Faculty Senate

Document is over 350 pages. Use caution when printing.

Please note that some links go to websites not managed by the Faculty Senate. As such, some links may no longer be functional or may lead to pages that have since been changed or updated.

1983 Agendas

Agendas for Faculty Senate meetings can be accessed by clicking on the desired date. Contact the Faculty Senate Office via e-mail for more information.

- January 13
- February 3
- March 3
- April 7
- May 5
- June 2
- October 6
- November 3
- December 8

Faculty Senate, Oregon State University, Corvallis, OR 97331-6203 · 541.737.4344
Contact us with your comments, questions and feedback
Copyright © 2008 Oregon State University | Disclaimer
Valid xhtml.

OREGON STATE UNIVERSITY
Office of the Faculty Senate

Corvallis, Oregon 97331
Social Science 107

12/23/82

REPORTS TO THE FACULTY SENATE
January 13, 1983

Agenda for the Senate Meeting: Thursday, January 13, 3:30 p.m., Engineer. Aud., OSU Foundation Center

The Agenda for the Senate meeting on January 13 will include the reports and other items of business listed below. To be approved are the Minutes of the December 2 Senate meeting, as published in the Staff Newsletter Appendix.

A. Reports from the Faculty

1. Installation of Senate President, President-Elect, and Newly-Elected Members of the Executive Committee for 1983 - R. Becker

As reported to the Senate on December 2, Dwight S. (Pete) Fullerton (Pharmacy) was elected President-Elect. Richard Scanlan, who has been serving as President-Elect, will be installed as the new Senate President, and Fullerton will be installed as President-Elect at the January 13 meeting.

The new members of the Executive Committee, elected by the Senate at its December 2 meeting, are: Zoe Ann Holmes (Home Ec), Bruce Shepard (CLA), and Gary Tiedeman (CLA). The three newly-elected members will serve two-year terms, ending in 1985. Continuing members of the Executive Committee include David Faulkenberry (Sci.), Robert McMahon (For.), Robert Zaworski (Engr), whose terms expire at the end of 1983.

On behalf of the Faculty Senate, the Officers, and continuing members of the Executive Committee, appreciation and sincere thanks are expressed to the elected members of the Executive Committee whose terms are ending: Michael Chaplin (Ag), Nancy Leman (CLA), and Hollis Wickman, (Sci.). Also, a special note of appreciation to Chuck Dane (Bus), for serving "vice Chaplin" from October through December 1982, following Mike Chaplin's departure from OSU to Penn State University.

2. Welcome and Instructions to New Senators (pp.4,5) - R. Scanlan

Attached is the Chart of Members of the Faculty Senate for 1983, which includes 43 newly-elected Senators, including eleven who were re-elected for a second consecutive term. In accordance with Section 5, Article XIV, of the Senate's Bylaws, appropriate materials are provided for all newly-elected Senators. Faculty Senate Bylaws and Standing Rules for its Committees and Councils can be found in the Faculty Handbook (blue notebook). A Memorandum containing information regarding schedules and conduct of Senate meetings will be sent to each newly-elected Senator. The Faculty Senate Committee/Council Membership Roster will be distributed to newly-elected Senators at the same time. First or second term Senators will be invited (and are encouraged) to participate in the New Senator Orientation planned for Tuesday, January 11, from 2:30 p.m. to approximately 8:30 p.m. Eligible Senators will receive an individual mailing on this orientation.

3. Appointments of Recording Secretary and Parliamentarian, 1983

a. Recording Secretary: The Executive Committee is recommend continuance of the current arrangement, that Shirley Schroeder (Administrative Assistant in the Faculty Senate Office) be asked to record the Senate Minutes and prepare them for distribution, with Thurston Doler (Faculty Senate Executive Secretary) being asked to co-sign as the responsible Faculty member.

b. Parliamentarian: As prescribed in Article XV, Section 2, of the Bylaws, the Executive Committee will appoint Kermit Rohde (Pyschology) to the position of Parliamentarian for 1983.

4. Reports from Faculty Organizations

In accordance with procedures followed for the last several years, and because of the current activity of the groups in regard to the financial situation and collective bargaining, OSU Faculty Organizations have been invited to inform Senators on matters of interest, and have been asked to give brief reports at the January meeting. Groups represented will be:

a) Association of Oregon Faculties
b) American Association of University Professors
c) Oregon State University Faculty Association
d) Oregon Public Employes Union, Retired Faculty Chapter

B. Reports from the Executive Committee

1. New Senator Orientation - Pete Fullerton

The New Senator Orientation has been set for January 11. All newly-elected Senators who are being invited to participate will receive details directly. The Orientation includes a Mock Senate Meeting, where actual Senate reports will be presented and considered by the group. In addition, the session will include topics such as: "An Historical Look at the Faculty Senate," "Organization & Future of the Faculty Senate," and "The Role of the Faculty Senate at OSU." As in past years, President MacVicar will address the Senators. There will be a General Forum to end the evening.

2. "Contracting Out" of Custodial Services

Based upon a Resolution referred to the Executive Committee at the December 2 Senate meeting, this matter has been referred by the Exec. Comm. to the Budgets & Fiscal Planning Committee for their review. A report from the committee regarding the impact of the proposed contracting out will be made at the February Senate meeting.

3. OSBHE Meeting - R. Becker

The State Board recently met and discussed a number of issues of concern to Faculty. A report will be made on those actions.

4. Search Committee Updates

There have been three Search Committees operating at OSU during the past few months. A final report will be made on the Dean of Research Search Committee's actions, and an update on the status of the Search Committees for Vice President for Student Services and Dean of CLA are to be presented.

5. Faculty Senate Meeting Schedule--Winter and Spring Terms

Faculty Senate Meetings are scheduled for February 3, March 3, April 7, May 5, and June 2. Times and locations of meetings will be noted in the "Reports to the Faculty Senate" for each meeting. Although times are often included in the Staff Newsletter, they may not always be reliable, since each meeting time is determined by the length of the agenda. Standard meeting time is 3:30 p.m., but is changed to 3:00 p.m. when warranted by long agendas, items requiring lengthy discussion, etc. Therefore, please go by the time and location in the Reports to the Faculty Senate.

6. OSBHE Document, "A Strategic Plan for Higher Education, 1983-1987," Reviewed by Executive Committee

The Executive Committee has responded to Chancellor Davis with recommendations for several revisions to an OSBHE proposed draft document. A report will be made on the intent of the draft and some of the proposed revisions. A Public Hearing has been set for 1/19/83, 7:30 p.m., Withycombe 101.

7. OSBHE Document "Academic Pay Study," Reviewed by Exec. Comm.

A report prepared by the Chancellor's Office, "Academic Pay Study" was reviewed by the Executive Committee and referred to the Faculty Economic Welfare Committee for its review and report to the Senate at the February meeting (or earlier, if possible). Concern over a number of issues contained in the Study necessitated an immediate letter to the Chancellor from the Executive Committee. A brief report will be made by President Scanlan to alert the Senate to future consideration of this matter.

8. Executive Office Response to Previous Senate Actions (pp. 6-10)

Attached are two Memos: One refers to President MacVicar actions taken at the October 7, November 4 and 18 Senate meetings. The second Memo is President MacVicar's response to the actions noted in the Becker memo.

C. Reports from the Executive Office

D. New Business

FACULTY S MEMBERSHIP

OREGON STATE UNIVERSITY — JANUARY 13, 1983

(Exclusive of the Senate President, President-Elect, and, Ex-Officio, the University President and Dean of Faculty)

Underlined names are newly-elected or re=elected for a term starting in January 1983. Names marked by an Asterisk (*) are serving for a second consecutive term. Year in parentheses, i.e. (83), after name indicates year present continuous membership began, in January unless otherwise indicated. Term expires on December 31 of the year indicated at head of each column.

1983	1984	1985
AGRICULTURE:		
*Norman Goetze, Ext Crop Sci (79)	George Beaudreau, Ag Chem (82)	George Bailey, Food Sci (83)
A. Gene Nelson, Agr & Res Econ (81)	Roger Fendall, Crop Sci (82)	*Ron Cameron, Bot & Pl Path (80)
Michael Martin, Agr & Res Econ (82)	Roy Morris, Ag Chem (83)	*David Faulkenberry, Statistics (81)
*Floyd Bodyfelt, Food Sci & Tech (78)	Ronald Miner, Agr Engr (82)	Leslie Fuchigami, Hort (83)
Carl Bond, Fish & Wild (81)	Robert Stebbins, Hort (82)	David Hannaway, Crop Sci (83)
Gerald Krantz, Entomology (83)	James Witt, Ag Chem (82)	Donald Holtan, Animal Sci (83)
Martin Hellickson, Ag Engr (81)	*Carl W. O'Connor, Agr & Res Econ (79)	Al Mosley, Crop Sci (83)
Hugh Gardner, Soil Sci (81)		Ron Wrolstad, Food Sci (83)
BUSINESS:		
Boris Becker, Bus (81)	Dudley Buffa, Bus Admin (82)	*Charles Dane, Mkt, Fin & Prod (80)
	Mary Ellen Phillips, Bus Admin (82)	George Martin, Business (83)
EDUCATION:		
Margaret Stamps (81)	M. William Harp (9/82)	Sam Stern (83)
	Michael Giblin (82)	Les Streit (83)
ENGINEERING:		
Robert Wilson, Mech Engr (81)	*Robert Mrazek, Chem Engr (79)	Edward McDowell, Ind & Gen Engr (83)
Thomas Plant, Elec & Comp Engr (81)	Solon A. Stone, Elec Engr (82)	*Robert Zaworski, Mech Engr (80)
	Tom West, Indus & Gen Engr (82)	
FORESTRY:		
John F. Bell, For Mgmt (81)	Darius Adams, Forest Mgmt (82)	Eldon D. Olsen, For Engr (83)
Edward C. Jensen, For Media (81)	John D. Walstad, Forest Sci (82)	*Robert McMahon, For Prods (79)
Murray L. Laver, For Prods (81)		
HEALTH & PHYSICAL EDUCATION:		
Lois Pye Petersen (81)	Arnold Flath (82)	Arthur Koski (83)
Dow Poling, Phys Ed (81)		
HOME ECONOMICS:		
Clara C. Pratt, Geron (82)	Zoe Ann Holmes, Foods & Nutr (82)	James Leklem, Foods & Nutr (83)
Rodney Cate, Fam Life (81)		

1983	1984	1985
LIBERAL ARTS:		
Tharald Borgir, Music (83)	*Thurston Doler, Speech Comm (79)	Eleen Baumann, Soc (82)
Peter Copek, English (81)	Floyd McFarland, Econ (83)	*Berkley Chappell, Art (80)
Gary Tiedeman, Sociology (81)	Robert Schwartz, English (83)	Knud Larsen, Psych (83)
Austin Walter, Political Sci (81)	Bruce Shepard, Political Sci (82)	*Nancy Leman, English (80)
Ray Verzasconi, Foreign Langs (83)	Charles Vars, Economics (82)	*Ze'ev Orzech, Econ (80)
		Dorice Tentchoff, Anthro (83)
OCEANOGRAPHY:		
Paul Komar (81)	*Steve Neshyba (79)	Charles Miller, (83)
William Pearcy (81)		
PHARMACY:		
J. Mark Christensen (81)	Frances M. Eckenrode (82)	
SCIENCE:		
C. J. Bayne, Zoology (81)	Curtis R. Cook, Comp Sci (82)	Philip Anselone, Math (83)
Kenton Chambers, Bot & Pl Path (81)	*Paul Farber, Gen Sci (80)	*Victor Brookes, Entomology (80)
Wil Gamble, Bio/Bio (81)	JoAnn C. Leong, Micro (82)	Joel Davis, Math (83)
I. Isenberg, Bio/Bio (81)	John E. Morris, Zoology (83)	Dallice I. Mills, Bot (83)
*Don Reed, Bio/Bio (78)	Henry Van Dyke, Gen Sci (83)	T. Darrah Thomas, Chem (83)
James H. Krueger, Chem (81)	W. Curtis Johnson, Bio/Bio (82)	Fred Tonge, Comp Sci (83)
VETERINARY MEDICINE:		
	Russell Crisman (82)	A. Morrie Craig (83)
LIBRARY:		
*Agnes M. Grady (79)		*Mariol R. Peck (80)
ROTC:		
	Frank Burleson, Naval Sci (82)	Phillip R. Latham, Aero (83)

* * * *

6.

Office of the Faculty Senate
Oregon State University
Corvallis, Oregon 97331 (503) 754-4344

November 22, 1982

M E M O R A N D U M

To: President Robert MacVicar

From: Robert R. Becker, Faculty Senate President

Subject: Faculty Senate Actions, October and November 1982

The Faculty Senate has taken action on a number of issues during the first three Senate meetings. Some matters require your approval; some are for your information.

October actions:

1. Salary Compensation and Proposed Amendments to AR's re Sabbatical Leaves: After several attempts to either endorse the current policies or the proposed changes, the Senate finally passed a motion stating that: "...the Faculty Senate go on record as supporting initiatives that increase the incentives for longer term sabbaticals."

2. Proposed Amendments to Academic Sick Leave Policies: The Senate adopted the following motion: "...to adopt the Board's recommended changes as proposed (see attachment)."

3. Approved action taken early this past summer by the EC in approving revised wording for AR 8 (wording will remain as it currently appears in the Schedule of Classes).

4. Approved a motion directing the President of the Faculty Senate to appoint an Ad Hoc Committee on DCE, Summer Term, and Residence, and directing the composition of the Committee. Pursuant to that directive, the following individuals were asked to serve, and have agreed: Solon Stone, Engr. (Chrm., Fac. Status Comm. representative); Margaret Milliken, Res. Rec. (Curriculum Council rep.); Gene Craven, Gen. Sci. (Academic Regulations Comm. rep.); Chuck Dane, Bus. (Exec. Comm. rep.) Howard Wilson, Educ. (Grad. Council rep.); Doris Maclean, Eng. (FEWC rep.); and Duane Andrews, DCE or his designate.

5. Confirmed appointment of Sally Malueg and Doug Brodie to the Faculty Reviews & Appeals Committee.

6. Confirmed appointment of Rogert King, Hollis Wickman, and Bernard Spinrad to the Administrative Appointments Committee.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

At the regular November 4 meeting, the Senate

1. Accepted the slate of nominees proposed by its Nominations Committee for Faculty Senate, IFS, and Executive Committee positions.

2. Adopted a motion directing the Faculty Senate Office to distribute to Deans, Directors, Department Heads, and Chairs the report submitted by the Faculty Senate's newly approved standing Committee on Promotion and Tenure. The directive has been carried out, and we have continued to receive good comments about the report and its recommendations.

3. Returned to the Bylaws Committee a proposal to form an "Unassociated FTE" voting Unit for the purpose of Senate elections, directing the Committee to provide appropriate changes to the current Bylaws to accommodate such a unit.

4. Adopted a recommendation of the FEWC that OSU convert its payroll from the last day of the month to the first day of the month, effective on the date proposed by the OSBHE as being feasible.

5. Admissions Standards for Oregon's Colleges & Universities: Adopted a motion (the same motion also adopted by the IFS at its October 29, 1982 meeting), as follows: "The Faculty Senate supports and finds desirable the efforts to improve the requirements for admission to Oregon's Colleges and Universities. The OSU Faculty Senate recommends that such improved requirements permit variances for admission of students who have attended school in an Oregon School District, which, for reasons beyond the student's and/or school district's control, did not provide the opportunity for the student to meet all of the prerequisites for admission."

