

Faculty Senate Minutes

February 12, 2019

Willamette Room, WUC

Primarily paperless, wou.edu/facultysenate

3:15 - 3:30 p.m.

Better Know a Colleague (informal gathering, optional)

3:30 - 5:00 p.m.

Business Meeting

1. Call to order: 03:30

2. Call of the roll (by circulation of sign-in sheet)

3. Corrections to and approval of minutes from previous meeting

3.1. January 22nd Meeting

- One small correction in Adele's e-mail
- Otherwise, approved as posted.

4. Institutional Reports

4.1. Faculty Senate President's Report (Adele Schepige)

- See file on Faculty Senate website for full report.
- Call for volunteer to replace Eric Bruce in UBAC coming soon
- **Question:** Are you comfortable sharing an example of uncivil behavior from the joint senate meeting?
 - There were examples including negative language, yelling, explicitly sexist/racist/ableist comments in the classroom. These were things where even one instance was one too many.

4.2. University President's Report (Rex Fuller)

- Waiting for one last nominee for University Diversity Committee in the next week, and will organize the first meeting after that.
- Board of Trustees change: With the support of the Board, we are moving the July meeting to June to have the last full meeting of the Board when all members are still on campus. This year's meeting is Wednesday, June 12th. In the future, board meetings will be in October, February, April, and June.
- Child Development Center open house tomorrow from 4-6pm at new location in the north of campus.
- Statement on cabinet-level searches:
 - We have hired 3 cabinet officers since President Fuller's start date. In all those cases, faculty participated in the search at some level, especially on the search committees.
 - The process has been for the committee to search for and receive applications, filter applications, and make recommendations with strengths and weaknesses to President Fuller.
 - For the provost search, President Fuller expressed his regrets at communicating the hiring decision to the campus at large before notifying the search committee about that decision.
 - Comment: I appreciate your apology, but just wanted you to know that on behalf of DSPS we're happy with the final decision, however it was made.
 - **Comment:** Some concerns from faculty have been made about the importance of shared governance. For the provost search, many people are frustrated and feel that the principles of shared governance were not followed. I hope we can come up with a way to return to shared governance. Could you comment about that?
 - I think that the importance of shared governance is clear from my time here overall. In the case of search and screen committees, I just want to be clear that they are advisory and work to recommend finalists. The composition of the committees reflect the importance of shared governance. The Board of Trustees has a statement on shared governance. I would be happy to have a conversation with a subcommittee or faculty senate executive about shared governance, and welcome further discussion on the topic.
 - **Comment:** I appreciate your comments and apology about communication. I'd like to echo that I believe people are happy with the outcome, and unhappy with the process on this particular decision. Maybe you could talk a little bit more about your process, or what criteria you used when making your decision. How did the decision get made? Possibility of communicating with the committee, share your assessment with the committee and hear their comments.
 - The process was to review the committee, and meeting with the candidates directly. There were over 90 comments made from the campus, which I also read. After reviewing the qualifications and requirements in the job description, I

felt that we needed to move in a different direction than provided by the finalist candidates. I did also have a conversation with the co-chairs and asked whether there were any other candidates in the pool they would like to forward as a finalist, which they declined to do.

- **Comment:** What was your thinking in regards to knowing there was no fourth candidate, failing the search, continuing with an interim candidate and then redoing the search next year?
 - I did consider that in my judgment. The momentum we need for key initiatives moving forward means an interim candidate would not have served the campus as well.

4.3. Office of Academic Affairs' Report (Rob Winningham)

- See file on Faculty Senate website for full report.
- Additionally, Criminal Justice Sciences has been approved as its own division, and the name change for English has been approved.

- **Question:** Who is covering the OPE?
 - Open Oregon, an entity funded by HECC. Put \$240 for OPE. The director knows to know that number.

4.4. IFS Report (Leanne Merrill & Thaddeus Shannon)

- See file on Faculty Senate website for report on discussion around student teaching.

- Link to UO's approach: <https://provost.uoregon.edu/revising-uos-teaching-evaluations>
- **Question:** Can you give us a sense of what they are measuring when it comes to satisfaction? Because that sounds worse.
 - It's a very formative approach, can share information/example if requested.

- Legislative update:
 - The biggest threat in this session is that higher ed has been given a budget cut in the governor's recommended budget. This is partly the governor's strategy to get everyone to pull in the same direction for a new revenue package for education. Unfortunately, current legislature does not include higher ed as part of this effort. As an example, PSU and Chemeketa are talking 18% tuition increases, as well as cutting programs, faculty, student services, and advising. We need to make sure that higher ed becomes part of this new revenue package and that the package succeeds, by making this clear to our legislators.
 - **Question:** What can I as an individual do?
 - Lobby day on Monday the 18th at 10 am. Training, organized groups going to legislators. This information is

on the AFT website, and non-union members are welcome to attend. Individually, you can also talk to your legislator about the importance of higher ed being included in the new revenue package. Students can also be encouraged to participate.

- May 14th will be TRU (technical and regional university) day in Salem. Students are key spokespeople, so we want to be sure we organise appropriate groups to talk to legislators as we move into May.
- If you're in touch with recent graduates who would be willing to advocate for the importance of higher ed on their success, they make excellent ambassadors as success stories.
- Senate Bills 3 and 4 look to permit community colleges to start offering bachelor's degrees, and to permit mergers between community colleges and universities.
- Transfer student bill of rights: Work to codify work that's been done into existing statues and to move forward with electronic transcripts for students starting in high school, as well as infrastructure to support students with that. Still in the define and study phase.
- HECC staff are starting to recognize the importance of faculty ownership of curriculum.
- With the move for community colleges to move towards responsibilities usually limited to 4-year colleges, it's important for us to consider our colleagues at community colleges as colleagues, not just as running feeder programs into our own programs.
- **Comment from Rob Winningham:** We need some talking points on this. If you're talking to legislators, it might be helpful to focus on keeping costs and debt down for students and not just the university needing money.
 - That's very important, but make sure not to focus on WOU specifically when talking to legislators. There needs to be a unified voice across higher ed.

