

**University Senate Meeting
Wednesday, April 26, 2017
3:00-5:00 pm
EMU – Crater Lake Rooms**

Attendance can be found at the bottom of the page.

1. Call to Order: 3:05 pm

1.1 Introductory Remarks – Senate President Bill Harbaugh

President Harbaugh briefly reviewed the meeting agenda.

1.2 Elections and Awards - Senate Vice President Chris Sinclair

Vice President Sinclair reviewed some of the areas where candidates are needed. For the Faculty Personnel Committee (FPC), there remain vacancies for tenure or tenure-track faculty in SOMD, AAA, and COE. The Graduate Council has openings for tenured or tenure-track faculty from CAS-Humanities, SOMD, and Business. Sinclair reminded senators that he is still looking for candidates to run for Senate vice president.

Sinclair also asked senators to submit any final nominations for the four Senate awards. Kurt Willcox, Senate Program Assistant, noted that while the nomination period had formally closed, any that came in before the end of the week would be considered.

1.3 School of Journalism and Communications – Dean Juan-Carlos Molleda

Dean Juan-Carlos Molleda who has been at the UO about 10 months provided senators with an overview of his school. It consists of four divisions – journalism, advertising, public relations, and media studies – and is one of the oldest and most comprehensive such schools in the United States. There are 2100 undergraduates enrolled in SOJC. The school boasts 10 endowed faculty chairs and several Pulitzer Prize winners. It has over 50 faculty, including 33 who are tenured or tenure track.

Molleda said SOJC's immediate focus is on enhancing the student experience and increasing student success. They are doing this by expanding the experiential content of their programs. Molleda mentioned several of them, including one that connects SOJC students with scientists and communities that are being affected by climate change. He noted that the school has increased its outreach to middle and high school students, so they will understand the ways in which media and communications are changing. Molleda said SOJC is also working to strengthen its master's programs, particularly those offered in Portland, and has been partnering with CAS on an interdisciplinary cinema studies program. He reported that SOJC has been dealing with a \$1.9 million deficit and is developing plans to liquidate it over the next three years.

In response to questions, Molleda said SOJC has 410 journalism majors, 487 advertising majors, 450 public relations majors, and 42 media studies majors. He said the school has just finished a thorough program review and, while it is looking for efficiencies, he will do all he can to minimize impacts on NTTFs. Molleda said SOJC is looking to establish connections with the developing Knight Campus through a Center on Change and Complexity that will attempt to communicate to the public what is happening in the area of science and the environment. Molleda said SOJC is constantly looking to connect students with campus and community groups that need help in getting their messages out into the media.

2. Approval of Minutes:

2.1 April 12, 2017 – Senators voted unanimously to accept the minutes as currently posted.

4. New Business:

4.1 Redo Vote: US16/17-17: Proposed Changes to Honorary Degree Policy; Bill Harbaugh (Economics)

Harbaugh explained that the motion the Senate adopted at its last meeting was missing some last-minute changes that were made to the policy itself, as well as changes to the 17-point chart of the Senate's Distinguished Service Awards and Honorary Degrees Committee in order to accommodate the policy changes. The corrected text has been posted on the Senate website and Harbaugh walked senators through the proposed modifications.

Motion to adopt the revised version of this policy: Presented by: Stephanie McGee. Second: Chris Phillips.

Vote on motion: Unanimous – Yes. Moved/Seconded/Carried.

4.2 Vote: US16/17-21: Change to Article 3.11 Modification of the Senate Bylaws; Stephanie McGee (Internal Audit), Senator

McGee said the intent of the legislation remains to clarify how many senators it takes to modify the Senate Bylaws. Based on discussion at the previous Senate meeting, the proposed standard would now be: "These by-laws may be altered by an affirmative vote of at least a true majority of the constitutional membership, not including vacancies, of the University Senate."

Motion to adopt the legislation as revised: Presented by: Stephanie McGee. Second: Keith Frazee.