Additionally, Dean Barr spoke to the Senate outlining plans for the newly merged OSU-WOSC School of Education. His talk was very informative and much appreciated by the Senate.

At the special Curricular meeting on November 18, the Senate

1. Adopted a proposal for the initiation of a new instructional program leading to the BS degree in Agricultural Business Management.

2. Adopted a proposal for the initiation of minor programs for use with BS degree programs in the School of Agriculture or with the BS degree programs throughout the University.

3. Approved the suspension of the program and degree, Master of Science, in Management Science.

4. Approved the elimination of the option in Entrepreneurship within the Management Area of Concentration.

5. Approved the initiation of a new Instructional Program option in Industrial Training within the existing BS degree in Industrial Arts Education.

8.

6. Approved the change in name of the program and degree from Electrical and Computer Engineering to Electrical and Electronics Engineering.

7. Approved a new instructional program leading to the Master of Science degree in Environmental Health Management.

8. Approved the Category II Curricular Proposals.

9. Deferred to the December meeting consideration of the status of Psychology 435 and 446.

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

January 5, 1983

To: Robert R. Becker, Faculty Senate President

From: Robert MacVicar, President

Subject: Faculty Senate Actions, October and November 1982.

I have reviewed the actions of the Faculty Senate listed in your memorandum of November 22, 1982. Below are comments or reports on appropriate items (using the same reference numbers as in your memorandum).

October actions:

1. The Faculty Senate's action was reported to the Chancellor's office and then to the Board in the docket for its December 17 meeting. The Board approved the proposed amendments to the Rules OAR 580-21-225 and -230 as presented to the Faculty Senate at its October 7, 1982 meeting. We expect these revisions to be implemented beginning July 1, 1983.

2. No further action needed at this time, but we will encourage the Chancellor's office to activate the Interinstitutional Committee proposed several years ago by Mr. Lemman to review and clarify the Board's sick leave policy statements.

3. Approved and no further action needed

4., 5., and 6. No comment/action needed

November 4 actions:

1. No comment/action needed.

2. The "Report on Promotion and Tenure, 1982" from the Faculty Senate's Promotion and Tenure Committee was on the agenda of the Council of Deans meeting on November 30, 1982. In general, the report was very well received. The deans were encouraged to review this report with their departments. The executive office will give very careful attention to the suggestions or recommendations in this report and may seek further advice from the P & T Committee.

3. No comment needed.

4. No further action has been taken by the OSBHE on the payroll conversion plan approved by the Faculty Senate. At this time, we do not expect the conversion plan to be implemented before January 1, 1984.

5. The proposed Admission Standards for Oregon Colleges and Universities are part of "A Strategic Plan for Higher Education in Oregon, 1983-87,"

Comments and recommendations concerning this document including those of the Executive Committee reported in Dr. Becker's letter of December 22, 1982 to Dr. Pierce have been forwarded or sent directly to the Chancellor's office. A public hearing is now scheduled on January 19 at 7:30 p.m. in W 101. We expect to receive an updated or second draft of the "Strategic Plan" in the near future and for distribution well in advance of the public hearing.

November 18 actions:

1 through 8. All curricular proposals approved by the Faculty Senate on November 18 have been approved by the executive office (with only a few editorial changes) and have been or are being forwarded and recommended for approval to the Chancellor's office.

Please call me if you have any questions concerning this report.

:dm

OREGON STATE UNIVERSITY
Faculty Senate Office (754-4344)
Corvallis, Oregon 97331
Social Science 107

1/24/83

REPORTS TO THE FACULTY SENATE
February 3, 1983

Agenda for the Senate Meeting: Thursday, February 3, 1983, 3:00 p.m.
(Note change in location) Wiegand Hall 115

The Agenda for the February 3 Senate meeting will include the reports and other items of business listed below. To be approved are the Minutes of the December 2 and January 13 Senate meetings, as published in the Staff Newsletter Appendix.

A. Reports from the Faculty

1. Peace Education Resolution (p. 4) - Knud Larsen

Attached is a Resolution regarding "Students for Peace Education and Conflict Resolution Studies," which was introduced at the January meeting under New Business. Under special rules of the Senate, consideration of this Resolution was deferred to the February meeting. The Resolution will be considered for adoption.

2. Faculty Economic Welfare Committee Report (pp. 4-39) - Van Volk

Attached is a report of the FEWC regarding the Academic Pay Study document. The Academic Pay Study and related materials are also attached. The recommendations of the FEWC will be considered for adoption.

3. Intercollegiate Athletics; Institutional Representative to NCAA Report - Jack Davis

The Senate annually receives a report from the Institutional Representative to the NCAA; Jack Davis currently holds that position. Dr. Davis will present the annual report on athletics.

B. Reports from the Executive Committee

1. "Contracting Out" of Custodial Services (pp. 40-47) - D. Scanlan/J. Block

A motion was introduced at the December 1982 meeting regarding the OSU Administration proposal to "contract out" custodial services, thus eliminating the need for the present classified staff to do that work. The motion proposed that the Senate support the custodial workers in their efforts to terminate the administration's plan. That motion was referred to the Executive Committee with instructions to dispose of the proposal as it saw fit.

The Executive Committee referred the matter to the Budgets & Fiscal Planning Committee with instructions to investigate the

matter and to make any recommendations that it considered appropriate. Attached are documents from Vice President Parsons and Mark Champlin, a representative of the custodial employes committee, which were received in response to the Budgets & Fiscal Planning Committee's inquiries.

Upon completion of its investigation, the B&FPC found no appropriate course of action to recommend to the Senate. The Executive Committee concurs with that conclusion. The B&FPC report and documents are included for the Senate's information.

2. "A Strategic Plan for Higher Education in Oregon, 1983-87" Public Hearing (pp. 48-49) - Dick Scanlan

The document, "A Strategic Plan for Higher Education, 1983-87" has been distributed to all faculty and public hearings have been scheduled around the State. A Public Hearing was held on the OSU campus on January 19. President Scanlan will report on the Hearing. Attached is a copy of a letter from President D. Scanlan to Dr. Larry Pierce, which served as a basis for testimony given at the OSU Hearing.

Faculty who still wish to respond to the Strategic Plan in any way are urged to forward their views, in writing, prior to February 10, to Dr. Larry Pierce, Acting Vice Chancellor for Strategic Planning, at the Chancellor's Office.

3. Dean of Home Economics Search Committee - Dick Scanlan

In accordance with provisions of the Standing Rules for the Administrative Appointments Committee, the Executive Committee has sent to President MacVicar its nominations for faculty membership on the Search Committee to be established for the position of Dean of Home Economics. The Administrative Appointments Committee Chairman, Mary Jane Grieve, has consulted with the Executive Committee and has forwarded to the President names of nominees from that Committee. Appointments to the Search Committee will be made by President MacVicar.

4. Interinstitutional Faculty Senate - Thurston Doler

The IFS met on January 20-22 in Monmouth and Salem. In addition to normal business, a full day of meetings with legislators was included. A full report will be presented.

5. Faculty Reviews & Appeals Committee Appt.

The Executive Committee has appointed Curtis Cook, Computer Sci., to serve vice Thies for the remainder of his term (June 1984), subject to Senate confirmation.

6. Committee/Council Appointments

The Executive Committee has filled several vacancies on its Committees and Councils as follows:

Budgets & Fiscal Planning Committee, vice Heath, '83 to be filled by Pat Wells, Business (past Senate President)
Curriculum Council, vice Larson, '85, to be filled by Jeffrey Arthur, Statistics.

Instructional Media Committee, vice Lewis, '84, Mike Schuyler, Chemistry.
Two other appointments are currently pending.

A revised and updated Faculty Senate Committee/Council Membership Roster will be published in February. The new Roster will include names of student members, as well as revisions in Faculty membership.

7. Student Evaluation of Instructors (p. 50)

Attached is a letter from Dean Kuipers regarding the topic of Student Evaluations. That letter, along with instructions from the Executive Committee, are being forwarded to the Advancement of Teaching Committee. A report from the Committee will be made at a later date.

8. Athletic Board Report - Dick Scanlan

The Senate President is a member of the Athletic Board. President Scanlan will discuss recent topics before the Board to keep the Senate informed.

9. School of Education Representation in the Faculty Senate (pp. 51,52)

Attached is a Memorandum received from Dean Robert Barr regarding new administrative arrangements in Education. Item #8 refers specifically to the matter of Senate representation. The Memorandum has been referred by the Executive Committee to the Bylaws Committee for study to determine whether, or to what extent, the Senate Bylaws should be altered to accommodate these changes.

10. Faculty Forum on Collective Bargaining (p. 53) - Pete Fullerton

Attached as the last page of this document is a Memorandum from President-Elect Pete Fullerton regarding possible topics and personnel for the Faculty Forum. The Executive Committee has called for a Faculty Forum on Collective Bargaining to be scheduled a few weeks in advance of the collective bargaining election. Faculty are asked to respond, by February 11, to President-Elect Fullerton, who will preside over the Forum. President-Elect Fullerton has asked that all Faculty consider this matter and plan to participate in the Forum, since this is a crucial decision to all members of the academic community at OSU.

C. Reports from the Executive Office

D. New Business

Since the university can make significant contributions to the management and resolution of conflict and

since hundfeds of universities currently have programs in conflict and peace education.

It is hereby moved that we commend the O.S.U. Students for Peace Education and Conflict Resolution Studies Committee for the work and effort to develop and promote a peace education program at Oregon State University.

Knud S. Larsen

Department of Soil Science
Oregon State University
Corvallis, Oregon 97331 (503) 754-2441

January 21, 1983

TO: Executive Committee, Faculty Senate

FROM: V. V. Volk Van Volk
Chairman, Faculty Economic Welfare Committee

SUBJECT: Academic Pay Study Review Statement

The FEWC has reviewed the Academic Pay Study-OSBHE, which was prepared by the Executive Department, Personnel Division. The FEWC is unanimous in its reaction that the "Study" does not use appropriate comparator institutions for Oregon State University. Specific concerns are reported in the Review Statement. In addition to the Review Statement, several recommendations are attached.

The FEWC also feels that state legislators and lobby groups should be informed of our serious reservations about the report. A specific recommendation to send the Review Statement to legislators and lobby groups was not included because the FEWC did not know whether these groups had received the Academic Pay Study report.

/sq

cc: FEWC

The Faculty Economic Welfare Committee recommends that the Faculty Senate support a letter to Chancellor Davis, covering the following points:

1. That the Faculty Senate supports the major concerns regarding the "Academic Pay Study" as expressed in the January 7, 1983 letter from President Becker and President-Elect Scanlan.

2. That the Faculty Senate strongly supports the historical and current use of the "Average of 19 Other Universities" in future statements of salary comparison with OSU by the State Board of Higher Education.

3. That the Faculty Senate requests an explanation of the rationale in the selection of comparator institutions for Oregon State University, and an explanation as to what part of the staff of the State Board of Higher Education had in that selection. In particular, what rationale was used in the selection of the comparators with OSU, rather than the historical "Average of 19 Other Universities?" The Faculty at Oregon State University would appreciate a clear statement from the State Board of Higher Education reaffirming their support of the usage of the "Other 19" Universities as the comparator for Oregon State University and the University of Oregon.

Further, we recommend that this analysis of the Academic Pay Study be sent to the Chancellor, the State Board of Higher Education, the Oregon Educational Coordinating Council, the IFS, and the Executive Department, Personnel Division.

REVIEW STATEMENT FROM THE OSU FACULTY ECONOMIC WELFARE COMMITTEE

on the

ACADEMIC PAY STUDY
OREGON STATE BOARD OF HIGHER EDUCATION

prepared by the

EXECUTIVE DEPARTMENT
PERSONNEL DIVISION
November 1982

The OSU Faculty Economic Welfare Committee was requested on January 12, 1983, by the Executive Committee of the OSU Faculty Senate to review the Academic Pay Study report which had been prepared by the Executive Department.

GENERAL COMMENT

The OSU Faculty Economic Welfare Committee (FEWC) commends the Executive Department for their initiative in examining salary and total compensation paid to faculty at Oregon state institutions of higher education. The issue of competitive salaries has been of concern to faculty for an extended time.

After examination of the Study, however, the FEWC felt that it contained several serious problems which lead to inaccurate conclusions with regard to faculty compensation. Major concerns are:

1. Comparison of Oregon universities--and particularly OSU--to only regional or western universities, some of which are not even land-grant universities. Oregon State University competes for faculty, research grants, demonstration programs, graduate students, and places graduates on a national rather than regional basis.

2. Issues such as: faculty salary competitiveness within the academic ranks, overall faculty salary deficiencies as compared to the historically used "19" recognized universities, opportunities for summer employment, and salary increases for 1982-83 in Oregon and comparator universities; are either inadequately or not discussed at all.

More detailed comments with respect to these primary deficiencies are indicated as follows:

SALARY PRACTICES (page 1)

The report states that during the summer months, faculty "can supplement their salaries by other employment if they choose". Faculty on an academic year appointment do have the freedom to supplement their income with summer employment; however, employment in their professional discipline is not as easy as inferred in the Study. Fewer classes are offered during summer term, thus reducing both the number of faculty employed and their work load. Persons employed to teach the same course in the summer as during the academic year are compensated at a lower rate for the summer employment. In addition, faculty who have agreed to teach a class during the summer may find it cancelled after registration because of low enrollment, with the result being no employment.

Faculty Distribution by Rank (table on page 2)

The Study reports that "data show a higher concentration of positions at the upper categories within the state than is the pattern nationwide." This statement is true for Oregon State University only if "all public 4-yr. Colleges and Universities" are used as the base. If one uses "U.S. public Universities" only, the data appear to show that Oregon State University has a lower percentage of faculty at the Professor rank. Rather than concluding that a higher percentage of faculty are employed at higher rank, it would seem more appropriate to conclude that the faculty distribution by rank at Oregon State University is very similar to other institutions nationwide.

Salary Differentials (page 2, middle)

The report indicates the existence of large differentials between faculty salaries within a given rank. Some explanation is eventually offered with respect to supply and demand economics in the different disciplines but no indication is made of the many types of persons who hold given ranks. For example, faculty with equal rank are employed in resident instruction, extension, research and in areas such as library, student counseling, international agriculture, alumni relations, housing, and job placement programs. Large salary differentials would occur within a given rank at all state institutions, and not just at Oregon State University.

The report further compares faculty salaries to several categories of classified personnel. What is the purpose of the comparisons? Our interpretation would be that the comparisons illustrate deficiencies in faculty salaries, but persons who read the report are left totally to their own interpretation.

EXTERNAL SALARY COMPARISONS (page 3)

The ten comparator institutions selected by the authors of the Academic Pay Study in consultation with the State Board of Higher Education are not a representative group for comparison to Oregon State University. Criteria used in selection, other than location, are not clear. How were discipline, size, and number of degree offerings actually used in the selection process? It appears that western "land-grant universities" were to be selected as the comparators for Oregon State University; however, two non-land-grant universities -- Arizona State University and Idaho State University -- were included in the comparator list. When the comparator lists for Oregon State University and the University of Oregon are changed accordingly, the average salary for all ranks for Oregon State University decreases from 95.6% to 93.6% as compared to the ten institutions. The University of Oregon relative percentage comparison increases from 93.5% to 95.7%.

More important than the simple change in the two land-grant universities on the comparator list is the concept of which universities are appropriate for comparison. Oregon State University competes nationally for faculty, research grants, extension programs, international programs, and students, especially graduate students. Faculty employed at Oregon State University are trained or previously employed at both land-grant and non-land-grant universities nationwide. Our graduates, in turn, are employed nationwide.

