



Faculty Senate Minutes
April 26, 2016

Primarily paperless, wou.edu/facultysenate

3:15 – 3:30 p.m.

Better Know a Colleague (informal gathering, optional)

3:30 – 5 p.m.

Business Meeting

1. Call to order 3:30 p.m.
2. Call of the roll
Senators in attendance: Jaime Marroquin, Carmen Cáceda, Marie LeJeune, Chloe Hughes, Claire Ferraris, Bob Hautala, Jennifer Taylor, Paul Disney, Bojan Ilievski, Lyra Behnke, Mike Olivier, Thomas Rand, David Janoviak, Amy Harwell, Bryan Dutton, Cheryl Beaver, Isidore Lobnibe, Mark Van Steeter, Joel Alexander, Diane Tarter, Chehalis Strapp, Cornelia Paraskevas, Matt Ciancetta, Shaun Huston, Scott Tighe, Paul Disney, Camila Gabaldón, Thaddeus Shannon
Ex-officio in attendance: Laurie Burton, Katherine Schmidt, Melanie Landon-Hays, Rex Fuller, Stephen Scheck
3. Corrections to and approval of minutes from previous meeting
Approved as posted with changes outlined by Laurie Burton
4. Institutional Reports
4.1. Laurie Burton, Faculty Senate President

Executive Committee Approved Curriculum

Program Changes: Sport Management minor, Master of Science in Education

Courses (new, changes and dropped):

EC 432 Urban Economics, EC 445 Industrial Relations, EC 451 Economic Systems in Transition, EC 365 Economics of Organized Crime, ES 341 Geographic Information Systems I, CJ 327W Research Methods in Criminal Justice, CJ 427Q Quantitative Methods in Criminal Justice, CJ 461 Youth Immigration and Crime, PH 681, 682 Modern Physics and ED 650 Observation and Assessment of the Young Child

Reminder about the Faculty Board Representative

The letter to faculty is still posted at wou.edu/facultysenate. Interested faculty should submit their materials by April 29 (this Friday) directly to me. I will send an announcement email with more information when all materials are posted in the Moodle shell.

Question: Two applications so far. Deadline for the applications is Friday.

Reminder about At Large-Senators

If you are interested, please let the Nominating Committee chaired by Tad Shannon know. New senators (terms beginning fall 2016) are also eligible. The election for at-large will take place during the second Faculty Senate meeting in May.

Board report

My report for the WOU Board of Trustees meeting on 4/27/16 is linked to wou.edu/facultysenate

Policy council meeting and process

I hope everyone had a chance to read our council's allfacstaff email on the WOU Policy Council sent on April 22. This announcement discussed the WOU Policy Council and the new processes for policies at WOU. The council has met twice and is making progress towards a robust system for WOU.

The "Importance of the University Identity"

I was looking for a logo image and Denise Visuano (PR) was kind enough to share a link to the "Importance of the University Identity" page with me, which I've linked to the Faculty Senate webpage. I thought some of you might find this useful.

(<http://www.wou.edu/publications/logoidentity-guidelines/>)

Strategic Planning meeting

The Strategic Planning Committee has had our first meeting, and it was quite successful. The committee has smaller working groups that are currently taking some first steps as we devise our plan for creating a plan for the WOU community. I'm sure that many of you read President Fuller's campus announcement about the committee, and for now, I wanted to emphasize the importance of faculty on the committee. The committee has 25 members, and ten of these are faculty. In case you missed Dr. Fuller's email, I wanted to read the names of the faculty members on the SPC to you. The faculty members on the SPC are myself (Laurie Burton, co-chair), David Foster, Paul Disney, Dan Tankersley, Peggy Pederson, Camila Gabaldón, Steve Taylor, Mark Henkels, Melanie Landon-Hays and Adele Schepige

4.2. Rex Fuller, University President

- **Pastega Awards**

Thanked David Doellenger for his hard work organizing the committee and selecting the winners. They are: Cheryl Beaver for teaching (math) and Daryl Thomas for scholarship (dance).

- **Accreditation**

Waiting for written report for accreditation, final day on April 13th. Compliments were given by individuals and commendations from the committee. Concerns were from individuals and recommendations were from the committee.

