

Faculty Senate Minutes
Wednesday, September 20, 2017, Meeting #2 of Fall 2017
3:30pm, Classroom Building 118

Hyperlinks to supporting documents are included
As approved by the Faculty Senate on October 4, 2017

Attending:

Stan Alluisi	Blythe Duell	Chris Moretti
Daniel Althoff	Steven Emge	Joshua Nannestad
Kathy Boothe	William Fridley	Rhonda Richards
Brandon Burnette	Karl Frinkle	Michael Scheuerman
Randy Clark	Brad Ludrick	
Kay Daigle	Charles Matthews	
Diane Dixon	Crystal Moore	

Not Attending:

Han-Sheng Chen

Guests:

Carolyn Fridley

I. Call to Order and Welcome—Faculty Senate Chair Dan Althoff called the meeting to order at 3:30.

II. Approval of the [Minutes from September 6, 2017](#)

Sen. Alluisi moved to accept the minutes. Sen. Dixon seconded. Discussion:

- A. Sen. Richards requested her name to be corrected from “Richardson” to “Richards.” (I.a.)
- B. Sen. Dixon requested a reconsideration of wording (VI.B.1). Wording was changed from “Student representatives to the Graduate Council must be graduate students” to “We need to check that student appointees to the Graduate Council are graduate students.”
- C. Sen. Fridley requested a correction (IV. Bullet point 3). Corrected “Twenty-six teaching positions were added to the 2017-2018 academic year” to “Since Aug. 1, 2016 to the beginning of the 2017-2018 Academic year, 26 positions have been filled or added.”

The motion to accept the revised minutes passed 14 in favor - 0 opposed - 1 abstention.

III. [Treasurer’s Report](#)

Sen. Daigle reported that the Faculty Senate started out the year with a partial budget allocation from the Vice President for Business Affairs (VPBA). She has requested the full amount be immediately disbursed to the Faculty Senate two weeks ago, and has not

yet received any return communication. The Budget Committee has paid \$5,500 out of the total budget of \$8,500. Survey Monkey has been paid (approx. \$300) for this academic year. We will ask for an academic/educational discount when the cost for this goes up next year. Overall, we have had \$5,800 in total expenses with \$3,000 left to distribute.

IV. Committee Reports

- A. The Executive Committee (EC)** met on Wednesday, September 13 ([EC minutes](#)). Discussion at the meeting centered on possible topics for the Shared Governance Forum (SGF). The topic of online master's programs and our working relationship with Academic Partnerships (AP) rose to the fore, including envisioned problems and existing issues of concern: (1) faculty compensation, (2) intellectual property, (3) and AP's interaction with CIDT in the evaluation and vetting of course design. It was agreed that these rapid changes raise many questions and potential difficulties. Some of those issues are covered in the EC minutes.

The first SGF is scheduled for October 30, 2017. FS Chair Althoff called for input from senators for the SGF. He noted that during a September 12 meeting of the Executive Committee of the SE AAUP Chapter and President Burrage, the President stated that his priorities are faculty compensation and deferred maintenance costs. A senator asked, if there were any answers given regarding our AP questions. Response: these questions were not posed to the President, but are being considered for the SGF. A follow-up suggestion was to invite faculty in the John Massey School of Business (JMSB) to discuss their experience with AP. Chair Althoff agreed to contact JMSB faculty and invite them to a conversation with the EC.

Further discussion: Do we know how other universities have dealt with the same and/or similar concerns? A senator knew of another university that has partnered with AP for numerous years and might be contacted to share some of their lessons learned. It was noted that, given the dynamic and competitive state of corporate-curricular culture, change is likely, and no corporation's future is certain. It was asked how many schools renegotiate/re-up their contract after the completion of their initial seven-year agreement with AP. Another Senator commented that SE's IT has been working diligently to make sure that all of the necessary infrastructure is in place to facilitate/manage the items currently provided to SE by AP. Chair Althoff stated he would draft an invite to MBA Faculty to meet with the EC.

B. Committee Preferences, Assignments and Charges

- 1. Planning Committee:** Chair-Elect Ludrick will meet with Planning Committee to ensure that they have adequate background information and tools to complete their task this year. While Chair-Elect Ludrick is officially serving on the maximum number of FS committees, Chair Althoff noted that there are no fixed maximum number of members on committees and senators are welcome to attend meetings as wanted/needed.

2. **University Affairs:** Chair Althoff noted that University Affairs (UA) did not meet at all last year. UA is charged with meeting with Student Senate and considering the physical condition of the university. It was noted again that President Burrage has prioritized addressing deferred maintenance costs. Signage and ADA compliance is/has been a priority, as well. Chair Althoff asked Sen. Clark to call the first meeting to then elect a Chair and proceed as charged.

V. Old Business

- A. A [revised policy recommendation for APPM 4.6.8](#) that was drafted over the summer by the EC was presented for discussion. The revision deleted the “seniority schema,” and deleted a list of examples of “reasonable efforts to place affected members in other suitable positions,” that were included in the previous policy recommendation (approved by the FS on [February 22](#), V. Old Business). The process for a program discontinuation was refined. It was determined that there were strong counter-examples to the seniority schema, and serious questions regarding the definition of an *academic unit* (is it a program, department, division, school?) as it related to the examples of “reasonable efforts” for the placement of affected faculty members.