An examination of the federal obligations to Oregon State University clearly indicates the competitive position of Oregon State University on a national scale (Table 1). Of the Executive Department ten comparator universities, only four are listed in the ranking of the top 100 universities receiving federal obligations and only one exceeds Oregon State University in rank. In clear contrast, only three of the "19" comparator universities which have been historically used for faculty salary comparisons are not in the top 100 universities.

Faculty salaries at Oregon State University and the University of Oregon have been compared to "19" nationally recognized universities for approximately 25 years, and the OSU FEWC strongly encourages the continued use of this valid comparison. These 19 universities (Table 1) reflect the academic and research competitors for Oregon State University and the University of Oregon. Nine of the "19" universities are land-grant institutions, thus the comparators can be used for both Oregon State University and the University of Oregon. These "19" universities represent the quality of teaching and research against which Oregon State University and the University of Oregon compete.

Future Western States Comparison (Table, page 4)

The OSU all rank average for total compensation indicates that faculty receive 106.3% compensation as compared to the ten comparator universities. The percentage comparison figures are misleading in that each state university is compared to a different group of universities

TABLE 1. Total federal obligations of resources granted in 1980 for the Executive Department comparator institutions and the "19" institutions previously used for salary comparisons.

Executive Department Comparators

Institution	Federal obligations+ national rank	Professor Salary*
Arizona State Univ.		$37,300
California, Univ. of (Davis)	33	39,300
Colorado State Univ.	66	33,400
Idaho State Univ.		28,100
Montana State Univ.		30,400
Nevada, Univ. of (Reno)		35,200
New Mexico State Univ.	97	34,400
Utah State Univ.		31,200
Washington State Univ.	84	33,000
Wyoming, Univ. of		37,600
Oregon State Univ.	48	31,800
Oregon, Univ. of	98	33,000

"19" Comparator Universities

Institution	Federal obligations+ national rank	Professor Salary
California, Univ. of (Berkeley)	18	42,800
Idaho, Univ. of		29,900
Illinois, Univ. of (Urbana)	19	38,600
Purdue Univ.	31	38,000
Iowa State Univ.	87	33,400
Michigan State Univ.	27	35,800
Minnesota, Univ. of	7	33,400
Ohio State Univ.	21	38,600
Washington State Univ.	84	33,000
Wisconsin, Univ. of	8	35,300
Colorado, Univ. of	20	32,500
Indiana Univ.	36	34,700
Iowa, Univ. of	38	36,200
Michigan, Univ. of	11	39,800
Montana, Univ. of		28,200
North Carolina, Univ. of (Chapel Hill)		41,500
Texas, Univ. of (Austin)	34	38,700
Utah, Univ. of	40	35,100
Washington, Univ. of	4	37,800

+Chronicle of Higher Education, March 31, 1982.
*Salary figures taken from Table B, Academic Pay Study, OSBHE, November, 1982.

rather than a common base group. As previously indicated, the ten comparator universities used in the Study are not consistent with the land-grant concept which appears to have been used as the criteria.

The State Board of Higher Education did approve an 11.5% salary increase for 1982-83. As the Study eventually indicates, much of the salary increase is programmed for late in the 1982-83 academic year. The Table on page 4 which compares salary data to comparator universities uses July 1, 1983 salary information and, in fact, faculty did not receive most of the take home pay in 1982-83. The increases programmed for June 1982-83 have not been received and faculty are concerned whether the proposed increase will be honored in view of the state budget problems.

Historical 19 Institution Comparison (pages 4-5)

The report indicates that, "In total compensation, Oregon's position has remained relatively stable over the last five academic years" (first paragraph, page 5). The long term goal of the State Board of Higher Education has been to achieve the average salary of the 19 comparator universities. Remaining stable--well below the average--is not satisfactory.

In 1957-58, the average annual salary for faculty at Oregon State University and the University of Oregon was 105% of the "19" universities used in the comparator studies (Figure 1 and Table 2). Since 1963-64 faculty salaries have been below average.

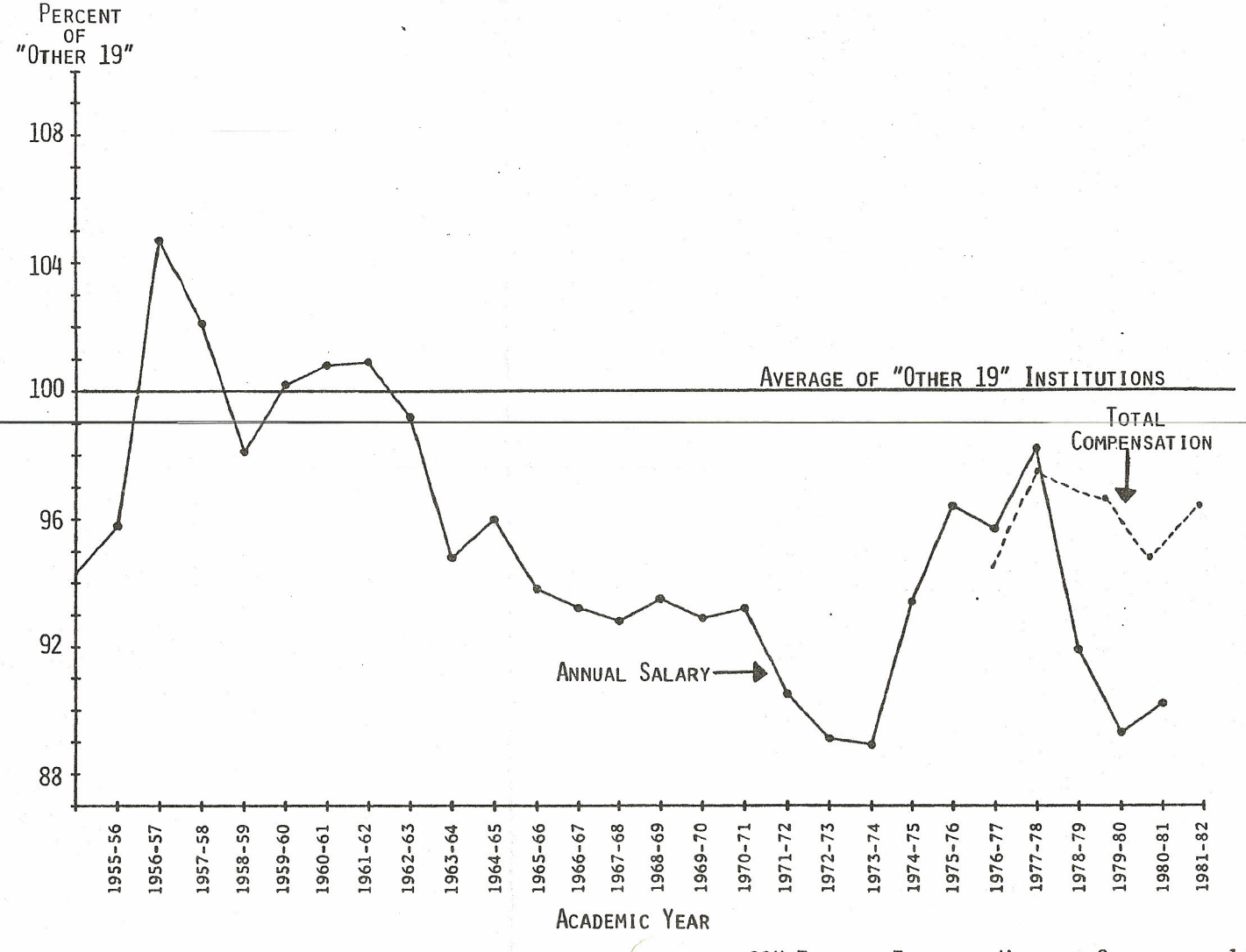
In addition, the Academic Pay Study does not address the serious problem of the lack of competitive salary at the Professor level. While the average salary at the Assistant and Associate Professor level has become more competitive with our peer faculty, salaries at the Professor level lag woefully. Salary "compression" between the full Professor and Associate Professor rank serves to discourage younger faculty from continuing their careers at Oregon State University.

Comparison of Average Professor Salary by Discipline (page 5 and Table I)

Many criteria exist to determine excellence and priority of programs. Determining program excellence or priority by salary paid to full professors falls far short when programs are critically evaluated. For example, a program could have a lower priority when judged by quality or productivity, but the average salary could be high because of member longevity and a small number of individuals.

Figure 1.

COMPARISON: AVERAGE ANNUAL SALARIES AND TOTAL COMPENSATION
OREGON PROFESSORS (UO-OSU) VS PROFESSORS AT "OTHER 19" INSTITUTIONS
SOURCE OF DATA: OREGON STATE SYSTEM OF HIGHER EDUCATION (TEACHING STAFF, 9 MONTH APPOINTMENTS)



OSU FACULTY ECONOMIC WELFARE COMMITTEE, 1/19/83

Table 2.

Comparisons of Average Annual Academic Salaries in Oregon (UO and OSU combined) with 19 Other Institutions-1955 to date, by Academic Rank; and Comparison of Total Compensation (Salary plus fringe benefits) 1977 to date[1]

UNIVERSITY SALARY COMPARISONS

Year	Professor			Associate Professor			Assistant Professor			Instructor			All Ranks		
	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.
1955-56	$ 7,843	$ 8,320	94.3%	$ 6,218	$ 6,345	98.0%	$ 5,019	$ 5,264	95.3%	$ 4,190	$ 4,239	98.8%	---------not available---------		
1956-57	8,268	8,627	95.8%	6,588	6,559	100.4%	5,317	5,414	98.2%	4,431	4,383	101.1%	---------not available---------		
1957-58	10,065	9,614	104.7%	7,808	7,319	106.7%	6,268	6,054	103.5%	5,073	4,893	103.7%	$ 7,410	$ 7,120	104.1%
1958-59	10,033	9,830	102.1%	7,763	7,451	104.2%	6,203	6,181	100.4%	5,017	5,017	100.0%	7,275	7,284	99.9%
1959-60	10,358	10,560	98.1%	7,937	7,974	99.5%	6,392	6,596	96.9%	5,188	5,313	97.6%	7,590	7,465	101.7%
1960-61	10,911	10,892	100.2%	8,222	8,249	99.7%	6,576	6,843	96.1%	5,273	5,486	96.1%	7,889	8,200	96.2%
1961-62	11,695	11,606	100.8%	8,849	8,773	100.9%	7,082	7,244	97.8%	5,724	5,767	99.3%	8,601	8,728	98.5%
1962-63	12,212	12,105	100.9%	9,121	9,180	99.4%	7,359	7,594	96.9%	5,814	6,028	96.4%	8,986	9,163	98.1%
1963-64	12,778	12,886	99.2%	9,757	9,678	100.8%	7,807	7,973	97.9%	6,174	6,260	98.6%	9,466	9,678	97.8%
1964-65	12,964	13,672	94.8%	9,838	10,203	96.4%	7,912	8,353	94.7%	6,349	6,518	97.4%	9,693	10,221	94.8%
1965-66	14,126	14,709	96.0%	10,681	10,927	97.7%	8,588	8,927	96.2%	6,723	6,880	97.7%	10,741	10,949	98.1%
1966-67	14,464	15,426	93.8%	11,147	11,454	97.3%	9,053	9,465	95.6%	7,046	7,308	96.4%	10,995	11,479	95.8%
1967-68	15,339	16,455	93.2%	11,736	12,208	96.1%	9,786	10,082	97.1%	7,706	7,830	98.4%	11,766	12,325	95.5%
1968-69	16,087	17,331	92.8%	12,247	12,833	95.4%	10,320	10,574	97.6%	8,016	8,296	96.6%	12,467	12,978	96.1%
1969-70	17,089	18,271	93.5%	12,924	13,494	95.8%	10,800	11,149	96.9%	8,593	8,737	98.4%	13,160	13,715	96.0%
1970-71	17,793	19,150	92.9%	13,649	14,115	96.7%	11,428	11,692	97.7%	8,960	9,161	97.8%	13,970	14,455	96.6%
1971-72	18,220	19,551	93.2%	14,023	14,436	97.1%	11,732	11,986	97.9%	9,609	9,577	100.3%	14,458	14,963	96.6%
1972-73	18,380	20,311	90.5%	14,268	14,974	95.3%	11,983	12,418	96.5%	9,714	9,849	98.6%	14,843	15,659	94.8%
1973-74	19,020	21,358	89.1%	14,887	15,685	94.9%	12,794	13,008	98.4%	10,191	10,253	99.4%	15,508	16,668	93.0%
1974-75	19,862	22,349	88.9%	15,540	16,402	94.7%	13,057	13,664	95.6%	10,939	10,932	100.1%	16,110	17,576	91.7%
1975-76	22,527	24,106	93.4%	17,386	17,762	97.9%	14,596	14,698	99.3%	11,660	12,037	96.9%	18,067	18,986	95.2%
1976-77	24,513	25,419	96.4%	18,883	18,748	100.7%	15,604	15,404	101.3%	12,686	12,482	101.6%	19,705	20,162	97.7%
1977-78	25,713	26,860	95.7%	19,694	19,716	99.9%	16,190	16,188	100.0%	13,105	13,015	100.7%	20,499	21,353	96.0%
1978-79	27,742	28,256	98.2%	21,290	20,703	102.8%	17,257	16,994	101.5%	14,145	13,837	102.2%	22,150	22,670	97.7%
1979-80	27,825	30,292	91.9%	21,199	22,177	95.6%	17,211	18,200	94.6%	13,885	14,903	93.2%	22,104	24,434	90.5%
1980-81	29,454	32,974	89.3%	22,790	24,049	94.8%	18,601	19,849	93.7%	15,103	16,159	93.5%	23,687	26,762	88.5%
1981-82	32,205	35,705	90.2%	24,726	26,099	94.7%	20,081	21,678	92.6%	15,914	17,918	88.8%	25,697	29,085	88.4%
1982-83															
				UNIVERSITY TOTAL COMPENSATION COMPARISONS											
1977-78	29,249	30,978	94.4%	22,760	23,111	98.5%	18,853	19,087	98.8%	15,374	15,326	100.3%	23,574	25,000	94.3%
1978-79	32,385	33,217	97.5%	25,243	24,701	102.2%	20,805	20,377	102.1%	17,175	16,557	103.7%	26,183	26,600	98.4%
1979-80	34,778	35,920	96.8%	26,860	26,779	100.4%	21,945	21,961	99.9%	17,834	17,951	99.3%	27,881	29,169	95.6%
1980-81	37,195	39,219	94.8%	29,172	28,989	100.6%	23,953	23,964	100.0%	19,513	19,537	99.9%	30,178	32,016	94.3%
1981-82	41,331	42,739	96.7%	31,968	31,676	100.9%	26,151	26,376	99.1%	20,934	21,889	95.6%	33,184	35,027	94.7%

[1] Source of data: Oregon State System of Higher Education. Statistics represent teaching staff on 9-month appointments. The "other 19" Institutions with which the State Board of Higher Education compares salaries at the University of Oregon and Oregon State University are as follows: Universities of California, Colorado, Idaho, Illinois, Indiana, Iowa, Iowa State, Michigan, Michigan State, Minnesota, Montana, North Carolina, Ohio State, Purdue, Texas, Utah, Washington, Washington State, and Wisconsin.

OSU Faculty Economic Welfare Committee, 1/18/83

1982-83 Salary Increases--Western States (page 21)

The Study contains information on future salary increases for the comparator states as obtained by telephone. The information may be accurate, but specific documentation should support the data to establish true credibility. How much of the data presented is proposed versus confirmed? What about the changes in fringe benefits versus actual salary?

