

Faculty Senate – May 20

Present: Dan Mielke, Michael Jaeger, Ted Atkinson, Jim Tooke, Jeff Johnson, Steve Tanner, Deanna Timmermann, Peter Johnson, Virginia Kelly, Kerri Wenger, Leandro Espinosa, Allen Evans, Gerry Ramey, Greg Monahan, Richard Croft, Rosemary Powers, Jodi Varon

Guests: Dea Hoffman, Registrar; Bill Grigsby, Rebecca Hartman

Agenda:

1. Provost Report
2. Salary Pool Letter - Resolution
3. EPCC business
4. Tenure Clock Policy
5. Honors Committee Proposal
6. Elections & Committee Appointments
7. Reports

Congratulations to Virginia for Spring Symposium success.

1. The Provost reported that there is a need to develop a university policy for awarding honorary bachelors degree. We currently do not have any guidelines for such. He suggested that the senate could develop some policy guidelines – with similar criteria to the honorary doctorate policy?

2. Salary Pool letter

After discussion and some corrections the senate voted unanimously to forward the following joint letter (University Council and Senate) to the Governor and the Emergency Board:

Resolution to the Oregon State Legislative Emergency Board:

The Faculty Senate and the University Council of Eastern Oregon University request the release of the State Salary Pool of \$125 million established by the 2007 Legislature to enable state agencies to cover salary increases over the 2007-09 biennium.

Legislative budget leaders decided in February to delay releasing the salary pool until after the June 2008 revenue forecast is available.

Not releasing the funds in June will reverse any progress made to increase funding for Oregon's public universities accomplished by the governor and legislature during the last legislative session.

EOU has made substantial progress during the 2007-08 academic year by reducing

expenses, increasing enrollment and admissions, and reinvesting in the institutional reserves (i.e. fund balance) through an institutional budget and reduction plan.

If the funds are not released in June by the Emergency Board, this will require EOU to utilize those renewed reserve funds to meet obligations in faculty and staff employment contracts. This is a more desirable option than class eliminations or raising tuition, but the fund balance would return to dangerously low levels.

The EOU Faculty Senate and University Council strongly urge Governor Kulongoski and the Oregon Legislative Assembly to take the necessary steps to release the entire \$125 million State Salary Package when the Legislative Emergency Board meets in June, 2008.

Motion to accept the resolution seconded and passed unanimously.

3. The EPCC chair contacted the senate to ask that the constitutional changes proposed to the committee be reviewed again. It was felt that the committee wasn't given ample opportunity to share in the decision. The senate decided to request that the University Council not advance the approved changes at this time. Vote was 9-5

IN A FOLLOW UP – The University Council will in the next few days release the proposed changes to the entire campus. There will be time to discuss and to change anything deemed necessary before a campus vote occurs. The changes as passed by both bodies will be forwarded. Each of the four constitutional changes (those not just housekeeping) will each be voted on separately. Those opposed to what the two governing panels have approved will have a chance to express concern and meeting will be held to discuss potential changes before voting.

4. The tenure clock policy was unanimously approved. However, it was determined that the policy we had for review was not the most recent one. Bill Grigsby returned later in the meeting to share the “newest” version. The senate expressed concerns about some of the wording. There was no opposition to the concept, just the wording requiring pre-approval from an administrator when the faculty member is planning a pregnancy – it was felt that in some cases it would be appropriate to be able to ask for the extra year later in the mother/child's life. We will revisit this at our next meeting.

Here is what I thought to be the latest draft (included here are our revisions)

DRAFT—PROPOSED POLICY (revised 2/5/08)

Tenure Clock Extensions for New Parents

A tenure-track faculty member who becomes the parent or legal guardian of a child by birth, adoption, or legal guardianship will automatically be granted a one time one-year extension of the tenure probationary period. All individuals and committees participating in tenure reviews must recognize that any individual who has received an extension must be held to the same standard to which a faculty member without such an extension is

held. A faculty member may choose not to use the automatic extension. Such a request should be made within a year of the child's arrival in the family.

5. Honors Committee

After discussion, including concerns about sustainability, the senate approved adding the Honors committee to the senate standing committees – a vote was 10 For-1 Against -4 Abstained. There was a strong feeling that this was a step to strengthen the senate and its role in academics.

Here is what we approved (changes indicated):

Honors Faculty Senate Bylaws Amendment Proposal

Add a new section to the Faculty Senate Bylaws as follows:

Article VI. Section 3. Honors Program Committee

- A. Organization of the Honors Committee. The Honors Committee shall consist of five (5) elected members, including teaching faculty representatives from each College; one (1) administrative faculty representative from Advising; and one (1) Honors student representative. Honors Committee members will serve to two-year terms, except for the Honors Student Representative, who shall serve a one-year term. The Faculty Senate is responsible for overseeing the nominations and election of teaching faculty representatives. The administrative faculty member from advising shall be elected by the administrative faculty. The Honors Student representative shall be appointed by ~~the members of the Honors Club~~ the Associated Students of Eastern Oregon University (ASEOU).
- B. The duties and responsibilities of the Honors Committee shall be as follows:
 - a. To advise the Faculty Honors Chair on the direction of the Honors Program.
 - b. To serve as the academic and professional advisory body for Honors students.
 - c. To assess student progress towards completion of Honors Baccalaureate Degree requirements, in consultation with Honors project sponsors.
 - d. To evaluate independent project proposals and completed projects.
 - e. To perform any other duties requested by the Faculty Senate.

6. Elections and Committee appointments

Nominations will be submitted to the executive committee of the senate for a New Vice President and Secretary. The current Vice President will serve as the incoming President.

7. Reports

a. IFS – OUS is pessimistic that the next legislature will provide increases in funding for higher education. IFS will also be sending a separate salary pool release request letter. IFS meets at EOU along with the state board in June.

b. State Board –Rosemary reported that she is serving on the oversight committee on sexual assault which is reviewing the policies and procedures at all the universities, considering ways to standardize approaches across the system and to promote best practices. She is also serving on the governance work group which is exploring ideas for more effective division of labor regarding OUS areas of responsibility. Some statutory mandates will require proposals for legislative action—such as possibly reducing the current requirement that the board deal with all kinds of real estate transactions. There is interest in decreasing the frequency of board meetings (perhaps instituting a quarterly meeting process), and increasing the board's role in policy leadership (such as developing a sustainability emphasis within the whole system). An important note with regard to input from faculty is that there will be a 7:00 a.m. “Coffee” with the state board here at EOU on Friday June 6 during the state board’s meeting here at EOU.

c. AOF – Feels comfortable that the 125 million will be released. The legislature is angry with the BIG schools for spending designated salary monies on other activities. The PERS cases are still in the judicial system. ORP accts. Tied to PERS rates. AOF is working to expand the tuition benefit to more than one family member.

d. Ethics Statement - Gerry's report about an ethics statement, concerns expressed about privacy rights --including concerns about what files may be kept on employees, how e-mail communications are used—both in paper copies for employee files and in concerns we have heard about possible surveillance of staff e-mail exchanges. Also the request that Gerry post the AAUP ethics statement for our review and that we would take it up at future meeting.

Meeting adjourned at 4:50