Our commendations: Resilience in time of governance change, facilities and grounds, commitment to 1st generation students, and commitment to student success

Our recommendations, and they already align with work we are doing: mission alignment and what it means, do we have ways to measure mission fulfillment?, assessment at course and program level, both indirect and direct measures of assessment, indirect—surveys, direct—student work, beyond grading. Some recommended institutional work: linkage of technology support to our mission and faculty, integration of planning and budgeting, and establish core themes and evidence of student achievement.

Report should come any day—it's a two-week window. In June, Cat and Provost and President will go to hearings and the full commission will act on the report and make a recommendation in connection to the report itself. The challenge for us now will be to align areas for improvement with our planning process and that's a piece of what we

started last week.

Cat McGrew did a lot of work in pulling this together—accreditation and I'd like to thank her.

- **Strategic Planning**

Planning process started last week and our next meeting will be on the 13th. We'll do a SWOT analysis. Looking in the mirror. Does our mission continue to serve us well? Should we look at mission changes? An important piece of work in doing this.

- **Spring Term Enrollment and Retention**

Spring term is fully launched. Our enrollment numbers were down for Spring about 40 students for FTE. We're doing complete diagnostics for the year. Looking at attrition patterns. Down about 8% fall to spring, this is our middle range last five years. We continue to see a strong return of our freshmen. That bodes well for next year. Our graduate degree programs hold strong. Attrition is in the middle...lower freshmen classes and retention efforts. We can work on these things and will work on strategies for improvement. Applications for Fall are holding steady despite a new campus competing with us. We are dead even with applications from last year, with a slight increase in out of state—California and Hawaii. Fewer applications for Oregon, which was anticipated with flat graduating class. We are expecting to convert as many of these students as possible.

- **Board Meeting**

Board meeting tomorrow—hour before at 1 pm is a gathering time to interact with board members in the Ochoco room. Then it will be live streaming. We are continuing to look at governance and make sure it's accessible to all of you.

- **ASWOU**

Corbin is on family / medical leave. New president for next year: Alma Pacheco, Senate President: Corbin Garner, Senator: Hailey Morris. They will be at the board meeting and we're hoping to transition well.

- There was some discussion about working groups in the strategic planning process. These working groups are looking at the mission and a SWOT analysis. They don't have specific jobs yet. Each group is working on the same thing. Strategic planning will then compile groups from that and look at diagnostics of where we think we are. Groups will work between now and then. Group members are also recommending readings.

4.3. Stephen Scheck, University Provost

- Add my congratulations to this year's Pastega recipients...Excellence in Teaching: Cheryl Beaver (Mathematics) and Excellence in Scholarship: Darryl Thomas (Dance)

- **Degree Completion**

New initiative to improve degree completion. LaRon Tolley will be moving from his current position in Liberal Arts and Sciences, where he has served as coordinator of the Interdisciplinary Studies major and director of our Fire Services Administration program, to a newly-created position within Academic Affairs where he will lead the university's efforts on degree completion and provide student advocate services as a central "bridge" connecting students to all faculty, departments, and administrative services affecting their graduation.

This is an outgrowth of a 2015 pilot project on which LaRon assisted to identify students who had significant credit units completed, but had dropped out of college, and get them reengaged with WOU.

LaRon will continue to oversee degree completion for current students in the Fire Services Administration program as we close out that program.

- **Interdisciplinary Studies**

Dean Monahan is creating a faculty committee to oversee the Interdisciplinary Studies program; including student advising. She will report in to Faculty Senate as that organizational effort is finalized.

- **Oregon Academic Advising Association Conference**

Oregon Academic Advising Association Conference, June 22 session co-sponsored by WOU and NACADA. The Provost Office will cover the \$35 registration cost for faculty to attend this one-day event. See <http://www.wou.edu/or-advising-conference/registration/> Do not worry about the method of payment section—leave blank. Please register by May 15 if possible. Questions? Alex Kunkle in Academic Advising and Learning Center.

- **Moodle Video Capacities**

Video Content Management System...last summer, in response to on-going concerns about our Moodle platform being put at performance risk due to video content, I charged the Technology Extended Campus committee to review video content management systems and come back with a recommendation. The committee vetted a number of platforms and came to a recommendation of Kaltura because it

- Provides smoother integration with Moodle from the user's perspective
- Serves better the needs of units across campus (e.g., academic users of Moodle, public relations videos for public viewing, ODS needs for more effective automatic transcription of home grown videos)
- Has stronger search capabilities
- Comes with local users groups because OSU and University of Portland use this technology
- Includes more features that are important to faculty and staff, per user surveys and discussion among the TEC group
- Next step is building the fees associated with such capability into our annual budget.