****

The OSU FEWC has attempted to identify the principal concerns in the Academic Pay Study. The Study was analyzed with respect to both its impact on the three universities discussed in the report and specific references to Oregon State University.

The OSU FEWC would be pleased to cooperate with the Executive Department, the Chancellor's Office, the State Board of Higher Education, and other interested agencies in preparation of appropriate faculty salary studies.

14.

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

January 7, 1983

William E. "Bud" Davis
Chancellor, Oregon State
System of Higher Education
P.O. Box 3175
Eugene, Oregon 97403

Dear Chancellor Davis:

The Executive Committee of our Faculty Senate has asked us to write to you regarding the "Academic Pay Study, Oregon State Board of Higher Education," dated November 1982. Since the report originated from the Executive Department, we are not certain that this letter should be addressed to you. We are doing so to share our concerns with you in this important matter, and with the confidence that you will forward the letter if appropriate.

We must say that we were both dismayed and disheartened by some of the approaches used for salary comparison, and some of the conclusions contained in this report. Particularly disturbing is the list of t comparative institutions, on page eight, for Oregon State University. We are perplexed by the rationale for selection of some of the institutions. Some are very dissimilar to Oregon State University, and do not compete with us in the hiring of faculty. In addition, the reasons for using "regional" institutions for comparison in this day and age is not at all clear. Both OSU and U of O compete with institutions across the nation for faculty, research funds, and graduate students. We are also concerned that different institutions were used for OSU and the UO. As you know, a list of 19 institutions has traditionally been used for comparison of both OSU and UO. In fact, the report makes reference to this traditional comparison and concludes that, in total compensation, Oregon's position has remained stable over the last five years. The implication is that this situation is satisfactory, whereas UO and OSU have averaged about 95% of the average total compensation for the past five years. This is, of course, not satisfactory, and should have been so stated in the report.

If OSU is to be compared with other Land Grant institutions, we feel that the list should contain some of the top institutions across the country. A list of such institutions should include some of the following: University of Wisconsin, University of Minnesota, Michigan State University, Pennsylvania State University, North Carolina State University, Purdue University, the University of Illinois, and Corne University. We are disturbed that not one of these institutions wa. included on the list of comparative institutions for OSU.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

The thrust of the report is not consistent with your stated plans for excellence in the Oregon State System of Higher Education. Neither list does justice to the actual level of competition at which these two institutions are found. The report appears contrived to make salaries at OSU and the UO look more competitive than they are.

We believe, further, that the farmers, foresters, and others around the state will not be pleased to learn that this institution has been placed in a position where it cannot even aspire to be competitive with the best of the Land Grant institutions. From our position, it will be difficult both to recruit faculty and to maintain high morale.

We have forwarded the report to our Faculty Economic Welfare Committee for further analysis. Their comments and those of our Faculty Senate will be forwarded to you in the near future. We sincerely applaud your efforts at planning and your stated emphasis on excellence. The very best to you in dealing with the upcoming legislative session.

Sincerely,

Robert R. Becker
Faculty Senate President

Richard A. Scanlan
Faculty Senate President-Elect

ss
pc: Dr. Robert MacVicar
William Lemman
Allen MacKenzie
Larry Pierce
David Nicodemus
Van Volk

16.

OREGON STATE UNIVERSITY CORVALLIS, OREGON 97331

OFFICE OF THE DEAN OF FACULTY

December 28, 1982

TO: Robert Becker, Faculty Senate President
Richard Scanlan, Faculty Senate President-Elect
Van Volk, Chairman, Faculty Economic Welfare Committee

FROM: D. B. Nicodemus

SUBJECT: Academic Pay Study -- OSBHE

Enclosed is a report, dated November 1982, prepared by the Executive Department Personnel Division, and forwarded to us by Vice Chancellor Bill Lemman. President MacVicar gave me a copy of this report yesterday with the statement that the report "should probably be sent to appropriate people in the faculty--Senate Committee Chairs, etc."

Please review this report and advise me if additional copies should be prepared and to whom distributed.

DBN/cjj

encl.

xc: President MacVicar

OREGON DEPARTMENT OF HIGHER EDUCATION
OFFICE OF ADMINISTRATION

P. O. BOX 3175. EUGENE. OREGON 97403. TEL (503) 686-4154

December 22, 1982



To: Institution Presidents

From: Bill Lemman

As we discussed at the presidents' meeting last week, the Governor's budget recommendation does not include any funds for salary adjustments for academic staff in excess of those to be given to state employes generally. As we noted at the meeting, this decision was apparently in part based upon the scarcity of funds and in part on the basis of the salary study prepared by the Executive Department, a copy of which is enclosed.

WTL:jl
Enclosure

cc: Clarethel Kahananui
Allen McKenzie
Susan Weeks

ACADEMIC PAY STUDY
OREGON STATE BOARD OF HIGHER EDUCATION

EXECUTIVE DEPARTMENT
PERSONNEL DIVISION

NOVEMBER 1982

SYNOPSIS

The purpose for this study can be summarized as follows:

- Provide information about the academic compensation system.
- Provide information about the effects of the academic compensation system.
- Provide alternate salary and total compensation comparisons to assist with determination of Oregon's relative position compared to similar institutions in other states.

The body of the study report contains a narrative description of the academic compensation system and several charts which show how academic salaries and total compensation in Oregon compare within the state and to various other states.

The highlights of the study findings are summarized below.

- The Oregon State Board of Higher Education has delegated authority for salary administration to the presidents of Oregon higher education institutions.
- The academic compensation system provides substantial latitude to individual institution presidents in the administration of compensation. Most of the salary decisions occur at the institution level.
- There are no salary schedules as such for the various academic ranks.
- The salary spread between the lowest paid and highest paid employes of the same academic rank is substantially greater than the management or classified service.
- The merit pay component of academic compensation appears to function more as a true merit system than the merit system for management service and classified employes.
- The pattern of leave and supplementary consulting or outside employment are substantially different than employes in other agencies.
- The retirement and insurance benefits of academic employes are similar to those of state employes in other agencies.
- Oregon institutions compared to ten western states and seven selected states, lag in average salary, but are at parity or above in total compensation for all ranks.
- An average of Oregon State University and University of Oregon total compensation has lagged the 19 university average by 1.5% to 5.5% over the last five academic years. Only a .4% change is indicated from academic year 1980-81 to 1981-82 (Table H).

20. ACADEMIC COMPENSATION

Faculty and certain other staff members at state institutions of higher educati are, by statute, unclassified (ORS 240.205, 240.207). Academic salary structure is addressed in ORS 240.240 (4) which reads: "With regard to unclassified positions in the state system of higher education, the salary plan and arrangements for leave with pay shall be established by the State Board of Higher Education."

The board has not established pay ranges or a compensation plan as such. Rather, they operate on the concept of decentralized decision making on salary matters, passing on to each institutional president the authority and responsibility for salary setting. This process may be further delegated within the institution.

The system operates under a lump sum budgeting process. The line item position and personal services limits under which other agencies operate do not apply to higher education.

BOARD POLICIES

Within this decentralized framework, the board has established four salary policies to guide the institutional presidents. These are:

1. A portion of the salary increase money must be dedicated to across the board salary raises if the performance of the academic employe has been fully satisfactory.

2. There must be a merit component to the institution's plan, subject to the discretion of the institutional president.

3. There must be provision for salary adjustment upon increases in rank similar to the state's requirement for a salary increase on promotion.

4. Funds must be reserved to correct any anomalies which become apparent during the course of the biennial period.

The board gives no instruction as to the weights of these respective factors, just that each must be represented.

SALARY PRACTICES

Throughout this report, academic salaries are stated in annual figures and this represents a nine-month contract. Although faculty instructional staff frequently conduct research and prepare materials for classes during the three summer months, they can supplement their salaries by other employment if they choose. References to specific salaries are based on 1981-82 data.

The standard categories within the academic pay structure include the ranks of professor, associate professor, assistant professor and instructor. Faculty members have the opportunity to advance through the ranks based on performance, experience and academic stature.

Distribution of faculty by rank for the 1981-82 school year is shown below. The data refers to academic employes who spent at least half time in classroom instruction. Also included for comparative purposes is the same information for public institutions throughout the nation.

	Professor	Associate Professor	Assistant Professor	Instructor
Oregon State University	37%	30%	24%	9%
University of Oregon	45%	28%	21%	5%
Portland State University	47%	33%	17%	2%
*All U.S. Public 4-yr. Colleges & Universities	34.4%	30.1%	27.9%	7.6%
*U.S. Public Univ. Only	39.4%	29.7%	26.3%	5.4%

These data show a higher concentration of positions at the upper categories within the state than is the pattern nationwide.

Classified state employes are usually paid on a six step range; the person at the top step being paid approximately 27% more than the person at the bottom step. In the academic pay system, there are no steps. At Oregon institutions there is a wide variance of salaries within the general hierarchy. At OSU, for example, the highest paid professor (Statistics) earned almost twice the salary of the lowest paid professor (English). This latter professor earned less than the highest paid instructor (Oceanography). The salary variance of OSU's Professors is even more extreme in the lower ranks. The best paid Assistant Professor and the best paid Instructor make substantially more than twice the salary of their poorest paid counterparts. While this spread is most noticeable at OSU, faculty salaries elsewhere have wider ranges than state classified salaries.

At the other end of the scale, the lowest paid Instructor at OSU was paid at the same monthly rate as a Laborer 2, salary range 12. The average Assistant Professor of East Asian Languages at the University of Oregon is paid at about the same rate as an Elevator Mechanic, salary range 19. An Assistant Professor of Administration of Justice at Portland State is paid less than a Senior State Trooper, salary range 21.

Among the state colleges (Eastern, Southern, Western) the average Professor's pay equates to salary range 30, the same level as the Education Program Manager class at the Department of Education. Associate Professors came out at salary range 26, the same as Program Coordinators 3. Assistant Professors are paid about the same as a Fiscal Coordinator 1, SR 23, while the average Instructor at these three colleges is paid $1,866 a month, between salary range 20 and 21.

---

* National Center for Education Statistics, Faculty, Tenure and Benefits, 1980-81.

22.

COLLECTIVE BARGAINING

At three institutions faculty members have organized into unions, Southern Oregon State College, Western Oregon State College and Portland State University. (In addition graduate assistants at the University of Oregon are organized.) Collective bargaining has focused on the distribution of salary increase funds: how much is applied across the board and how much through the merit assessment process. The Portland State contract establishes minimum pay for each rank, and the amount to be awarded on promotion.

EXTERNAL SALARY COMPARISONS

Comparator Institutions. Agreement was reached with staff from the State Board of Higher Education regarding comparator institutions for Oregon State University, University of Oregon and the regional colleges. There was disagreement as to the most appropriate schools for comparison with Portland State University. In this report, two separate groups of comparators are used for PSU, five institutions judged to be appropriate comparators by the study team, and those five comparator institutions plus five additional comparator institutions judged appropriate by Higher Education staff. In all cases, consideration was given to the size and location of the school, disciplines, and number of advanced degree offerings. The comparator institutions are shown in Table A.

Western State Comparison. The University of Oregon, Oregon State University, Portland State University and regional state colleges were compared with similar institutions in the ten western states. Both average salaries and total compensation were examined in this comparison. In every case, Oregon lags in average salary. A comparison of total compensation improves the picture.

Average Oregon Faculty Salary
Shown as a Percentage of Ten Western State Average

1981-82 Academic Year
(All Ranks)

Institution	Average Salaries	Total Compensation
Average of Ten Western State Comparators	100.0%	100.0%
University of Oregon	91.6	99.4
Oregon State University	93.4	102.2
Portland State University	94.1	100.6
Regional Colleges	94.3	99.3

See Tables B, C, D

Future Western States Comparison. The ten western states were telephoned to determine their scheduled salary adjustments for the 1982-83 academic year. The comparison below includes scheduled salary increases for Oregon institutions and institutions in the ten western states.

Average Oregon Faculty Salary
Shown as a Percentage of Faculty Salary in Ten Western States

1982-83 Academic Year
(All Ranks)

Institution	Average Salary All Ranks	Total Compensation
Average of Ten Western State Comparators	100.0%	100.0%
University of Oregon	95.1	103.6
Oregon State University	97.3	106.3
Portland State University	99.7	106.3
Regional Colleges	98.1	104.1

See Table E.

Seven State Comparison. The University of Oregon, Oregon State University, and regional state colleges were compared with similar institutions in the same seven states used in the Executive Department compensation survey. Both average salary and total compensation were examined. The results of this comparison are similar to the western states comparison, Oregon trails in average salaries and leads in total compensation.

Average Oregon Faculty Salary
Shown as a Percentage of Faculty Salary in Seven States

1981-82 Academic Year
(All Ranks)

Institution	Average Salaries	Total Compensation
Average of Institution in Seven States	100.0%	100.0%
University of Oregon	92.9	100.0
Oregon State University	99.6	107.8
Regional Colleges	97.1	105.4

See Tables F & G.

Historical 19 Institution Comparison. This comparison covers academic years 1967-68 to present. The purpose of this comparison is to determine if Oregon's relative position compared to the 19 institutions has changed over time. Two Oregon institutions are compared, University of Oregon and Oregon State University, at the Professor, Associate Professor, Assistant Professor and Instructor levels. Both salaries and total compensation were compared.

24. Oregon's relative salary position as a percent of the average has declined noticeably since the 1979-80 academic year. This change undoubtedly is a result of the implementation of the 6% PERS pick-up. In total compensation, Oregon's position has remained relatively stable over the last five academic years. See Table H for additional information.

Comparison of Average Professor Salary by Discipline. This table reflects the highest ten average salaries by discipline at the University of Oregon, Oregon State University and Portland State University. It should be noted that Computer Science ranks number one at both the University of Oregon and Oregon State University, but ranks seventh in priority at Portland State University. See Table I for additional information regarding the rankings.

Comparison of Salaries in High Demand Disciplines. In a study conducted by Oklahoma State University, comparisons were made for the high demand fields of Business Administration, Computer and Information Science, and Engineering. Tables J, K, and L show the relative positions for Oregon State University, University of Oregon, and Portland State University in these high demand areas. It should be noted that this is a salary only comparison and that the 6% PERS pick-up is not included in the comparisons.

CURRENT SALARY POSTURE

In early 1982, when the state's fiscal crisis was being debated by legislature, agencies were faced with a general reduction of salary funds. Higher Education reacted to this crisis with adjustments in the timing of salaries increases which had previously been planned for 1982-83 school year. The following table shows the rescheduled adjustments planned for each institution.

PLANNED FACULTY SALARY INCREASES 1982-83
OREGON PUBLIC 4-YEAR COLLEGES AND UNIVERSITIES

Institution	First Increment		Second Increment	
University of Oregon	5.3%	4/20/83	5.9%	6/01/83
Oregon State University	4.0	7/01/82	7.2	6/30/83
Portland State University	3.1	7/16/82	8.1	5/01/83
Western Oregon State College				
Under $20,000	4.0	7/01/82	6.7	6/01/83
$20,000 - $29,000	3.2	7/01/82	7.5	6/01/82
$30,000+	1.2	7/01/82	9.6	6/01/83
Southern Oregon State College	4.0	7/01/82	7.21	6/01/83
Eastern Oregon State College	4.0	9/16/82	7.2	6/01/82
Oregon Institute of Tech	3.0	7/01/82	8.2	5/01/83
Oregon Health Sciences Univ	3.0	7/01/82	8.25	6/01/83

Sources: Institutional Budget or Business Offices, 10/82
Oregon Education Coordinating Commission, 10/28/82 (See Table M)

It should be noted that while this adjustment resulted in lower actual salaries for 1982-83, faculty members will have improved their base position by approximately 11% by the beginning of school year 1983-84. This compares favorably with the estimated increase of between 7 and 8 percent forecast for the Western States during the same time period.