One senator asked if this new calculation included substitute senators. Harbaugh said it does, because the bylaws give substitutes the full authority to act on behalf of the regular senator they are replacing.

Vote on motion: Unanimous – Yes. Moved/Seconded/Carried.

4.3 Vote: US16/17-20: Major Declaration Policy proposal; Alison Schmitke (Education), Chair of Undergraduate Council

Harbaugh noted that the proposed policy had been discussed at the previous Senate meeting and that the one concern raised, about when part-time students would have to declare a major, had been answered.

Motion to adopt the policy: Presented by Frances White. Second: Not needed. Referral from a committee.

Senators asked several questions about how the new policy would operate. Will advisors have the authority to refuse to give a student a PIN once they have selected a major? No. Advisors who have access to the PINs will be trained in their use. What about potential language majors who are waiting until the end of their sixth term to finalize their major choice? They will be able to do so under this policy, since they clearly have a major in mind. Will there be enough advisors to work with students who are deciding on a major? Yes, the university is ramping up its advising capacity. What about part-time students? The policy requires a decision during the student's sixth full term. The Registrar already counts two part-time terms as one full one, so a part-time student will be able to attend during up to 12 terms before having to declare a major. Why not use credits instead of terms? The Undergraduate Council considered a wide range of options, including credits, and concluded that terms was the best standard. Based on her experience as a UO student, Valerie Mickelson wholeheartedly supported this effort to get students to meet with an advisor and define the direction of their studies before their junior or senior years.

Vote on motion: Overwhelmingly – Yes. One No: Jarred Umenhofer. Moved/Seconded/Carried.

4.4 Vote: US16/17-22: Proposal to Eliminate the Y Grade; Frances White (Anthropology), Co-Chair of Academic Council

Motion to adopt the policy: Presented by Frances White. Second: Not needed. Referral from a committee.

Greg Bryant asked what will happen to Y grades currently on the books. White said they will all eventually be turned into F's.

Vote on motion: Unanimously – Yes. Moved/Seconded/Carried.

4.5 Discussion: US16/17-23: Committee Term Limit Omnibus; Chris Sinclair (Math)

Sinclair reminded senators that they had previously passed a bylaws change that removed required term limits on all committee service. This left numerous committees with their own individual term limit requirements. Sinclair, as chair of the Committee on Committees, contacted all committees and asked their preferences on term limits. The following four committees said they want to eliminate the term limit requirements in their 17-point charts – Committee on Courses, Scholastic Review, Library, and Study Abroad Programs. The Undergraduate Council wants to have its term limit requirement reduced to the level of a guideline. This legislation, Sinclair said, will make those requested changes.

Harbaugh noted that the reference to the Committee on Committees in the second “Therefore” clause should be removed. The text would then read: “2.2 BE IT FURTHER MOVED that the University Senate abolish service term limits for the following committees:”. Harbaugh ruled that this change could be made without formally amending the motion.

Motion to suspend the rules and allow a vote on the term limits motion. Presented by: John Bonine. Second: _____.

Vote on motion to suspend the rules: Overwhelmingly – Yes. Moved/Seconded/Carried.

Laura Lee McIntyre asked if lifting the term limit requirements will discourage some people from running or offering to serve on these committees. Sinclair said this is highly doubtful, because Senate leaders currently must put a good deal of effort into recruiting enough people to fill every vacant committee seat.

Vote on the term limits motion: Unanimously – Yes. Moved/Seconded/Carried.

5. Open Discussion: None

6. Reports:

6.1 Accreditation; Ron Bramhall, Associate Vice Provost for Academic Excellence

Bramhall reported that the UO is receiving its regional accreditation this year. Instead of the usual accreditation review, the UO opted to conduct a special project involving an assessment of student learning which began in 2015. The accreditors will be visiting campus in two weeks to review the results of this project. If they conclude that we have successfully completed it, Bramhall said, we will be re-accredited. A report about this project is currently posted on the Provost’s website. There will also be a public forum about the project on May 8. Bramhall noted that accreditors currently have an intense focus on student outcomes.