- **Closing comment**

Last week I had the opportunity to be seated at a table with four Presidential Scholarship recipients – two sophomores, a junior and senior. They like being students at WOU. When I asked them what was their hardest aspect about navigating their freshman year – three of the four said...knowing what to take (i.e., in what courses to enroll and in what term). I appreciate faculty efforts to complete 4-yr recommended degree plans for all our degrees – this will help abate this uncertainty. BTW—the fourth student noted homesickness.

5. Executive Committee Business

5.1. Election of Executive Committee officers (Camila Gabaldón, outgoing senator-at-large)

Candidates will speak:

Joel Alexander. Mentioned that this is his 2nd time around doing this. This saying represents him: “In God we trust, all others bring data.” Believes in data in what we do. There's room for what we need to do. We need to look at happy mediums. Doesn't plan to micro-manage any committees beneath him, do their work and have it trickle upward.

Adele Schepige. Doesn't know everybody in this room but will get to know senators. It's been awhile since a COE person has been the Faculty Senate president. It's been since Mark was president; it would be nice to have a COE of president. Advantage is that she is a half COE person. Has been here 30 years and the first 14 years, was in Natural Science and Math. She was also NTT her first 14 years so she has a long-term perspective. She would reiterate not rocking the boat, we are an important group and we have a lot of committees that do important work. She will make sure cookies are back. Adele has been asked to do this a couple of times before but the timing was bad. Now the timing is good and she is happy to serve.

Election results

Adele Schepige, president (23 Schepige to 5 Alexander), Paul Disney vice-president (unanimous), Melanie Landon-Hays, secretary (unanimous)

6. Consideration of Old Business

6.1. Division of Business and Economics Tenure Track Faculty Staffing Levels

Keven Malkewitz, Division of Business and Economics

- Provided updates to his presentation. Last time we talked about number of people and longstanding problem. 300 to 1 faculty to student ratio. Business would like to have Pres. Fuller address this and put together a staffing plan. We would like to address this and have the Faculty Senate to vote on this.
- Discussion about precedence for a motion like this? It was confirmed that the Faculty Senate has made recommendations in the past and Faculty Senate is in its bounds to make a resolution supporting this theme.
- Further discussion on if this is a unique stance from the generic stance that the Faculty Senate might take? Is there a magic cutoff of number that we're looking at that is the tipping point that deserves a resolution? Wondered if there are guidelines on making resolutions for ratios of TT to NTT. Keven clarified that the average number of student credit hours per term for a TT faculty is 421 students; Business has 2, 301 credit hours per TT faculty member.
- Discussion on what is being voted on because there are a number of reasons that a department might want to make an appeal for additional faculty, and of course different departments have different needs—majors and service. And it was noted that this question seems to be addressed by other channels. It was asked that Keven provide history as to why this was being brought in front of the faculty Senate rather than working with the Dean and the Provost. There have been previous meetings and there are no new TT lines designated to business per the Dean of CLAS.
- Further discussion of the CBA and the salary for TT professors of Business being insufficient to recruit enough faculty. This discussion stopped here. Other divisions mentioned the same struggle and a concern that Faculty Senate is the right place to make this type of decision.
- Motion to table until the next meeting so that senators would have time to discuss this at their division meetings. Motion carried.

7. Consideration of New Business

7.1. Healthy Workplace language adoption for all WOU employees

Faculty Senate Executive Committee 2015 – 2016

- Looked at new this CBA appendix and were impressed with how it was written, however, it doesn't apply to everyone at WOU. Recommended to the Faculty Senate that it applies

to all WOU employees. If the Faculty Senate agrees on this, then we'll take it Staff Senate and SEIU prior to moving it to the new Policy Council for adoption by the university.

- There was discussion on some of the language. It was clarified that this is adopted language in the current CBA. Concerns about this should be brought to the Union.
- The Executive Committee recommends that this be adopted for the whole campus.