FRINGE BENEFITS

Academic employes have somewhat different fringe benefits from those designed for the balance of state employes.

Insurance. The institutions are provided the same per person allowance for insurance as regular classified employes. That is, $114 per month for health insurance and $10.99 for dental insurance. Health and dental insurance policies are purchased through the State Employes Benefit Board the same as all employes covered by the Board. Individual institutions act as brokers for life insurance, accidental death and dismemberment and long term disability insurance as a convenience to employes.

Retirement. Academic employes are covered by PERS at the same rate as other state employes. The employer contribution is 11.01% of the salary and the employe contribution of 6% is picked up by the state. Retirement benefits are computed the same as for other state employes. Plans to encourage relinquishment of indefinite tenure (early retirement) are in place in at least two institutions: at University of Oregon, the faculty member who commits to relinquish tenure at age 65 will be given, at age 62, an additional 6% salary increase for the final three years of service. At Portland State University one option, a lump sum bonus system of a base dollar amount ($865) plus years of service, is designed to encourage early retirement. In addition, guaranteed part-time employment after retirement is an option. Similar plans could be in effect at other institutions.

Income Shelter Programs. Tax deferred annuities and a deferred compensation program are available to shelter income. These benefits are offered through payroll deduction as a convenience to staff. There is no state contribution.

Leave. Vacation leave is arranged to accommodate the school year classroom requirements. Faculty on a nine months contract do not receive vacation leave other than traditional school holidays. Staff members who are on a twelve months contract basis are given one calendar month's vacation leave, to be taken after 11 months of employment. Vacation leave is not cumulative from year to year. This is a disadvantage compared to other state employes who frequently cash-in 250 hours of accumulated vacation upon retirement to increase their final average salary.

Holidays are scheduled for all employes as they occur during the year with the exception of the Veterans Day and Washington's and Lincoln's Birthday holidays.

Sick leave is accumulated at the same rate as regular state employes, except an academic employe may be advanced up to 90 days of sick leave.

Work Days. Outlined as a condition of service in Higher Education's Administrative Rules is a provision for approval of outside employment as long as it does not substantially interfere with the duties of the faculty member. This has been translated at the institution level to a policy allowing the staff member to use one day of each seven day week in pursuit of private contract employment.

Sabbatical Leaves. Staff members of academic rank are eligible for sabbatical leave for scholarly or professional purposes following six consecutive years of full-time employment. The staff member may take a full year at half pay, two terms at 5/8 pay or one term at full pay. The faculty member is obligated to return to the institution for at least one year following the sabbatical leave.

26. Tuition Discount (Staff Fees). All full-time staff (classified and academic) may register for a limited amount of class credit at a lower rate, generally not more than three hours per term. The lower rate, $11.00 per credit hour, is approximately one-third of the resident undergraduate rate. The academic and classified staff fee does not include incidental and health service f Staff fees do not apply to spouses and children.

TABLE A

LIST OF COMPARATIVE SCHOOLS

UO

Univ. of Arizona
Univ. of Calif-Santa Barbara
Univ. of Colorado-Boulder
Univ. of Idaho
Univ. of Montana
Univ. of Nevada-Reno
Univ. of New Mexico
Univ. of Utah
Univ. of Washington
Univ. of Wyoming

PSU

No. Arizona Univ.
Boise State U.
Cal. State U. Fresno
Cleveland State Univ.
Univ. of NV., Las Vegas
Univ. of New Orleans
Old Dominion (VA)
Univ. of TX - Arlington
West Washington U.
Wichita State U.

OSU

Arizona State Univ.
Univ. of Calif. - Davis
Colorado State Univ.
Idaho State Univ.
Montana State Univ.
Univ. of Nevada-Reno
New Mexico State Univ.
Utah State Univ.
Washington State Univ.
Univ. of Wyoming

REGIONALS

Humboldt State Univ.
West State Coll. of Colorado
Univ. of Southern Colorado
Eastern NM Univ.
South Utah State College
Central Washington Univ.
Western NM Univ.
Eastern Montana College

TABLE B

COMPARATIVE SCHOOLS -- WESTERN STATES
UNIVERSITY OF OREGON

	Average Salaries (in Thousands)											Avg. Total Compensation				
	Professor		Assoc.Prof.		Asst.Prof.		Instructor		All Ranks		% Professor	Professor	Assoc.Prof.	Asst.Prof.	Instructor	All Ranks
	#	$	#	$	#	$	#	$	#	$		$	$	$	$	$
Univ. of Arizona	639	38.6	338	28.6	254	23.3	28	17.4	1259	31.1	50.8%	44.7	33.9	27.9	21.1	36.5
Univ. of CA - Santa Barbara	319	39.7	139	27.6	70	22.3		-	528	32.2	60.4	50.2	35.3	28.8	-	40.9
Univ. of CO-Boulder	496	32.5	240	25.4	130	21.4	9	21.3	875	28.8	56.7	37.0	29.2	24.8	24.6	33.0
Univ. of Idaho	157	29.9	120	23.8	68	19.8	3	-	348	25.8	45.1	35.8	28.6	23.8	-	30.9
Univ. of Montana	176	28.2	120	22.4	81	19.5	8	17.4	385	24.3	45.7	33.1	26.4	23.1	21.0	28.6
Univ. of NV - Reno	117	35.2	113	27.5	63	21.8	8	20.1	301	29.0	38.9	39.4	31.1	24.7	22.9	32.6
Univ. of New Mexico	269	34.4	239	25.6	201	20.6	22	17.2	731	26.9	36.8	39.2	29.6	24.0	20.1	30.9
Univ. of Utah	184	35.1	165	25.5	98	20.9	23	17.8	476	29.0	39.1	42.9	31.8	26.3	22.5	35.8
Univ. of Washington	794	37.8	465	26.7	308	22.2	9	19.5	1576	30.8	50.4	44.2	32.1	26.3	22.3	36.3
Univ. of Wyoming	256	37.6	160	26.7	150	22.9	48	19.7	614	29.3	41.7	42.9	31.0	26.6	23.0	33.8
Avg.		~~34.9~~		~~26.0~~		~~21.5~~		~~18.8~~		~~28.7~~		~~40.9~~	~~30.9~~	~~25.7~~	~~22.2~~	~~33.9~~
Univ. of Oregon	273	33.0	186	24.8	153	20.2	65	16.8	677	26.3	40.3	41.9	32.0	26.3	22.0	33.7
Ore as % of Avg.		94.6%		95.4%		94.0%		89.4%		91.6%		102.4%	103.6%	102.3%	99.1%	99.4%
OREGON STATE UNIVERSITY																
Arizona State Univ.	430	37.3	381	28.9	320	22.9	33	17.9	1164	29.7	36.9%	43.3	34.2	27.3	21.5	34.9
Univ. of CA - Davis	395	39.3	214	27.0	158	22.8		-	767	31.6	51.5	49.8	34.6	29.5	-	40.2
Colorado State Univ.	427	33.4	292	26.4	224	22.2	16	18.6	959	28.3	44.5	38.1	30.2	25.4	21.4	32.4
Idaho State Univ.	59	28.1	82	23.0	99	18.9	111	17.7	351	21.0	16.8	34.0	27.9	23.1	21.7	25.5
Montana State Univ.	185	30.4	157	24.7	166	21.1	27	17.1	535	25.1	34.6	35.4	28.9	24.8	20.2	29.3
Univ. of Nevada-Reno	117	35.2	113	27.5	63	21.8	8	20.1	301	29.0	38.9	39.4	31.1	24.7	22.9	32.6
New Mexico State Univ.	197	34.4	170	25.8	155	20.8	16	16.3	538	27.2	36.6	39.7	30.2	24.2	18.8	31.7
Utah State Univ.	184	31.2	156	24.4	75	19.7	23	15.9	470	25.4	39.1	38.4	30.3	24.5	19.6	31.4
Washington State Univ.	289	33.0	241	25.4	229	21.7	7	16.4	766	27.0	37.7	39.4	30.5	25.3	20.3	32.2
Univ. of Wyoming	256	37.6	160	26.7	150	22.9	48	19.7	614	29.3	41.7	42.9	31.0	26.6	23.0	33.8
Avg.		34.0		26.0		21.5		17.7		27.4		40.0	30.9	25.5	21.0	32.4
Oregon State Univ.	267	31.8	234	24.9	166	20.7	67	15.3	734	25.6	36.4	40.9	32.2	26.9	20.1	33.1
Ore as % of Avg.		93.5%		95.8%		96.3%		86.4%		93.4%		102.3%	104.2%	105.5%	95.7%	102.2%

Source: Academe - Bulletin of the AAUP July-August 1982

8392B/261 (10/82)

TABLE C

COMPARATIVE SCHOOLS - WESTERN STATES, 10 COMPARATIVE STATES
PORTLAND STATE UNIVERSITY

WESTERN STATES	Average Salaries (in thousands)											Average Total Compensation				
	Professor		Assoc.Prof.		Asst.Prof.		Instructor		All Ranks		% Professor	Professor	Assoc.Prof.	Asst.Prof.	Instructor	All Ranks
	#	$	#	$	#	$	#	$	#	$		$	$	$	$	$
No. Arizona Univ.	107	35.9	180	29.1	148	23.0	55	18.0	490	27.5	21.8%	41.9	34.6	27.5	21.8	32.7
Cal. State U. Fresno	450	35.5	122	27.1	49	22.2	25	20.1	646	32.3	69.7	45.4	35.3	29.1	26.2	41.5
Boise State U.	102	26.5	121	22.4	76	18.7	11	16.3	310	22.6	32.9	32.1	27.2	22.9	20.0	27.5
Univ.of NV, Las Vegas	74	34.7	148	27.4	70	23.2	11	20.2	303	27.9	24.4	38.7	30.9	26.3	22.8	31.4
West. Washington U.	159	30.1	197	25.1	68	20.4			424	26.3	37.5	36.5	30.5	24.5	-	31.9
Avg.	892	32.5		26.2		21.5		18.7	2173	27.3	41.0	38.9	31.7	26.1	22.7	33.0
Portland State U.	220	29.6	172	23.6	74	20.6	11	16.3	477	25.7	46.1	38.1	30.5	26.8	21.4	33.2
Ore. as % of Avg.		91.1%		90.1%		95.8%		87.2%		94.1%		97.9%	96.2%	102.7%	94.3%	100.6%
ADDITIONAL STATES																
Wichita State U.	103	32.0	135	24.6	203	20.1	47	15.5	488	23.0	21.1	36.6	28.4	23.0	17.4	26.4
Univ.of New Orleanes	126	33.0	136	26.0	115	20.9	100	16.2	477	24.6	26.4	36.3	28.7	23.1	17.8	27.1
Cleveland State Univ.	141	36.8	249	27.2	109	22.7	30	18.5	529	28.3	26.7	43.5	32.5	27.4	21.7	33.8
Univ.of TX - Arlington	150	34.2	215	26.1	183	20.7	20	15.7	568	25.8	26.4	40.8	31.7	25.5	19.7	31.3
Old Dominion (VA.)	130	33.9	195	25.4	175	20.9	61	15.9	561	24.9	23.2	38.4	29.3	24.2	18.4	28.6
10 School Avg.	1542	33.3		26.0		21.3		17.4	4796	26.3	32.2	39.0	30.9	25.4	20.6	31.2
Portland State Univ.	220	29.6	172	23.6	74	20.6	11	16.3	477	25.7	46.1	38.1	30.5	26.8	21.4	33.2
Ore. as % of Avg.		88.9%		90.8%		96.7%		93.7%		97.7%		97.7%	98.7%	105.5%	103.9%	106.4%

Source: Academe - Bulletin of the AAUP July-August 1982

TABLE D

COMPARATIVE SCHOOLS -- WESTERN STATES
REGIONAL STATE COLLEGES - SUPERCEDED NEW WORKSHEET

	Average Salaries (in thousands)											Average Total Compensation				
	Professor		Assoc.Prof.		Asst.Prof.		Instructor		All Ranks		% Professor	Professor	Assoc.Prof.	Asst.Prof.	Instructor	All Ranks
	#	$	#	$	#	$	#	$	#	$		$	$	$	$	$
Humboldt State Coll.	178	35.2	98	27.3	87	22.1	6	20.3	369	29.8	48.2	44.9	35.7	29.1	26.3	38.4
W. State Coll. of CO	52	28.7	36	22.7	32	19.0	11	14.7	131	23.7	39.7	34.2	27.4	23.1	18.0	28.5
Univ. of So. CO	70	27.9	63	24.6	52	19.9	11	15.6	196	24.0	35.7	32.1	28.4	23.1	18.1	27.7
E. Montana Coll.	30	26.8	44	22.6	50	19.3	5	16.2	129	22.1	23.3	31.7	26.7	23.3	19.0	26.2
Eastern NM Univ.	35	31.6	42	26.4	51	22.4	32	17.5	160	24.5	21.9	36.5	30.6	26.0	20.4	28.4
Western NM Univ.	7	32.2	24	27.0	26	21.1	10	15.5	67	23.3	10.4	37.6	31.6	24.7	18.1	27.3
So. Utah State Coll.	24	27.4	38	21.5	28	19.1	6	-	96	22.2	25.0	34.2	27.9	24.3	-	28.2
Central Wash	134	30.3	100	25.0	53	21.8	2	-	289	26.8	46.4	36.7	30.6	26.4		32.6
Avg.		30.0		24.6		20.6		16.6		24.6		36.0	29.9	25.0	20.0	29.7
Eastern Ore.	21	28.5	35	22.3	21	19.0	5	-	82	22.7	25.6	36.7	29.0	24.8	-	29.5
Southern Ore.	61	27.0	80	22.8	41	18.7	5	-	187	23.1	32.6	33.4	28.3	23.4	-	28.6
Western Ore.	63	27.0	45	21.7	35	20.2	6	16.8	149	23.4	42.3	34.8	28.2	26.3	22.0	30.3
Ore. Avg.	145	27.2	160	22.4	97	19.3	16	16.8	418	23.1	34.7	34.5	28.4	24.7	22.0	29.4
Ore as % of Avg.		90.7%		91.1%		93.7%		101.2%		93.9%		95.8%	95.0%	98.8%	110.0%	99.0%

Source: Academe - Bulletin of the AAUP, July-August 1982

86008/261 (10/82)

TABLE E

ESTIMATED 1982-83 FACULTY SALARIES
AS OF 7-1-83 - WESTERN STATES
($ In Thousands)

