

MINUTES
FACULTY SENATE MEETING
October 7, 2008

Members Present:

Jodi Varon
Steve Tanner
Ruth Davenport
Rosemary Powers
Dan Meilke
Jim Tooke
Ted Atkinson
Jeff Johnson
Allen Evans
Leandro Espinosa
DeAnna Timmermann
Peter Johnson
Greg Monahan
Richard Croft
Molly Litchfield

Other Present

Chancellor George Persteiner
Pres. Dixie Lund
Tonia St. Germain
Barbara Schultz
Jeff Dense
Dea Hoffman
Provost Michael Jaeger
Regina Braker
Tonia St. Germain
Jill Gibian
Charlie Martin
Student Body Pres. Katy Barnett

- I. [3:00pm] Call to Order
- II. [3:00pm – 3:05pm] Approval of Minutes
 - a. [June 3, 2008 meeting](#)
 - b. [September 18, 2008 special meeting](#)

Motion to approve minutes from 6/03/2008 and 9/18/2008 seconded and approved unanimously

- III. [3:05pm] Regular Meeting Schedule 2008-2009
 - a. Fall Term [October 7th, November 4th, December 2nd]
 - b. Winter Term [January 6th, February 3rd, March 3rd]
 - c. Spring Term [April 7th, May 5th, June 2nd]
 - d. Special Meeting with the Accreditation Visitors [October 28th]

IV. [3:05pm – 3:10pm] (Old Business) EOU Bookstore / Barnes and Noble update (Steve Tanner)

There are ongoing talks with vendors to take over the management of the EOU bookstore. Laura from Virginia Keys office is assisting, Allen Evans expressed an interest in serving on a committee if one were created. Nebraska Book will be on campus Oct. 14th and Follett will be here on the 16th of Oct. The faculty expressed concerns about losing the small business bookstore to a large national corporation. Faculty is concerned about the irreversible impacts on employees. Dixie has visited local book sellers to reassure them that the products in the bookstore will be campus supplies only. She wasn't sure of the status of the project because 2 institutions have dropped out.

V. [3:10pm – 3:25pm] [Student Athlete Update](#) (Jeff Dense)

Reported on the academic achievements of our student athletes. Note that the Spring 08 GPA has the benchmarks and comparisons for students and student athletes.

The following charts used in the presentation are found at the above link

- Team Grade Point Average, Spring 2008
- Percentage of Team Members on Dean's List, Spring 2008
- Percentage of Team Members in Academic Peril, Spring 2008
- Team Grade Point Average, AY2007-8
- Percentage of Team Members on Dean's List, AY2007-8
- Percentage of Team Members in Academic Peril, AY2007-8

Student Athlete orientation was last week, there were 100 present and Jeff Dense discussed eligibility, academic honesty and time management techniques. Dr. Dense identified and invited 15 exemplars from athletic programs to share their successful academic skills. The 4th week retention study of student athletes revealed that retention was greater with athletes than the overall population. Dr. Dense noted that student athletes are here for academics first and athletics second. He stands by EOU's admission standards rationale which admits more provisional male athletes than female athletes. This fact will have an effect the outcomes shown in the charts.

The difference between the success of men and women in the reports was noted by a faculty member attending the Senate meeting. The differences are not unique to EOU and the pattern is consistent across institutions. There are several cultural reasons for the differences in the success or lack of success in academics. Our culture sends a healthier message regarding athletics for women than men. Men want to be athletes and have to go to college to do that.

VI. [3:25pm – 3:35pm] Letter to Chancellor and/or State Board – Request for Update (Ted Atkinson)

The faculty has watched for resources that we were promised by the chancellor with the appointment of an individual to obtain additional funding for rural institution in Oregon. Is the Senate interested in pursuing an update from the Chancellor on the accomplishments of this individual in finding additional funds for rural institutions?

The faculty could draft a letter or address the chancellor directly? Faculty needs to be careful of our conduct while chancellor is here. This is a crucial year for us to be on good terms with the chancellor. The faculty needs to save its ammunition for the presidential search. Are we looking for a fight right now? We need to be heard and not dismissed and that is easier if we avoid provocation. Raising this issue would be more strategic once the second year is over. Wait until the search is over and express our desire to have the information. This was Tabled as an open item.

VII. [3:35pm – 3:55pm] Discussion of Faculty Senate Input During the Presidential Search (Rosemary Powers)

- i. [AAUP webpage](#)
- ii. [AAUP checklist](#)

Steve wants specific messages as the position description for the President is drafted by the search firm.