4.5. General Education Committee Report (Breeann Flesch)

- See file on Faculty Senate website for full report.
- Currently have 52 integrating knowledge proposals 40 are Citizenship, Social Responsibility & Global Awareness; 12 are Science, Technology and Society. Email Shaun with questions.
- Recognition to the enormous effort put into this new Gen Ed.
- If you have questions, concerns, or comments about Gen Ed, direct them to Erin Baumgartner.
- **Question:** Eventually, it would be useful to have training for advisors. Have you looked that far ahead in the process and will that happen before or after things have been put into degree works.

- We have been working closely with Niki Weight and Amy Clark to draft an advising guide. After the integrating knowledge courses are plugged in, we will release that. We have also scheduled several training sessions for winter, spring, and fall terms.

5. Consideration of Old Business

5.1. New: English Studies Minor (David Hargreaves)

- Motion to approve.
- Seconded.
 - Approve: 20
 - Reject: 1
- **Motion approved**

5.2. Drop: Early Childhood Teaching Preparation Program (Marie Lejeune)

- Motion to approve.
- Seconded.
 - Approve: 22
 - Reject: 0
- **Motion approved**

5.3. New: Early Childhood Minor for Non-Education Majors (Natalie Danner)

- Motion to approve.
- Seconded.
 - Approve: 19
 - Reject: 1
- **Motion Approved**

6. Consideration of New Business

5.3. International Education Committee Change

- The committee is requesting approval to add an international student to the committee membership.
- **Question:** Why only one?
 - We have one representative from each division, so we thought one would be sufficient. We could add more in the future if one isn't enough.

7. Informational Presentations and Committee Reports

7.1. Curriculum Committee updates (Laurie Burton)

- PDF of presentation on the website, including links to resources. Idea is to help us all keep track of curriculum. Spring & Summer are good times for proposals.
 - FAQ about modifying BA/BS. These are not new programs, just another pathway to the degree.
 - GenEd deadlines aren't planned out yet but will be added to Laurie's documentation when available.

7.2. Gerontology Department name change (Margaret Manoogian)

- Terminology (gerontology) doesn't seem to be common knowledge, but we need to keep the word in our department name for accreditation purposes.
- The new name is Gerontology: Aging and Older Adulthood.
- If you have questions or concerns about the name change, send them to Adele Schepige.
- Comment from Rob Winningham: We don't have a formal name change process yet, but we're thinking it might be useful to route things through the Dean, provost, and faculty senate. We are working on establishing a process.

7.3. Becoming a doctoral-granting institution (Rob Winningham)

- Presentation on the faculty senate website contains more information on this topic.
- We have approved two doctoral programs, but there are a number of things we need to do to be recognised as a doctoral-granting institution. Requires reviews of the institution, by an NWCCU panel, may include pre and/or post-implementation campus visits.
- Self eval: Do we have the resources in place to provide these two programs without leaving our current programs behind in these departments? There are a lot of things that go into this question.
- Would like to have a campus wide discussion about our readiness for becoming a doctoral-granting institution. Possibly sending out a survey on our readiness.
- Reminder: we have a mid cycle review this year, report due early March, 3 person site team will be on campus April 4th and 5th. We are collecting the report for the mid cycle.
- **Question:** Can we get a quick update on the doctorate in physical therapy?
 - At provost council, will be voted on March 5th.

7.4. Advising registration nudges (Niki Weight)

- See presentation on faculty senate website.
- Context of this report: WOU's enrollment/retention numbers are down by 17%. A number of other Oregon universities are also struggling, with program closures and release of faculty.
- Most universities don't have advising holds or do faculty advising on the same level we do. We shouldn't move away from our mission of personal support to students, but we should look at ways to make advising easier for students.
- Positive and encouraging emails at specific times to students who need a push to registration. Week 5: Advisor hold email is sent. Moving forward, by week 9, all faculty advisors will get an emailed list and template for their students who have not yet registered. Faculty advisors will fill out template and send to those students who have yet to register. Idea is to send an open & personalized invite to meet with their advisor and get registered for the following term. In week 9, Student Success and Advising will send another nudge to students to let them know there are still resources available and/or to remove their advising hold. Salem campus offerings of coursework was also added into these messages for students who can't continue to take classes at our Monmouth campus.
- Hoping this will start up in spring term. If anyone would like to be a pilot advisor with this system in winter term, contact Niki to let her know.
- We will also be able to see when advising holds are removed with this new reporting, which will let us keep an eye on advising trends. The idea is to get students to take advantage of early registration. We hope by getting students more involved in their first few years, they will be able to get a better handle on Degree Works and build a stronger mentor/mentee relationship with their faculty.
- **Question:** Is there a way of tracking whether or not students are trying to register but can't because of a hold?
 - We can see whether they have a hold with the current system. The majority of our students we nudged had already received advising.
- **Comment:** This is one obstacle for student retention. It can also be useful to look at specific students who aren't continuing and asking them why. This might be something to look at further down the road as well.

Meeting adjourned: 5:02pm

5:00 – 5:15 p.m.

Better Know a Colleague (informal gathering continued, optional)