Comparative Institutions	1981-82 Avg. Sal. All Ranks	1982-83 % Incr.	Est. 1982-83 Avg. Sal. All Ranks	1981-82 Avg.Tot.Comp. All Ranks	1982-83 % Incr.	Est. 1982-83 Avg.Tot.Comp. All Ranks
PSU	$	%	$	$	%	$
N.Arizona Univ.	27.5	4.5	28.7	32.7	4.5	34.2
Cal.St.U. - Fresno	32.3	-	32.3	41.5	.1	41.5
Boise State Univ.	22.6	7.0	24.2	27.5	7.0	29.4
Univ.of Nv. Las Vegas	27.9	8.0	30.1	31.4	8.0	33.9
W.Washington Univ.	26.3	9.0	28.7	31.9	9.0	34.8
Avg.	27.3		28.8	33.0		34.8
Portland St. Univ.	25.7	9.5	28.1	33.2	9.5	36.4
Oregon as % of Avg.	94.1%		97.6%	100.6%		104.6%
Portland State U	25.7	11.5	28.7	33.2	11.5	37.0
Oregon as % of Avg.	94.1%		99.7%	100.6%		106.3%
Regional St. Coll.						
Humboldt St. Coll.	29.8	-	29.8	38.4	.1	38.4
W.St.Coll.of Colo.	23.7	4.0	24.6	28.5	4.0	29.6
Univ.of So. Colo.	24.0	4.0	25.0	27.7	4.0	2
W.Montana Coll.	21.5	11.5	24.0	25.3	11.5	2
Eastern N.M. Univ.	24.5	9.0	26.7	28.4	9.0	31.0
Western N.M. Univ.	23.3	9.0	25.4	27.3	9.0	29.8
S.Utah St. Coll.	22.2	10.4	24.5	28.2	10.4	31.1
Central Wash.	26.8	9.0	29.2	32.6	9.0	35.5
Avg.	24.5		26.2	29.6		31.6
Eastern Oregon	22.7	9.5	24.9	29.5	9.5	32.3
Southern Oregon	23.1	9.5	25.3	28.6	9.5	31.3
Western Oregon	23.4	9.5	25.6	30.3	9.5	33.2
Oregon Avg.	23.1		25.3	29.4		32.3
Oregon As % of Avg.	94.3%		96.6%	99.3%		102.2%
Eastern Oregon	22.7	11.5	25.3	29.5	11.5	32.9
Southern Oregon	23.1	11.5	25.8	28.6	11.5	31.9
Western Oregon	23.4	11.5	26.1	30.3	11.5	33.8
Oregon Avg.	23.1		25.7	29.4		32.9
Oregon as % of Avg.	94.3%		98.1%	99.3%		104.1%

Source: Academe - Bulletin of the AAUP, July-August 1982
8599B/261 (10/82)

ESTIMATED 1982-83 FACULTY SALARIES
AS OF 7-1-83 WESTERN STATES
($ In Thousands)

Comparative Institutions	1981-82 Ave Sal All Ranks	1982-83 % Incr.	Est. 1982-83 Ave Sal All Ranks	1981-82 Ave Tot Comp All Ranks	1982-83 % Incr.	Est. 1982-83 Ave Tot Comp All Ranks
UO	$	%	$	$	%	$
Univ. of Arizona	31.1	4.5	32.5	36.5	4.5	38.1
U of CA - Santa Barb.	32.2	0	32.2	40.9	.1	40.9
Univ. of CO - Boulder	28.8	4.0	30.0	33.0	4.0	34.3
Univ. of Idaho	25.8	7.0	27.6	30.9	7.0	33.1
Univ. of Montana	24.3	11.5	27.1	28.6	11.5	31.9
Univ. of NV - Reno	29.0	8.0	31.3	32.6	8.0	35.2
Univ. of New Mexico	26.9	9.0	29.3	30.9	9.0	33.7
Univ. of Utah	29.0	10.4	32.0	35.8	10.4	39.5
Univ. of WA	30.8	9.0	33.6	36.3	9.0	39.6
Univ. of Wyoming	29.3	9.0	31.9	33.8	9.0	36.8
Ave.	28.7		30.8	33.9		36.3
Univ. of Oregon	26.3	9.5	28.8	33.7	9.5	36.9
Ore as % of Ave.	91.6%		93.5%	99.4%		101.7%
Univ. of Oregon	26.3	11.5	29.3	33.7	11.5	37.6
re as % of Ave.	91.6%		95.1%	99.4%		103.6%
OSU						
Arizona State Univ.	29.7	4.5	31.0	34.9	4.5	36.5
Univ. of CA - Davis	31.6	0	31.6	40.2	.1	40.2
Colorado State Univ.	28.3	4.0	29.4	32.4	4.0	33.7
Idaho State Univ.	21.0	7.0	22.5	25.5	7.0	27.3
Montana State Univ.	25.1	11.5	28.0	29.3	11.5	32.7
Univ. of NV - Reno	29.0	8.0	31.3	32.6	8.0	35.2
New Mexico State Univ.	27.2	9.0	29.6	31.7	9.0	34.6
Utah State Univ.	25.4	10.4	28.0	31.4	10.4	34.7
Washington State Univ.	27.0	9.0	29.4	32.2	9.0	35.1
Univ. of Wyoming	29.3	9.0	31.9	33.8	9.0	36.8
Ave.	27.4		29.3	32.4		34.7
Oregon State Univ.	25.6	9.5	28.0	33.1	9.5	36.2
Ore as % of Ave.	93.4%		95.6%	102.2%		104.3%
Oregon State Univ.	25.6	11.5	28.5	33.1	11.5	36.9
Ore as % of Ave.	93.4%		97.3%	102.2%		106.3%

urce: Academe - Bulletin of AAUP, July-Aug. 1982

0308/261 (10/82)

TABLE F

COMPARATIVE SCHOOLS -- SEVEN SELECTED STATES
UNIVERSITY OF OREGON

	Average Salaries (in Thousands)											Avg. Total Compensation				
	Professor		Assoc.Prof.		Asst.Prof.		Instructor		All Ranks		% Professor	Professor	Assoc.Prof.	Asst.Prof.	Instructor	All Ranks
	#	$	#	$	#	$	#	$	#	$		$	$	$	$	$
Univ. of CO-Boulder	496	32.5	240	25.4	130	21.4	9	21.3	875	28.8	56.7	37.0	29.2	24.8	24.6	33.0
Univ. of Idaho	157	29.9	120	23.8	68	19.8	3		348	25.8	45.1	35.8	28.6	23.8		30.9
Univ. of Iowa	430	36.2	311	27.2	226	22.2	45	19.1	1014	29.6	42.4	43.5	33.2	27.5	23.6	35.9
Univ. of Kansas	471	33.3	301	24.2	193	20.5	23	15.9	988	27.7	47.7	38.4	28.2	23.6	18.5	31.9
Univ. of Oklahoma	294	34.0	199	26.3	243	20.9	56	13.2	792	26.5	37.1	40.9	31.7	25.0	15.5	31.8
Univ. of Utah	184	35.1	165	25.5	98	20.9	23	17.8	470	29.0	39.1	42.9	31.8	25.3	22.5	35.0
Univ. of Wash.	794	37.8	465	26.7	308	22.2	9	19.5	1576	30.8	50.4	44.2	32.1	26.3	22.3	36.3
Avg.		34.1		25.6		21.1		17.8		28.3		40.4	30.7	25.3	21.2	33.7
Univ. of Oregon	273	33.0	186	24.8	153	20.2	65	16.8	677	26.3	40.3	41.9	32.0	26.3	22.0	33.7
Ore. as % of Avg.		96.8		96.9		95.7		94.4		92.9		103.7	104.2	104.0	103.8	100.0
OREGON STATE UNIVERSITY																
Colorado St. Univ.	427	33.4	292	26.4	224	22.2	16	18.6	959	28.3	44.5	38.1	30.2	25.4	21.4	32.4
Idaho St. Univ.	59	28.1	82	23.0	99	18.9	111	17.7	351	21.0	16.8	34.0	27.9	23.1	21.7	25.5
Iowa St. Univ.	445	33.4	335	25.7	329	20.7	139	15.4	1248	26.0	35.7	40.3	31.2	25.3	18.8	31.5
Kansas St. Univ.	330	31.8	259	24.6	237	19.9	86	15.9	912	25.2	36.2	36.8	28.6	23.2	18.7	29.2
Oklahoma St. Univ.	339	33.3	250	25.8	260	21.8	37	16.3	886	26.8	38.3	40.1	31.3	26.5	20.0	32.4
Utah St. Univ.	184	31.2	156	24.4	75	19.7	23	15.9	473	25.4	39.1	38.4	30.3	24.5	19.6	31.4
Washington St. Univ.	289	33.0	241	25.4	229	21.7	7	16.4	766	27.0	37.7	39.4	30.5	25.3	20.3	32.2
Avg.		32.0		25.0		20.7		16.6		25.7		38.2	30.0	24.8	20.1	30.7
Oregon State Univ.	267	31.8	234	24.9	166	20.7	67	15.3	734	25.6	36.4	40.9	32.2	25.9	20.1	33.1
Ore. as % of Avg.		99.4		99.6		100.0		92.2		99.6		107.1	107.3	108.5	100.0	107.8

Source: Academe - Bulletin of AAUP, July-August 1982

83948/261 (10/82)

TABLE G

COMPARATIVE SCHOOLS -- SEVEN SELECTED STATES
REGIONAL STATE COLLEGES

	Average Salaries (in thousands)											Average Total Compensation				
	Professor		Assoc.Prof.		Asst.Prof.		Instructor		All Ranks		% Professor	Professor	Assoc.Prof.	Asst.Prof.	Instructor	All Ranks
	#	$	#	$	#	$	#	$	#	$		$	$	$	$	$
Wes. St. Coll.of Col.	52	28.7	36	22.7	32	19.0	11	14.7	131	23.7	39.7	34.2	27.4	23.1	18.0	28.5
Univ.of So. Colorado	70	27.9	63	24.6	52	19.9	11	15.6	196	24.0	35.7	32.1	28.4	23.1	18.1	27.7
Univ. of No. Iowa	131	29.4	150	24.6	192	20.7	49	16.6	522	23.6	25.1	35.5	29.9	25.0	19.4	28.4
Emporia State Univ.	95	26.1	72	22.5	41	19.7	4	-	212	22.7	44.8	30.0	25.9	22.7	-	26.1
Pittsburg State Univ.	81	25.0	69	21.6	55	19.1	14	15.9	219	21.9	37.0	28.7	24.9	22.0	18.5	25.2
E.Cent. Okla. State Un.	28	28.1	28	26.1	62	23.5	31	18.8	149	23.5	18.8	31.0	28.9	26.0	20.9	26.0
SW Okla State Univ.	41	30.1	43	27.9	80	25.6	47	19.6	211	25.7	19.4	33.1	30.7	28.2	21.7	28.3
So.Utah State Col.	24	27.4	38	21.5	28	19.1	6	-	96	22.2	25.0	34.2	27.9	24.3	-	28.2
Central Wash. Univ.	134	30.3	100	25.0	53	21.8	2	-	289	26.8	46.4	36.7	30.6	26.4	-	32.6
Avg.		28.1		24.1		20.9		16.9		23.8		32.8	28.3	24.5	19.4	27.9
Eastern Ore.	21	28.5	35	22.3	21	19.0	5		82	22.7	25.6	36.7	29.0	24.8	-	29.5
Southern Ore.	61	27.0	80	22.8	41	18.7	5		187	23.1	32.6	33.4	28.3	23.4	-	28.6
Western Ore.	63	27.0	45	21.7	35	20.2	6	16.8	149	23.4	42.3	34.8	28.2	26.3	22.0	30.3
Ore. Avg.	145	27.2	160	22.4	97	19.3	16	16.8	418	23.1	34.7	34.5	28.4	24.7	22.0	29.4
Ore. as % of Avg.		96.8%		92.9%		92.3%		99.4%		97.1%		105.2%	100.4%	100.8%	113.4%	105.4%

Source: Academe - Bulletin of AAUP, July-August 1982

83918/261 (10/82)

TABLE H

UNIVERSITY SALARY COMPARISONS - 1967-68 TO PRESENT

Year	Professor			Assoc. Professor			Asst. Professor			Instructor			All Ranks		
	UO-OSU Avg.	Univ. 19 last Avg.	UO-OSU as % of Avg.	UO-OSU Avg.	Univ. 19 last Avg.	UO-OSU as % of Avg.	UO-OSU Avg.	Univ. 19 last Avg.	UO-OSU as % of Avg.	UO-OSU Avg.	Univ. 19 last Avg.	UO-OSU as % of Avg.	UO-OSU Avg.	Univ. 19 last Avg.	UO-OSU as % of Avg.
1967-68	$15,339	$16,455	93.2%	$11,735	$12,208	96.1%	$9,786	$10,082	97.1%	$7,706	$7,830	98.4%	$11,766	$12,335	95.5
1968-69	16,087	17,331	92.8	12,247	12,933	95.4	10,370	10,574	97.6	8,016	8,296	96.6	12,457	12,978	95.1
1969-70	----------	----------	----------	not available	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------
1970-71	17,793	19,150	92.9	13,649	14,115	96.7	11,428	11,692	97.7	8,990	9,161	97.8	13,970	14,465	96.7
1971-72	18,220	19,551	93.2	14,023	14,436	97.1	11,732	11,996	97.9	9,609	9,577	100.3	14,458	14,963	96.6
1972-73	18,380	20,311	90.5	14,268	14,974	95.3	11,983	12,418	96.5	9,714	9,323	104.2	14,343	15,559	93.3
1973-74	19,080	21,358	89.1	14,887	15,685	94.9	12,794	13,008	98.4	10,191	10,253	99.4	15,508	16,662	93.0
1974-75	19,850	22,349	88.9	15,540	16,402	94.7	13,057	13,664	95.6	10,939	10,932	100.1	16,110	17,576	91.7
1975-76	22,927	24,106	93.4	17,386	17,762	97.9	14,596	14,698	99.3	11,660	12,037	96.9	18,057	18,986	95.2
1976-77	24,513	25,419	96.4	18,883	18,748	100.7	15,604	15,404	101.3	12,686	12,482	101.6	19,705	20,162	97.7
1977-78	25,713	26,860	95.7	19,694	19,716	99.9	16,190	16,188	100.0	13,105	13,015	100.7	20,499	21,353	96.0
1978-79	27,742	28,256	98.2	21,290	20,703	102.8	17,257	16,994	101.5	14,145	13,937	102.2	22,150	22,570	97.7
1979-80	27,825	30,292	91.9	21,199	22,177	95.6	17,211	18,200	94.6	13,885	14,903	93.2	22,104	24,424	90.5
1980-81	29,458	32,974	89.3	22,790	24,049	94.8	18,601	19,849	93.7	15,103	16,159	93.5	23,687	26,762	88.5
1981-82	32,205	35,705	90.2	24,726	26,099	94.7	20,081	21,678	92.6	15,914	17,918	88.8	25,697	29,005	88.6
Total Compensation															
1977-78	29,249	30,978	94.4	22,760	23,111	98.5	18,853	19,087	98.8	15,374	15,326	100.3	23,574	25,000	94.3
1978-79	32,385	33,217	97.5	25,243	24,701	102.2	20,805	20,377	102.1	17,175	16,557	103.7	26,193	26,600	98.4
1979-80	34,775	35,920	96.8	26,860	26,779	100.4	21,945	21,961	99.9	17,834	17,951	99.3	27,881	29,169	95.6
1980-81	37,195	39,219	94.8	29,172	28,989	100.6	23,953	23,964	100.0	19,513	19,537	99.9	30,178	32,015	94.3
1981-82	41,331	42,739	96.7	31,968	31,676	100.9	261.51	26,376	99.1	20,934	21,889	95.6	33,184	35,027	94.7

Source: Oregon Department of Higher Education. Office of Personnel Administration

64368/26 1 (10/82)

TABLE I

AVERAGE SALARIES OF PROFESSORS AS AN INDICATOR OF UNIVERSITY PRIORITIES

	UNIVERSITY OF OREGON:			OREGON STATE UNIVERSITY:			PORTLAND STATE UNIVERSITY:		
	Annual Salary	Incumbents	Discipline	Annual Salary	Incumbents	Discipline	Annual Salary	Incumbents	Discipline
1.	$38,488	1	Computer Science	$44,754	1	Computer Science	$36,450	1	University Scholars Program
2.	37,378	12	Law	42,511	1	Atmospheric Science	34,664	3	Systems Science
3.	36,867	1	Center for Human Development	37,542	3	Veterinary Medicine	34,078	1	Public Administration
4.	35,486	10	Physics	36,219	4	Chemical Engineering	33,211	6	Management
5.	35,431	3	Community Service and Public Affairs	35,883	5	Microbiology	32,392	9	Sociology
6.	35,081	6	Instructional Dev. (?)	35,849	2	Nuclear Engineering	31,788	4	Accounting
7.	34,610	9	Business	35,581	2	Poultry Science	31,563	12	Computer Sciences
8.	34,335	12	Chemistry	35,473	2	Industrial General Engineering	31,273	4	Finance/Law
9.	33,857	19	Biology	35,443	5	Electrical/Computer Engineering	30,706	1	Environmental Science
10.	33,423	18	Psychology	34,471	17	Oceanography	30,499	8	Physics

Source: Oklahoma State University, Faculty salary survey

TABLE J

Average Salaries of Full-Time Faculty
in Business Administration
1981-82

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Oregon State University					
Average Salary	$33,905	$27,747	$24,290	$16,710	$25,775
Number of Faculty	14	18	9	15	56
University of Oregon					
Average Salary	$34,610	$27,148	$25,643	$18,500	$28,320
Number of Faculty	9	11	9	2	31
Portland State University					
Average Salary	$32,071	$26,483	$23,773	$18,656	$27,295
Number of Faculty	20	12	17	3	
Western Region[a]					
Average Salary	$36,475	$30,154	$25,625	$19,527	$30,066
Number of Faculty	170	178	161	37	546
All Institutions[b]					
Average Salary	$38,650	$30,563	$26,055	$19,170	$30,992
Number of Faculty	1,295	1,113	1,313	250	3,971

a Includes 13 institutions from Arizona, Idaho, Montana, North Dakota, South Dakota, Utah, Washington, and Wyoming. Does not include Oregon institutions.

b Includes 67 institutions surveyed in the Oklahoma State study. Does not include Oregon institutions.

