:

VI. [4:45pm – 5:00pm] Good of the Order

Adjourn 4:55