6.2 Science Literacy Program; Elly Vandergrift (Biology, Associate Director SLP) & Judith Eisen (Biology)

Eisen said she helped co-found the SLP in 2010. Its goal has been to improve undergraduate science education in the natural sciences. The founders wanted to get away from the talking head format and find ways to increase active student engagement, since numerous studies showed that this was critical for achieving effective science instruction. They started by looking at the 100 level courses for non-science majors and then over the years moved up to higher level courses. Most of the techniques they tried came from scientists themselves, not educators. They worked hard, Eisen said, to secure faculty buy-in and they got it from deans and department heads, as well. They were able to secure buyouts of faculty time, so participants could focus on developing new instruction techniques.

Vandegrift said they have made a conscious effort to focus on professional development and include faculty from all across campus. The SLP has held a weekly science journal club where faculty can read and discuss science teaching literature. They have worked with the staff of the Teacher Engagement Program to bring in new ideas and they've made it possible for faculty to try out new techniques on peers before introducing them into the classroom. The SLP secured several grants, which provided funds to send some faculty off to relevant conferences. The SLP is not just about finding new ways to teach science, Vandegrift said; it's an evidence-based look at how students learn. Departments actively involved in SLP include Biology, Chemistry and Biochemistry, Geology, Human Physiology, and Physics.

Eisen and Vandegrift encouraged science-related faculty in other departments to get involved and explore the materials that are available in their disciplines for innovative instruction techniques. Vandegrift noted that the College of Education is now requiring its students to take part in the Science Literacy Program. Eric Pederson remarked that the UO also needs to do some upgrading of classroom facilities, so they complement and support some of the new instruction techniques.

6.3 Grievance policies and procedures; Mariann Hyland, Assistant Vice Provost and Bill Brady, Assistant Vice President for Employee and Labor Relations.

Hyland reported that the university would like to revise the grievance procedure for non-represented faculty, because the existing one is exceedingly complex and over 60 pages long. She's hoping to recruit some of the 350 affected faculty to help with the process. There were only two grievances last academic year.

Hyland said there are two types of grievances – general grievances and promotion and tenure denial grievances. General grievances are complaints about compensation or other kinds of rights and can be filed against the university or other members of the university community. The process involves two informal steps with the department head and Faculty Grievance Appeal Committee (FGAC). If the matter isn't resolved, the third and final step is a formal appeal to the university president. Promotion and tenure

denials can be handled formally or informally with the faculty member choosing which path to follow. The formal process starts at Step 2 with the Promotion-Tenure-Retention Appeals Committee (PTRAC). PTRAC's decisions can be appealed to the university president. Hyland noted that if any sanction greater than an oral or written reprimand is to be imposed, the non-represented faculty member is entitled to a hearing. Following the hearing, the university president determines the appropriate sanction, which can be appealed to the Board of Trustees.

In response to questions, Hyland said the university is reviewing all policies since the demise of OUS and is hoping the new grievance policy for non-represented faculty will be similar to the one bargained with United Academics. John Bonine noted that general grievances under the current grievance policy can address issues of academic freedom. He called for a review of this approach, because the university's academic freedom policy, which was passed by the Senate, requires faculty peers to be involved in determining academic freedom issues.

Brady gave a quick overview of the new grievance procedure for Officers of Administration. It's only four pages long and consists of three steps – supervisor (Step 1), Dean or Vice President (Step 2), and UO President (Step 3). OAs used to be under the non-represented faculty grievance procedure, but it was so cumbersome that it was hardly ever used. Brady believes the new procedure will function well and resolve problems.

6.4 Faculty workload policies; David Cecil (Executive Director, United Academics)

Cecil noted that in the first faculty CBA from 2013 all work units were required to develop workload policies appropriate for their units. The idea has been that each unit would describe what it expects a 1.0 FTE faculty member to do in the areas of teaching, research, and service. Unfortunately, it's been a long, slow process. CAS just published its workload policy for TTFs and this is the first one that's been completed. Cecil said UA expected that department heads and their faculty would develop these plans, but, as it turns out, deans and colleges have been actively involved.