7.2. Academic Major Requirements Change

Joel Alexander, Academic Requirements Committee Chair

- Most members went to their divisions and got feedback. ARC settled on language regarding few programs that either the BA or BS with all other considerations in place can be completed in less than 180 hours. ARC memo is on the Faculty Senate website. However, if this is adopted, we'd need to consult with curriculum committee on a timeline and if changes need to go in the catalog. If this proposal includes a plan for 180 credit competition to degree for both BA and BS options, then 40 programs need to change their major. In calculating this, we are asking that people allocate 27 credits for a minor.
- Discussion clarified that elective credits in upper division numbers are at the 62 threshold.
- Senators were encouraged to take this back to their divisions for consideration next time.

7.3. Bylaws update

Thaddeus Shannon, IFS Senator

Tad had to be excused early, but his work on adopting language for IFS senators was complimented. There was concern that IFS senators weren't represented in Faculty Senate at WOU. Would like to consider putting IFS senators as ex-officio members in the WOU Faculty Senate Executive Committee. Additionally, the bylaw changes reflect that the Faculty Senate president now gives reports at the WOU Board of Trustee meetings and clarifies the role of the Faculty Senate student note taker. Senators were encouraged to take this to their divisions and talk about this next time.

8. Informational Presentations and Committee Reports

8.1. Academic Advising and Learning Center Update

Karen Sullivan Vance, Director Academic Advising and Learning Center

- Presentation linked to Faculty Senate webpage. WOU operates on shared model of advising and there is not enough staff in AALC to advise every student. For perspective, there were 2269 advising appointments, up 187 appointments from the previous year. Winter, up 225 appointments. Over 4000 contacts in Fall and over 3000 contacts in Winter.
- In the Learning Center, tutoring is offered. Students are eligible for up to two hours per week per subject. Tutors are recommended by faculty. They also teach a variety of classes—International first year and academic success (voluntary) and learning seminars for those who have been academically suspended.
- There is also the Wolf Connections System—early alert program. RFI (request for intervention) goes to Jesse Poole, who will contact three times to get support and referrals. Trying to intervene proactively while the students is in crisis. They also do targeted outreach. Those who are on probation progress to suspension so we are trying to do some stuff to stop that. Currently the AALC is data mining.

- The office has been reorganized with new people; a new bilingual advisor that will start May 9 and there are two student success specialists to free more time for Jesse Poole.
- Mentioned the Oregon advising conference and the high quality of the speakers who are coming.
- Outlined updates on training and development coming up. If faculty can't come to trainings, they were asked to make note and see if they can arrange a time to have AALC come to them.

8.2. Retention Data Report

Max Chartier, Data Architect/Institutional Research Analyst

- Retention—basic unit of measure is the cohort- Full time first year freshman in the Fall. Share data on the 2011 cohort. 978 students started in Fall. 682 returned, 70% retention rate. He then disaggregated the data term by term to show where we are losing students. By Junior year, 57% retention rate. Lost 419 students.
- Names of students have been put in the clearinghouse. 179 transferred to other institutions. 16 came back to WOU. Of those 179 that transferred, they went to community colleges. This was done with the net three years of cohorts and then looked at trends for when we are losing them. And, then at the request of Provost, broke out students who transferred and what major they had. There's a lot of information in the spreadsheet. You are able to look at over it and talk about this. Spreadsheet is on Faculty Senate webpage.
- There was discussion about how the data tells us who goes and where they go, but not much about why. National data speaks to affordability and homesickness. Discussed how to make the environment more sticky to get students to stay, noting that these nontangible factors can give us a great opportunity to make a difference.
- More discussion about how these questions are interesting and crucial. It will be interesting for the University to find a way to find out about this, not just surveys but, also urged the University to collect qualitative data? Faculty senators encouraged a conversation about finding out why and the dynamics of why. The conversation also included information on the variation in student answers, so for a first line to look at preventative measures as these are the most effective.

Announcements

8.3. Dan Clark, Director Center for Academic Innovation

Kristen gave a reminder that Dan is doing assessment workshops Friday from 8-10a. The other plug is that Jenn Taylor will be doing the May 10 community lecture series.

9. Adjournment at 4:47 p.m.

5 – 5:15 p.m.

Better Know a Colleague (informal gathering continued, optional)