Source: Oklahoma State University, Office of Institutional Research. 1981-82 Faculty Salary Survey of Institutions Belonging to National Association of State Universities and Land-Grant Colleges.

MAPS/SFW:jl
10/7/82

TABLE K

Average Salaries of Full-Time Faculty
in Computer and Information Science
1981-82

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Oregon State University					
Average Salary	$44,754	$27,198	$22,704	$ --	$26,707
Number of Faculty	1	4	5	--	10
University of Oregon					
Average Salary	$38,488	$26,500	$22,842	$ --	$26,669
Number of Faculty	1	2	3	--	6
Portland State University					
Average Salary	$32,660	$24,427	$19,007	$ --	$26,882
Number of Faculty	4	3	2		9
Western Region[a]					
Average Salary	$36,944	$28,442	$25,468	$21,024	$29,539
Number of Faculty	28	23	28	8	87
All Institutions[b]					
Average Salary	$38,642	$29,781	$25,483	$19,139	$29,909
Number of Faculty	172	194	217	48	631

a Includes 13 institutions from Arizona, Idaho, Montana, North Dakota, South Dakota, Utah, Washington, and Wyoming. Does not include Oregon institutions.

b Includes 67 institutions surveyed in the Oklahoma State study. Does not include Oregon institutions.

Source: Oklahoma State University, Office of Institutional Research. 1981-82 Faculty Salary Survey of Institutions Belonging to National Association of State Universities and Land-Grant Colleges.

MAPS/SPK:jj
10/7/82

TABLE L

Average Salaries of Full-Time Faculty in Engineering 1981-82

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Oregon State University					
Average Salary	$33,830	$27,133	$24,521	$19,040	$29,384
Number of Faculty	39	33	14	3	89
Portland State University					
Average Salary	$30,218	$23,695	$22,558	$ --	$26,829
Number of Faculty	10	4	5	--	19
Western Region[a]					
Average Salary	$35,814	$28,900	$24,799	$19,844	$31
Number of Faculty	377	197	104	18	
All Institutions[b]					
Average Salary	$37,453	$29,065	$25,262	$17,936	$32,002
Number of Faculty	2,962	1,755	1,232	191	6,140

a Includes 13 institutions from Arizona, Idaho, Montana, North Dakota, South Dakota, Utah, Washington, and Wyoming. Does not include Oregon institutions.

b Includes 67 institutions surveyed in the Oklahoma State study. Does not include Oregon institutions.

Source: Oklahoma State University, Office of Institutional Research. 1981-82 Faculty Salary Survey of Institutions Belonging to National Association of State Universities and Land-Grant Colleges.

MAPS/SFW:jl
10/7/82

TABLE M

1982-83 SALARY INCREASES - WESTERN STATES

Arizona	4.5 percent across the board cost of living increases. No merit increase amount (usually they get 3 percent for merit, .5 percent for promotion). Additional small pickup for health insurance.
California	No cost of living increase. State now picks up $50 of each employe's retirement contribution. Employes with families pay more for health insurance.
Colorado	4 percent salary and compensation increase. Statewide institutions have discretion.
Idaho	7 percent increase (ranging 6.5 to 8.5 percent - institutions have discretion). Also salary equity funding of .5 percent, discretionary, which went mostly to engineering, high tech faculty.
Montana	11-13 percent, depending on institution (8.5 percent is actual funding; institutions are to generate the 3 percent through turnover, vacancy savings). State picked up additional $10 of employe's health insurance contribution.
Nevada	8 percent increase - 5 percent cost of living, 3 percent merit. State picked up additional health insurance cost.
New Mexico	9 percent increase (varies somewhat by institution). State picked up health insurance increase.
Utah	10.4 percent includes 2.8 percent merit and promotion. Also includes fringe benefit increase, a pickup of retirement - 2.1 percent for employes on TIAA-Creff of 3.95 percent for those on state retirement.
Washington	Merit pool of 3 percent - dates implemented differ by institution; some will use it to offset budget cuts. 6 percent cost of living increase effective 6-30-83.
Wyoming	9 percent increase. Dental insurance picked up by employer.

OECC 10/12/82

Source: Telephone survey conducted by the Educational Coordinating Commission, October 1982

School of Pharmacy Oregon State University Corvallis, Oregon 97331-3507 (503) 754-3725

January 17, 1983

TO: Faculty Senate Executive Committee

FROM: Budgets and Fiscal Planning Committee

Leo Parks
Lois McGill
M. McKimmy
Ze'ev Orzech
Rich Dietz
John Logan
Steve Rohde
John H. Block, Chairperson

SUBJECT: "Contracting Out" of Custodial Services

At its December 2, 1982 meeting, the Faculty Senate discussed a resolution of support for the custodial staff who seem likely to be switched from public to private employment with loss of certain employee benefits and rights. This was referred to the Budgets and Fiscal Planning Committee by the Senate's Executive Committee.

The Budgets and Fiscal Planning Committee interprets its charge of reviewing the University's budget and fiscal priorities in terms of how changes in the budget may impact on the University's mission of teaching, research and service. In that regard, the proposed use of a private custodial service probably will not impact adversely on the University's mission. Indeed, the various Financial Emergency Group (FEG) recommendations have called for reductions in physical plant operations and other support services in order to preserve those activities essential for the University to carry out its mission to the students, State of Oregon, and the nation. It is unfortunate that the budget reductions have had to be so severe that an entire job classification may be lost.

Attached to this memo is information received from Vice President Parsons and Mr. Mark Champlin, Chairman, OSU Custodian's Outside Contract Feasibility Committee.

There have been a number of questions raised in connection with plans to seek bids from outside contractors for provision of custodial services at OSU. Petitions have been signed and letters written based at least partly on misinformation. By these comments, I will attempt to present the case as factually as possible for seeking bids.

Why are we considering a change to outside contracting?

During the past year we have received two strong indications that substantial savings could be realized through contracted custodial services.

Last winter we drew up specifications for custodial service in six of our campus buildings. These specifications described the current frequency and quality of custodial care. A private contractor toured the buildings, studied the specifications, and gave us an estimate of what his charges would be for providing the service. That estimate was 21% below what our costs had been the previous year.

Portland State University entered a two-year contract for custodial services beginning September 1, 1982. Their average cost per square foot per year will be 28% below our average cost on the same basis during 1981-82.

These are only indicators, however favorable. An estimate is not a firm bid and PSU is a different institution with a different mix of buildings in a slightly different labor market. We are charged with the responsibility of conserving the funds provided to us by taxpayers and students through efficient operation. Under the circumstances it is incumbent upon us to learn what our costs would be under a private contract by means of the bid process. This is true in good and bad times but is particularly pertinent considering the current perilous state of our budgets.

What will happen to the quality of service provided?

We are writing specifications for custodial service as close to present service as we can. We do not plan to decrease the frequency or quality of any service. Private contractors and their employees are interested in providing good service. They want a long-term relationship and that can result only from customer satisfaction.

Residents of College Inn enjoy the same kind of good relationships with their custodians as do residents of our other dormitories. The College Inn has been operated by the university through a private contractor for the past seven years.

Will we and our buildings be less secure?

One provision of the specifications will require that the contractor be bonded. This means that the contractor will be responsible for misconduct by employees on the job. Many institutions including small colleges, major research universities, and military bases doing classified research now have contracted custodial care without security problems significantly greater than we have currently.

What will happen to our current custodians?

Another provision of the specifications will require employment of all our regular custodians by the contractor at their then current salary for no less than six months. This is long enough to assure that the contractor will have evaluated their performance and will not make wholesale replacement of the current custodians by other people. The specifications will provide

further that beyond six months, salaries and fringe benefits be no less than union scale and union standards for this area.

Custodians will have the option of exercising "bumping" rights based on seniority for other classified positions in this unit for which they are qualified and which are at salary scale 7 and below. There are about 15 such classifications at OSU. This option may be desirable for those who have many years of state service and are willing to switch jobs in order to remain state employes.

Again it should be emphasized that custodians now providing good user satisfaction will be desirable employees for the contractor, since that will be a major objective of a contractor.

When will the decision be made?

Our schedule is to obtain bids about March 15, 1983. The decision will be made thereafter and will be based on the bids received and the qualifications of the bidders.

Statement re "Contracting Out Custodial Services at OSU" 1/1/83

It is time to clarify some misleading statements which have been made by Dr. Parsons concerning the motives and actions of the OSU Custodians Outside Contract Feasibility Committee. I also invite Dr. Parsons to publicly substantiate some statements which he has made concerning the actions of the OSU Administration during their evaluations to date regarding potential contracting of custodial services. I find it deplorable that officials of an institution of higher learning in a state that claims to be a national leader in human relations and the environment are approaching an issue that affects the lives of three to four hundred people, (including our families), like the steel barons of the early 1900's. I also find it deplorable that these same officials will not sit down and discuss their actions with the custodian's committee. The goals of the custodians are the same as those of the university and the State. We want to be cost effective!

In an Oregonian article, Dr. Parsons stated that the university would consider allowing custodians to collect information concerning some of the tasks we perform if we did not use the state employe suggestion program, since we could stand to benefit monetarily from our suggestions. This insinuates that we chose this approach to make money from our suggestions. On the contrary, we chose the state program not for the potential monetary gain, (why worry unless he knows we can save money), but because the suggestion board would be an unbiased group of evaluators and because the university told us that they would not negotiate either the decision to contract out custodial work or the impact of contracting out this work with OSU custodians represented by OPEU. They said that the contract was with the State rather than the university. This action is consistent with the university's position on contracting out custodial services.

In the same article Dr. Parsons stated that the university would consider the petitions being circulated by custodians, but not seriously, because some of the information accompanying the petitions was misleading. I invite Dr. Parsons to publicly state which information was misleading. Vague and imprecise statements such as his are a disservice to the citizens of the state of Oregon. Citizens need facts not innuendos. Similarly, in a letter to me, Dr. Parsons indicated that the university has an ongoing cost containment program evaluating custodial services. I also invite Dr. Parsons to release the details of this cost containment program for public scrutiny. I am a custodial supervisor and I am unaware of any significant efforts in custodial cost containment.

Finally, I invite Dr. Parsons to become a national leader in Public Labor relations, rather than a puppet and follower of trends. Dr. Parsons, your goals in this issue are identical to ours---at least your public statements indicate identical goals. We want continued state employment (not just employment); reduced costs, and quality work. These are also your publicly stated goals. Why can't we sit down and openly, candidly, and publicly find some mutually acceptable means of acheiving these goals? Why have you chosen a confrontational approach? My invitation to you is simple and public. Come let us reason together.

Mark R Chapple

OSU Custodian's
Outside Contract Feasibility Committee 1/1/83

The following is reprinted verbatim from a hand-written statement by Mark Champlin, Representative of OSU Custodian's Committee.

Re: Contracting State-Run Services to Outside Contractors Now Being Investigated at OSU.

1. Portland State University contracted custodial services September 1, 1982.
   a. Employe salaries went up slightly.
   b. No longer receive sick leave or vacations with pay, and may not get as many holidays off.
   c. Lost employer contributions to retirement from new employer (probably).
   d. Accumulated sick leave, vacation, and retirement was not lost (we have been told).
2. On October 8, 1982 custodians at OSU received a letter from Dr. Parsons stating that OSU was considering contracting custodial services. The letter stated two objectives:
   a. Maintain quality
   b. Provide continuation of employment (at unknown wage/benefit package or security after contracted minimum time), for current employes.
3. Several factors make us feel that contracting out is the preferred plan of administrators:
   a. Howard Wells, director of OSU Physical Plant stated in a meeting that OSU had not considered investigating in-house savings for custodial services.
   b. OSU budgeted $5,000 to draw up specifications for contracting custodial services, but did nothing to investigate savings. A good consultant could have been secured at a somewhat higher cost, but all alternatives would have been evaluated.
   c. OSU drew up specifications for six Administrative and Educational buildings last year and allowed one contractor to bid on these buildings to test contracting out--the contractor did no work, but good sources say he is confident he will get the contract. He is favored by Mr. Wells.
   d. Dr. Parsons has refused to allow Physical Plant custodians to come to the buildings and collect signitures on a petition of support from people in the buildings where custodians clean. We planned this as a campus wide effort to allow Faculty, Staff, and Students to meet the people who clean their buildings at night, and show support for our cause by signing support petitions. We can go to MU and Quad, but this defeats the purpose of connecting people with buildings where they work.
   e. Dr. Parsons refuses to allow custodians to do time studies and put the information on time data sheets during work.
4. OSU Custodians have formed a committee, The OSU Custodians Outside Contract Feasibility Committee, to make out own evaluations. We have the following sub-committees:
   a. PSU/UO Fact Finding Sub-Committee, to work with UO custodians on the problem and evaluate the impact at PSU--three months into contract--on Faculty, Staff, and Students (both supported in-house services at PSU), former state

PSU custodians, and Administration views, (if they will talk to us). Questionnaires are complete and our people will come to PSU December or early January.

b. OSU Faculty Student Support Sub-Committee is trying to gain support from these groups with letters, the petition drive stopped by Dr. Parsons (Housing custodians collected 2100 student signitures in dorms, but Physical Plant custodians cannot go to our buildings as planned), and talking to clubs, and organizations.

c. Specifications Sub-Committee will check OSU specifications to ensure they include all our present services.

d. Cost Savings Sub-Committee will be looking at our present method of doing work and the types of work we do. Cost Saving Sub-Committee put out the data sheets that Dr. Parsons will not allow to be completed on state time. This action will make it difficult for this group to try and propose methods of saving money for the university and state, and save our state jobs. The time studies will be less accurate and fewer will participate. Each 45 minutes saved/worker equals $190,000.