Two items of general faculty concern, the faculty have an opportunity to discuss in depth the qualifications of who it is that can lead us as an academic faculty. Second item the search committee has been announced and faculty is concerned about the lack of faculty involvement in the process. Only two faculty are on the search committee. How was the committee selected? The President of Student Body was selected but not President of Senate. Clearly the faculty have a longer term interest in the process. No surprise that they do not care about what the faculty has to say about the process. The Creighton search was an open and involved process, had a say in the 2 or 3 candidates, however the chancellor and board did not listen and appeared not to care.

Chancellor candid that it is going to be different a different process, the board makes the selection, board is their employer. Chancellor said the presidential qualities are not the same from the boards perspective as from the faculty point of view. The system has changed as can be seen in the selection of the SOU President. The faculty can not hope for a change in our particular selection process.

Specific issues raised by the faculty as areas of concern; the vote of no confidence by the faculty, the weakness of past pres., poor spending choices, poor communications. The faculty is not interested in a president with a predetermined agenda – seeing us as a path to the next job. Eastern needs someone who will listen and learn for a year or so and then present some ideas. We need a president with an academic background, someone from the trenches. Find someone with personal character and integrity who will genuinely listens to Inlow, Student Government and Faculty and can lead this institution.

The Faculty Senate President will get 30 minutes with the representative from the search firm. The presidential candidates must have a true understanding of rural culture and the role of education in it. They must have successfully navigated the tenure process. Candidates should have specific knowledge of the Continuous Improvement process, having success with both internal and external customers. How were faculty chosen for the search comm? The Chancellor asked the Faculty Senate president for of suggestions.

Eastern's story – trust has been broken. The Faculty has not been listened to by the past president or by the Chancellor.

Dixie was asked for some names by the chancellor and tried to balance gender and union and teaching faculty across the colleges. Other slots needed to be filled an OUS president and a rep from the Governors office, Dixie responsible for filling these slots.

The Governors rep is from eastern Oregon. Don R is a regional rep from Ontario all members are committed to working through a successful process. The Chancellor is aware of the lack of faculty representation the concerns this creates for the faculty Presently only a draft position description is in the works. How many senators went out and talked to constituents about the position of president? This is a representative body and the senators need to poll their constituencies.

Eastern has a student body that is 60% female. We have 2 huge sexual harassment suits pending against the institution. We are in stage one denial what types of programs and training that need to happen. The faculty is looking for someone of vision to lead us forward. Insert into the governance process more checks on accountability, a process where the senators are communicating regularly with their constituents. There are routine division meeting where senators can and should share and solicit input from faculty, talk about issues that matter. There is no evidence of hesitancy of faculty to share and discuss tough issues. It is a red herring to suggest that we have a communication problem between senators and colleagues. There is a two way street of communication. Reject the notion that we don't have an effective mechanism to make information known across the institution. We are the leadership and need to initiate conversation with our constituents, need to remind them of issues and show them where to find the minutes or other information. The senate should invite Kim and Peter to visit and discuss the search.

The senate needs to sort out which are the policy items in the agenda and which are the report items. We can look at the reports online prior to the meeting.

VIII. [3:55pm – 4:00pm] Election of New Faculty Senate Representative to the University Council (Jodi Varon)

Vote to replace Jody Varon on the University Council call for nominations. The Council still has not agreed on a time for their meeting.

The sentiment is to move forward without a clear time of the Council meeting. The Senate needs to fill the position and see where it ends up. Greg is willing to give the position a try if the meeting is in the pm and not on Friday. Leandro is willing to serve if Greg can not. The position requires a minimum of a 2 hour commitment to allow for reporting from the Council to the Senate and back. Moved and seconded Greg first nominee with Leandro as the second if Greg can't work out the schedule. Passed unanimously

IX. [4:00pm – 4:20pm] Visit with Chancellor Pernsteiner

Of the 17 on search committee why are there only 2 teaching faculty? What was the selection process?

The committee is put together from various constituent groups to advise the Board and Chancellor about who the successful candidates will be. The idea is to get a diversity of opinion from both on and off campus groups. The Chancellor is willing consider with the help of the search firm adding more teaching faculty.

Is the committee able to exercise judgment on the ability of candidates to be successful? The search committee needs to winnow the pool down to 8 or 10 individuals. In past searches there has been a diverse pool going into the interview process and typically they have selected the top 3 candidates. The Chancellor asks the search committee, "can the candidate be a successful president". The last 3 OUS searches it was clear that the finalist could be a success this was the case at Portland State, OIT and SOU. The Board has worked with the search committee as a team. The members of the search committee have come together in the end to agree on the finalists.