Sen. Fridley moved to approve the policy recommendation. Sen. Ludrick seconded. Discussion: there were recommendations for changing the language of the proposal. After further discussion, Sen. Fridley moved to postpone this item until the next meeting. Sen. Alluisi seconded. Vote = 16 yes, 1 no, and 0 abstentions.

- B. Chair Althoff addressed the status of the FS policy recommendation for the APPM 7.10.2 on Intellectual Property (approved at the [March 8, 2017 meeting](#), see V. New Business). At the [September 6, 2017 meeting](#) (section IV.), VPAA Clark stated that the RUSO legal counsel had expressed concerns with the *prior notification for access* clause. Sen. Emge recommended that the FS request that VPAA Clark detail the counsel’s specific concerns. It was also requested that the counsel’s specific concerns be shared with us in writing. Another senator commented that access to faculty’s intellectual property should occur based on good faith, when warranted by “just cause,” and implemented with timely “due process” notification efforts.- Motion was made and seconded for Chair Althoff to contact VPAA Clark with our request to inform us of the counsel’s specific concerns in writing. Vote = 14 yes, 0 no, and 1 abstention.

VI. New Business

A. Senate Procedural Guidelines

According to the [FS Bylaws, Guidelines and Procedures](#), “The Senate makes the following guideline for the 2014-2015 year: If a Senate meeting goes longer than 90 minutes, the Parliamentarian (or Chair if the Parliamentarian is absent) will make a motion to postpone business until the next Senate meeting and adjourn” (September 3, 2014). Chair Althoff asked for input on whether to amend or change this procedural guideline, noting that this procedure has worked well since its adoption. A senator commented that this practice has

not been unduly restrictive. It was agreed there was no cause to change this procedural guideline.

B. Topic for Shared Governance Forum #1, Monday, October 30 (Faculty Senate chooses the topic)

It was explained that the topic of online master's programs in association with Academic Partnerships (AP), and specific compensation arrangements (e.g. course loads and the weight given to graduate vs. undergraduate courses, summer pay, and compensation for course development") for faculty teaching classes in these programs might be appropriate. There was interest in this topic among the EC at their meeting on September 8, 2017. Another suggested topic was faculty compensation in general and questions about how to adjust compensation. Suggestions included adjustments to the salary card, across-the-board raises, raises linked to inflation (COLA), and a study of the frequency, consistency and legitimacy of re-assignments. Sen. Moretti noted that we have existing Faculty Senate survey data regarding compensation and faculty preferences on how changes should be structured. Chair Althoff commented that other considerations include our organizational structure, and whether there is a need to hire an Academic Dean(s). There was agreement that this is a pivotal year and that compensation for faculty is a chief concern.

It was agreed that the FS Budget Committee will utilize available information, including FS Survey data, to create some compensation proposals. Another recommendation was that the EC raise the issue(s) in their next meeting with President Burrage, and that the SGF should be focused on our working relations with AP. Another senator commented that there is little understanding among many faculty as to what the working relations with AP involve. SE AAUP Chapter President Carolyn Fridley recalled that VPBA Dennis Westman, in his Faculty Symposium speech, said that SE currently has over a 10% reserve fund and only 8% (approximately) is required by OSRHE. Typically, a university's strategic plan and mission direct where "excess" reserve funds are allocated. In lieu of a strategic plan at SE, it was suggested that the FS might work with President Burrage to forge an agreement to direct these funds toward President Burrage's stated priority of funding faculty compensation, perhaps starting with restoring the annual *longevity pay* increases. Another senator commented that the problem of the salary card not being followed fairly [equitably] is another key issue that should be addressed. The question of how to get Faculty input regarding the salary card was asked. Another senator reiterated the concern about inconsistent awarding of re-assigned time, particularly for those re-assignment decisions that are not formally mandated by policy (e.g. some graduate coordinators get re-assigned time and some do not).

C. Other

Sen. Fridley: APPM 6.7.2 Online Teaching Certificate and Continuous Development—this policy recommendation originated in the Distance Education Council and was passed unanimously by the [Academic Council on April 12, 2017](#). Senator Fridley received those minutes 2-3 weeks ago. Sen. Fridley's inquiries to the Academic Council (AC) revealed it was not known if the policy recommendation was sent to VPAA Clark and that no one knows

its current status. It was also noted that the AC has historically handled curricular decisions, and there is a need for better communication and coordination with the FS when the AC makes policy recommendations for the APPM. Sen. Fridley made a motion to forward the latest revised APPM 6.7.2 policy proposal approved by the Academic Council to VPAA Clark as a “point of information” and to request a response regarding its status. Sen. Matthews seconded. Sen. Matthews will also bring this matter to the attention of the AC. Vote = 14 yes, 1 no, 0 abstentions.

VII. Adjournment: Chair Althoff moved to adjourn at 4:50pm. Motion was seconded and approved by acclamation.

Minutes respectfully submitted by: Crystal Moore (Recorder)