

Minutes  
Faculty Senate Meeting  
May 5, 2009

Present:

Jim Tooke  
Jeff Johnson  
Ruthi Davenport  
Roesemary Powers  
Ken Watson  
Molly Litchfield  
DeAnna Timmermann  
Richard Croft  
Peter Johnson  
Greg Monahan  
Jodi Varon  
Provost Jaeger  
Keri Wenger  
Leandro Espinosa

Other:

Kathleen Dahl  
Matt Cooper  
Paul Rowan

The faculty Senate will meet Tuesday, May 5 at 3:15 p.m. in Huber Auditorium

The agenda will consist of no action items, but three discussion items:

- Draft Budget Reduction Plan Discussion

Fac. Senate needs to weigh in before the Board meeting and Provost Council meeting this week. The senate needs to be on the record about the draft budget plan.

After 30 years faculty member was very surprised at the plan that was proposed on Friday. The plan is a stroke of genius, no loss of positions for faculty or staff and no loss of programs. A hopefully the administration will be successful in their attempt at moving to in-load online courses and asking all of us to share at some level in the pain, through a loss of hours, courses or whatever.

Fac. It seems that there is some wiggle room based on what the unions decide with respect to the acceptance of the furloughs. Union has the sole right to negotiate faculty salaries with the administration. The Administration wants the faculty to take 4.6% cut in salary. Will the union do that or not remains to be seen.

Fac. What is the time frame for salary negotiations for the next bargaining agreement. Everything is negotiable, if we ask for it, the administration is basically asking for a decrease in salaries for the next 2 years. The end point of the next contract will be June 30, 2011.

Fac. Why does the senate matter if the union is doing the negotiating?

Fac. The senate is advisory to the union. The senate can not preempt anything the union does, the senate only speaks to the academic issues on campus. The plan moves some online courses to in load courses and the senate needs to say whether that is a good direction or not.

Fac. The union will speak for all of us on this matter.

Fac. Not much the senate can do because the issue is money and that is solely a union matter.

Fac. For some faculty the loss of pay, from this plan, could be significant. If you move a lot of work from out of load into load combined with the 4.6% the loss to some could be more for some faculty.

Prov. Need a total 4.6% cut could be from total salary not from each individual, everyone may not be affected equally. The assumptions are that what we are currently doing is correct and what goes forward.

Fac. Each faculty rank may move or be affected by a different amount.

Fac. The draft plan has some implications for faculty. This year and next we will move three classes from online into on campus. The plan does say that the savings are going to be there every year. Some of our colleagues who are additionally compensated through online courses may be impacted by moving those courses to in load or on campus.

Fac. Across the board reduction will impact the least of us the most, the classified staff. There may be someone making 21,000 and a 4.6% loss would be greater for them than for someone else making twice that.

Fac. How the contract is spelled out will occur through the negotiation process. The Senate will not decide how the % cut is distributed.

Fac. The Senate is not intruding on the union by saying that a particular plan is acceptable. The Senate has a responsibility to speak to the issue.

Fac. We may want to speak up because this plan is not seen by the chancellor as bleeding enough for him, the board or the legislature.

Fac. DSSML has met and questions the lack of specifics. The plan shows a 1.25 FTE cut in the third tier, who are they?

Fac. The institution does not know how much we will have or not have now in the near future. We do not want anyone to lose a job. We do not know if this will happen or not.

Prov. If we can make the necessary cuts without cutting personnel or programs then the Chancellor loses face. He has made very dire predictions on our fate. There has been some political posturing on his part

Fac. If the senate were to come out in favor of the spirit of the plan would this have any effect?

Prov. The Senates position on the plan won't affect the Chancellor but may have an impact with the board.

Fac. I think a letter of support for the plan from the Senate is important

Fac. Important to understand that the union can not support a plan that needs to be negotiated.

Fac. Wish there was clearer evidence of how we raise additional revenue. The board does not think we can raise the revenue needed. The board is thinking that we are being unrealistic. The plan is in trouble, it is not specific enough about the pain we will feel.

Fac. We need to show how we are improving marketing and shifting money to that effort. The \$1.2 million cut in services and supplies will be from future monies.

Fac. At the U of Wash. they are raising tuition 20%. Other OUS campus will be raising tuition a more than us. We will start looking like a bargain.

Fac. The students understand a 6% increase why did we settle on a 3.6% rather than a 5% increase. The senate might propose that.

Student The state is looking at a 6% across the board increase in tuition. Any increase will price some people out of getting into college. Important to remember that some of the fees also will increase for students.

Prov. An increase from 3.6% to 6% is a small net sum. Only a little over \$100,000 in additional revenues would be achieved by increasing tuition to 6%. We felt that would needlessly price some students out of the college market.

Fac. We need to look at how we compare with our competitors in the region.

Student For the students who come to Eastern it is for college or no college.

Fac. I think If we can unanimously indorse the spirit of the plan that would be useful for the administration in going to the board.

Fac. Concerned about endorsing a plan that could lead to a cut in faculty and staff salaries.

Move that the Senate Resolve

Resolution of the Senate

The senate endorses the spirit of the plan to maintain the integrity of all academic programs. The senate endorses the intention of retaining all faculty and staff. The senate recognizes the severe economic impact of layoffs for the entire region.

Seconded

The debate is still joined as to whether the system can support us or some other schools in the system. We have work to do in showing that we are important to the economic success of the region. This resolution does not address that problem.

Prov. A general comment about the Chancellor's position. He feels that we have too many little programs and need only a small core of liberal arts programs. We are greater than a sum of our parts when we lose baseball and rodeo, it is felt. When you weed out any of say 5 programs, it is felt. For example in History any one program has only a few students. We are a collaboration of smallness and with out the collaboration that smallness requires we can not get to bigness. This very much a social enterprise for all Oregonians. We are serving various small groups; we serve 48% of the high school students of Eastern Oregon. If George wants is to keep nibbling we will soon have nothing left. We need to hold onto everything we currently have and continue to grow our enrollment.

Fac. There is a limited number of students in that rural market

Prov. We are up 10.4 in enrollment this year over last year

Call the question on the Resolution.

The vote is unanimous in favor of the resolution

IFS Statement

Will include the resolution language and the text of the plan.

The rep will take the following points to IFS

- Tuition increase aspect
- No program cuts aspect
- No layoffs aspect

This does not mean that there have not been cuts

Unfilled positions some positions maybe left open others unfilled  
Some courses not taught

Key assumptions

- Unions will bargain toward the plan
- Rural initiative funds and small school subsidies will continue

Statement of Support (Leandro Espinosa)

This was covered by the earlier discussion and the passage of the Senate Resolution

Good of the order

Adjourned at 4:17