Past experiences have left us unheard at EOU in the past and the Chancellor can help by outlining a process that allows the faculty to be deeply heard. The Chancellor feels two things need to occur with the search committee. First encouraged each search committee member to meet with their constituents in order to learn the 3-4 most important positive and negative qualities of the candidates. Secondly there will be visits and chances to see candidates and to meet with faculty and staff to report back on the comments from all the parties The Chancellor reads all comments.

Faculty has a sense that when we get to campus visits the deal is already done. Concern is that the board has already decided and we have to accept whatever they decide. It is noted that while EOU's search is open the U of O's is not an open search.

The Board does not value the campus input highly enough. The faculty wants to know if the Chancellor is willing to veto a candidate. The Chancellor feels that the Board will not allow veto. All comments from throughout the search are compiled and the board will see the comments and can gauge to feelings of various groups toward the candidates. Never has there been a unanimous opinion of a candidate. There is always some agreement as reflected in the comments. The Chancellor will advocate for a candidate that will be a leader for the region institution and state. Chancellor will take into account all of the input. The search committee learns things about candidates mid course that need to be checked out to be verified.

Faculty feels that in the past search they knew that one candidate was a bad fit. The Chancellor points out that now there is a new board and chancellor and times are different. If chancellor hears EOU is clearly not comfortable with a candidate then the chancellor will relay that sentiment to the board. Chancellor wants a successful search and to find the best fit for the institution. The Chancellor needs to have a successful search 1 regional mission to rural parts and mission to provide education in distance center.

The faculty believes that because Eastern is looking for a unique individual we may need to drop back if don't get a good fit. Faculty sees an issue in how to balance an internal

candidate with and external candidate. The Chancellor hopes that it will be clear who the best candidate in house or out will be. If the match is not there then you will create animosities that will impede the progress forward.

X. [4:20pm – 4:25pm] Honors Committee Positions (Steve Tanner)
Have colleges move forward there nominees. Steve will contact colleges

XI. [4:25pm – 4:35pm] Faculty Athletic Event Passes (Greg Monahan)
This is an old issue, a possible compromise would be a 10 event push card. There has been no news on this issue from the Administration Council from their last meeting.
Motion to accept Greg's resolution, seconded
The students passed this through the Student Fee Committee? They need to know if this is only for athletic events or for all student events. In the past it was an effort to get faculty to purchase athletic passes and attend athletic events. We no longer receive this benefit, which the faculty has enjoyed in the past.

Dixie has a handout with the facts, showing that the past was a free pass. It is suggested that the pass should include theater and ESE productions not just be limited to athletics. Everyone is trying to maintain healthy relations between students, admin., faculty and others. Don't want to compromise revenue stream to the students. Maybe have a staff and faculty day to attend events for free. The cabinet is divided and looking for a solution that will work for everyone. The problem is people are already going to theatre and music events but are not going to athletics. The issue is that this is a take back from the faculty even though the \$116 we pay is less than what the students pay, \$199. The faculty are currently not buying in. How can ASEOU justify to students that they pay \$199 and faculty pay nothing? Originally the policy was to encourage faculty attendance to support the students. Student costs are going up and we need to look for a balance of interests. Ask some student, senators and councilors to gather with the cabinet to find a compromise.

What is the history of ticket sales revenue? Fixed term faculty aren't able to attend but with pass a family they could afford to attend.

Vote 3 nays 2 abstentions 10 yeas in favor of Greg's resolution

XII. [4:35pm – 4:50pm] IFS Update and Issues (Jeff Johnson)

IFS meeting last weekend Jeff J. was unable to attend. Senate must fill Janet H term on IFS, Janet would have completed a year to continue through next year tradition is we elect our ifs alternate to the next open position. Jeff is gone after this Dec. After January first we will need 2 senators and an alternate. Recommend that we elect Kerry to fill out Jeff term. We need to fill Janet seat, Jeff volunteers to finish that term. Dec. Kerry L could attend with Jeff or we can elect Kerry to fill a vacant seat. The next meeting of the IFS is in Dec with Kerry going as an alternate and Jeff finishes out his term. The senate will deal with the issue at the next meeting in Nov.

XIII. [4:50pm – 5:00pm] (Old Business) Policy on granting honorary degrees
(Leandro Espinosa)

Leandro passes out info from other institutions on their policies

- i. [UO policy](#)
- ii. [OSU policy](#)

XIV. [5:00pm] Good of the Order

We now have technology to use that would allow us to eliminate the microphone passing arrangement that we currently endure.