Recently, Cecil reported, several units have announced "adjustments" to their existing teaching loads. The Honors College is making a change that will impact TTFs and SOJC has told its NTTFs that it wants to see their teaching loads increase from 60% of their time (6 courses) to 80% (8 courses). United Academics feels the proper place to address these issues is at the department level with active faculty input, not at the dean or school/college level. The union has asked the university to place a moratorium on workload changes to allow everyone to evaluate how the current workloads are functioning.

Cecil also reported that UA is working with the university on legislation (SB 214) that would remove post docs from the PERS system. Most post docs spend a very limited amount of time at the UO and never vest on their pensions, so they see no benefits and

their contributions simply go into the PERS general fund. This legislation would only affect postdocs' PERS eligibility, not their access to 403b deferred savings plans.

6.5 Diversity Plans; Bill Harbaugh (Economics): Postponed until the next Senate meeting.

6.6 BERT Task Force Report; Chris Chavez (Journalism): Postponed until the next Senate meeting.

7. Notice(s) of Motion: None

8. Other Business: None.

9. Adjournment: 5:00 pm

Attendance:

University Senate Members – 2016-17				Date: April 26, 2017			
Senators	Pres	Abs	Exc	Senators	Pres	Abs	Exc
CAS – Natural Sciences				School of Music and Dance			
N. Christopher Phillips	X			Alexandre Dossin		X	
John Conery	X			Idit Shner (Jack Boss)	X		
Dejing Dou	X						
Jennifer Freyd	X			Clark Honors College			
Elliot Berkman		X		Monique Balbuena	X		
Huaxin Lin (Qingyun Wang)			X				
Christopher Minson		X		Other Academic Units			
Hans Dreyer	X			Edward Davis	X		
Ilya Bindeman	X						
				Librarians			
CAS – Social Sciences				Lori Robare	X		
Jane Cramer	X			Edward Teague	X		
Eileen Otis			X				
Mike Urbancic	X			Officers of Administration			
Craig Parsons	X			Amanda Hatch			X
Peter Walker	X			Keith Frazee	X		
				Stephanie McGee	X		
CAS – Humanities							
Jane Averill	X			Students			
Lowell Bowditch	X			Lauren Young (Nick Gioia)			X
Cristina Calhoon	X			Keegan Williams-Thomas		X	
Pedro Garcia-Caro	X			Montse Mendez-Higuera	X		
Alison Groppe	X			Ednaly Jimenez-Gomez		X	
Beata Stawarska		X		Jarred Umenhofer	X		
Daniela Vallega-Neu	X						
Eric Pederson	X			Classified Staff			

				Valerie Mickelson	X		
Architecture and Allied Arts				Theodora Ko Thompson	X		
Jack Ryan (Charlene Liu)	X			Jimmy Murray			X
Laura Leete	X						
Kate Mondloch	X			Career NTTF Research			
Richard Margerum	X			Greg Bryant	X		
College of Education				Academic Council Chair			
Deanna Linville			X	Frances White	X		
Laura Lee McIntyre	X						
Beth Harn	X			Ex-Officio			
				Bill Harbaugh, President	X		
Journalism and Comm.				Chris Sinclair, Vice President	X		
Christopher Chavez	X			Randy Sullivan, Past President		X	
				Michael Schill, UO President		X	
School of Law				Scott Coltrane, Provost	X		
John Bonine	X			Quinn Haaga, ASUO President			X
				Betina Lynn, Sen. Exec. Coord.	X		
College of Business				Paul Simonds, Parliamentarian	X		
Ali Emami	X			Angela Wilhelms, St.Fac.Ex.Crd	X		
Jennifer Ellis	X						

Guests: Emma Henderson, Andrew Dunn, Ron Bramhall, Sierra Dawson, Melina Pastos, Judith Eisen, Elly Vandegrift, Mariann Hyland, Bill Brady, David Cecil, and Kurt Willcox.