Points of Contact:

1. Mark Champlin, OSU Custodian Committee Chairman and OSU 1st. line supervisor, 753-2082 (I have most of info here to copy)
2. Joan Barbour, OPEU Local 083, President 753-3815

Contracting out custodial services at OSU would have one additional effect. Only about 35% of the classified employes at OSU are members of OPEU, and custodians make up the largest group of OPEU workers with over 90% membership.

Mark R Champlin

OP-ED

ARTICLE FROM "THE BAROMETER" Thursday, January 13, 1983

Consideration needed to decide fate of custodial contracts

By MARK CHAMPLIN

On Oct. 8, 1982, OSU custodians received a letter from Theran Parsons, vice president of administration, stating that OSU was considering contracting its custodial services with a private firm.

The stated objectives were to maintain current quality and provide continuation of employment for current employees. The wage and benefit package and job security after the contractual miniumum time period are foreboding and unknown factors.

On Oct. 25, 1982, Parsons and other administrators met with officials of Oregon Public Employees Union to discuss the issue of contracting out custodial services. At this meeting, OPEU was told that OSU officials would neither discuss the decision to contract these services nor negotiate the impact of contracting these services on OSU custodians with the local union.

They said that this was a matter in the state contract, and that these issues would have to be discussed with the state. In other words, OSU officials did not care what happens to the people who have faithfully worked at this university for an average of more than six years.

Several factors make us feel that contracting out custodial services is the preferred plan of OSU administrators. Howard "Hod" Wells, Physicial Plant director, stated in the Oct. 25 meeting that investigating in-house savings for our custodial services had not been considered.

OSU budgeted $5,000 to draw up specifications for contracting custodial services, but did nothing to investigate saving at OSU.

A good consultant could have been secured at a potentially higher cost, but all alternatives would have been investigated by a consultant. Perhaps management of custodial services at OSU would have been embarrassed by the findings of a consultant.

OSU drew specifications for six administrative and educational buildings last year and allowed one contractor to bid on these buildings to test their idea.

Our sources indicated that this contractor is confident that he will get the contract. The claimed savings for these buildings would be 21 percent.

Parsons has refused to allow Physical Plant custodians to come into their own buildings during the day and collect signatures on petitions from the people in the building where they work.

This effort by the custodians was planned to allow you the faculty, staff, and students meet the people who clean the buildings where you work, and help you to know us as people who stand to lose many of the benefits which you expect as employees of this university.

Parsons has also refused to allow us to conduct time-efficiency studies during work hours. These studies are essential for us to propose ways for doing our work more efficiently and in less time. Since time is the real issue, we will have more difficulty showing that savings can be made without contracting out custodial services.

Time really is money because every 45 minutes that we can save for each custodian through more efficient methods equals a 10-percent savings of time. A 10-percent time savings would equal $190,000 annual savings at present costs.

These actions by the administration indicate to us that the decision to contract custodial services was already made. They do not want us to cloud the issue with constructive suggestions and positive, creative thinking.

The OSU Custodian's Outside Contract Feasibility Committee is working hard to try and accomplish two goals. First, we want to show that we can maintain our state employment. Secondly, we want to demonstrate that we can do the job more efficiently and save the state and university money.

OSU custodians are dedicated employees of the state. But mostly we are an important part of the university community.

We are the people who find your billfolds, and turn them in to Campus Security so that you get them back. We find your gold earrings in the bottom of the pool in Langton Hall or the Women's Building. We turn off your distilled water still when it overflows, and clean up the mess.

We restart your sea water pumps whenever we can. If we cannot restart it, we call you up before your sea water is ruined and before the pump burns out. We even clean up the mess when you get sick.

We lock your doors when you leave them wide open at night. We turn off the lights when you leave them on, and we come in on Sunday nights and close the windows that you left open all weekend in 20-degreee weather.

We have been helping you for a long time. Now we need your help. We need information. Some faculty, staff, and students may have come from other institutions where custodial services were contracted out. We already know of institutions where this has been tried — and it failed.

We are contacting each of these institutions to ask for information regarding their decision process. We are asking them to send the information to us and the OSU administration. If you have any information that would be of assistance to us, please send it to Mark Champlin at the Physical Plant or to Joan Barbour at the Forest Science Lab.

We will also be collecting signatures on petitions enlisting your support for our cause. The petition drive will be held today in the Memorial Union.

Thank you for your support and cooperation.

(Champlin is chairman of the OSU Custodians' Outside Contract Feasibility Committee.)

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

January 19, 1983

Dr. Lawrence Pierce
Special Assistant to the Chancellor
Oregon State System of Higher Education
P.O. Box 3175
Eugene, Oregon 97403

Dear Dr. Pierce:

The Executive Committee of our Faculty Senate has met several times during the past month to discuss the two draft copies of "A Strategic Plan for Higher Education in Oregon, 1983-87." The Executive Committee has asked me to commend Chancellor Davis for initiating this planning process. The need for planning always exists, but careful planning is especially important in times of tight budgets if scarce resources are to be used wisely. We recognize and applaud the tremendous amount of work and thought that has gone into the document, especially in light of the relatively short period of time which was available for its preparation. The Chancellor and his staff receive high marks from our Executive Committee for their openness and their receptiveness to our suggestions concerning revision of the first draft.

Some comments and suggestions formulated by the Executive Committee at our January 17 meeting are as follows. The majority of the discussion centered on Staff Recommendations 26 and 32. Both of these Recommendations deal with the idea that each College and University must provide good quality programs and, in addition, some programs of excellent quality will be identified at each institution.

The Executive Committee has several suggestions. The first relates to the process by which the "excellent" programs would be identified at each institution. We suggest that Recommendation 26 should be expanded to ensure adequate Faculty participation in the selection process. As it is currently written, Recommendation 26 refers to identification by the "State Board of Higher Education, working with the institutions." Recommendation 32 refers only to "fields identified by the State Board." Both Recommendation 26 and Recommendation 32 should be revised to include substantial Faculty input into the process by which the exceptional programs are selected.

Our second suggestion refers solely to Recommendation 32. Recommendation 32 states that the salary level of Faculty in the programs identified as "exceptional" should be maintained at the 75th percentile of salaries in comparable institutions. The Recommendation also suggests that salary goals for Faculty in programs designated as being of "good quality" be set at the 55th percentile. Our Executive Committee strongly recommends deletion of references to specific percentiles for faculty salaries in the two kinds of programs. We certainly

recognize that, for a variety of reasons, faculty in different areas are sometimes compensated differently. The Executive Committee feels, however, that specific reference to percentiles in the planning document is unwise, and would have a lasting detrimental effect on faculty recruiting and faculty morale.

Our third suggestion relates to the terms used on pages 21-23 to describe the two different levels of quality in State System programs. The Executive Committee recommends that the terms "high quality," and "excellent quality," be used throughout this section of the document. Specifically, we object to the term "good quality" and hope that it could be replaced by "high quality." In our opinion, the terms "high quality" and "excellent quality" are more in keeping with the high ideals previously expressed by Chancellor Davis in the "Campaign for Excellence."

We hope these suggestions are useful in preparing the final draft of "A Strategic Plan for Higher Education in Oregon, 1983-87." Thank you for providing the opportunity for us to participate in this planning process. Your willingness to listen and to consider our suggestions is especially appreciated.

Sincerely yours,

R. A. Scanlan

Richard A. Scanlan
President, OSU Faculty Senate

ss

pc: Executive Committee Members
Dean David Nicodemus
President Robert MacVicar

50.

Office of the Dean of
Undergraduate Studies

Oregon State University

Corvallis, Oregon 97331 (503) 754-3733

January 13, 1983

Dr. Robert R. Becker
President
Faculty Senate
Campus

Dear Bob:

As you know, one of the recurring issues raised by faculty is that of student evaluation of faculty. The many discussions seem to lead to the conclusion that while the concept of student evaluation may merit serious attention, the instrument currently in use at OSU leaves much to be desired.

I would like to suggest that the Advancement of Teaching Committee explore how the situation might be improved. I am enclosing a copy of a recent article in The Chronicle of Higher Education (December 1, 1982) which described "fair and useful" evaluation systems in use at universities and colleges throughout the country. The sources cited on page 20 might serve as initial points of investigation.

I would appreciate your forwarding this request to the Faculty Senate. If there are questions, please contact me. I look forward to hearing from you.

Sincerely,

Judy Kuipers

Judith L. Kuipers, Ph.D.
Dean of Undergraduate Studies

JLK/sj

Attachment

Oregon State University is an Affirmative Action/Equal Opportunity Employer and Complies with Section 504 of the Rehabilitation Act of 1973

School of Education
Office of the Dean

Oregon State University

Corvallis, Oregon 97331

January 18, 1983

M E M O R A N D U M

TO: Faculty Transition Team

Western Oregon State College Presidents, Deans and Department Chairs

Oregon State University President, School of Education Associate Dean, Department Chairs

OSU and WOSC Presidents of Faculty Senates

WOSC Collective Bargaining Representative

FROM: Robert D. Barr, Dean
OSU-WOSC School of Education

SUBJECT: Proposed Procedures for "Creating" Departments in the OSU-WOSC School of Education

1. The Dean and other administrators at OSU and WOSC will develop a tentative roster of faculty members based on "Primary Department Home" (in progress).

2. The Dean, with advice of the Transition Team, will develop a "Job Description" for the Department Chairs. These positions would be announced and the Dean would accept applications and nominations for the various Department Chairs' positions (in progress).

3. The Dean would call faculty meetings of each Department. Each Department faculty would elect a convener/recorder to all meetings and record faculty actions. Each Department would also select a Committee to review the applications/nominations for Department Chairs (forwarded to each Department by the Dean) and recommend at least two names to the Dean for the position of "Interim" Department Chair.

4. The Dean would interview the candidates recommended for each of the Department Chairs and make a recommendation to the two Presidents. The Presidents would appoint the Department Chairs to serve until School of Education Bylaws can be developed.

5. The School of Education will develop Bylaws consistent with the faculty charters of both OSU and WOSC. The Bylaws will define the internal faculty governance, committee structure, and procedures for appointing and evaluating Department Chairs.

6. The Faculty Senate at both OSU and WOSC will revise their Charters to reflect the merged School and the new Departmental structure. Representation from the School of Education could be organized in the following way:

   Selection of representatives by the OSU-WOSC School of Education at both OSU and WOSC would be by an "at large" designation, rather than by Departments. Voting faculty and representatives to each of the Faculty Senates would be limited to faculty based on the same campus.

Your reactions to these procedures would be appreciated.

cc: W. Davis
V. Rempel
C. Kahananui

M E M O R A N D U M

To: Members of the Faculty Senate

From: D. S. "Pete" Fullerton, Senate President-Elect

Subject: FACULTY FORUM(S) ON COLLECTIVE BARGAINING/UNIONIZATION

The vote on faculty unionization at OSU will take place soon. The exact date has not been set, but we will get about 4-6 weeks notice. As noted in previous meetings, the vote could take place as early as late February.

Faculty Forums (as outlined in Article XIII of Senate Bylaws) have served important roles at OSU for sharing ideas and stimulating dialogue on timely issues. None could be more crucial than the issue of collective bargaining/unionization. The Executive Committee has requested that a Forum (or Forums) be convened on this topic about 1-2 weeks before the actual vote takes place.

I need your help in identifying speakers who can address specific issues on the following two subject areas:

I. UNIONIZATION AT THE STATE'S AND NATION'S COLLEGES & UNIVERSITIES: HAS IT WORKED?

Topics could include, but are certainly not limited to:

a. How the system has worked at PSU before the union and after
b. The system has worked at PSU, WOSC, SOSC
c. The system has not worked at PSU, WOSC, SOSC
d. Unionization at the University of _____: My Experiences
e. Student Life at a Unionized Campus: My Experiences
f. Does the Merit System work under Unionization?
g. An Analysis of the Contracts at PSU, WOSC, and SOSC
h. The "Other 19" are Not Unionized...Why Not?
i. Faculty Unionization Trends Nationally

2. PROBABLE EFFECTS OF UNIONIZATION AT OSU & POSSIBLE ALTERNATIVES

Topics could include, but are certainly not limited to:

a. Faculty Governance and Clout Via the Faculty Senate & AOF
b. Faculty Governance and Clout Via the Alliance
c. Unionization will Help OSU Research
d. Unionization will Hurt OSU Research
e. We'll Gain in Academic & Professional Independence
f. We'll Lose in Academic and Professional Independence
g. A Look at Salary Trends at OSU, PSU, UO, WOSC, and SOSC
h. Cost Effectiveness: Union vs. AOF/Faculty Senate
i. What Happens if we Unionize and UO Doesn't?

If you have ideas for speakers or could be a speaker yourself on these or related topics, please send a note to the Faculty Senate Office right away. Include the suggested speaker's name and topic. If the suggested speaker is not from OSU, be sure to give us his/her affiliation and position (e.g., President of Faculty Senate at PSU), and a phone number where he/she can be contacted. We may need to begin contacting speakers immediately after our February 10 Executive Committee meeting.

OREGON STATE UNIVERSITY
Faculty Senate Office (754-4344)
Corvallis, Oregon 97331
Social Science 107
2/22/83

REPORTS TO THE FACULTY SENATE
March 3, 1983

Agenda for the Senate Meeting: Thursday, ~~February~~ MARCH 3, 1983, 3:30 p.m., 115 Wiegand Hall

The Agenda for the March 3 Senate meeting will include the reports and other items of business listed below. To be approved are the Minutes of the February 3 Senate meeting, as published in the Staff Newsletter Appendix.

A. Reports from the Faculty

1. Faculty Economic Welfare Committee (pp. 4-6) - Van Volk

Attached is a Chart indicating salary comparisons of OSU, UO, and PSU for the years stated. These data are presented for the information of the Senate.

2. Faculty Status Committee (pp. 7-9) - Larry Boersma

Attached is a report of the Faculty Status Committee defining criteria to be used for determining the proposed rank of Senior Research Assistant. The Faculty Status Committee recommendation to activate the Rank of Senior Research Assistant, as well as the Criteria for Appointment and the Appointment Process, are subject to Senate approval.

3. Curriculum Council Report (p. 10) - Doug Stennett

Attached is a Memorandum from the Curriculum Coordinator, Sandra Suttie, which reports a decision of the Curriculum Council to include Speech 111 in the list of courses which would fulfill the Written and Oral English Communication Segment of the General Education Requirements. The list (Article 26.a. of the Academic Regulations) is shown on page 13 of the 1982-83 OSU General Catalog.

4. Library Committee Resolution (p. 11) - Pat Frishkoff

Attached is a Motion from the Library Committee dealing with a resolution of library space problems. The Motion will be presented for Senate action.

5. Legislative Liaison - Robert Becker

Immediate Past Faculty Senate President Bob Becker will serve as "Legislative Liaison" for the remainder of the current Legislative session. He will report on current legislative activities and their implications for Higher Education.

2.

B. Reports from the Executive Committee

1. Administrative Appointments Committee Appointees

Two vacancies have occurred on the Administrative Appointments Committee. The Executive Committee has appointed, subject to Senate confirmation, Ronald E. Wrolstad to replace George Beaudreau, for a term ending June 30, 1983, and J. Ronald Miner to replace Bernard Spinrad, for a term ending June 30, 1985.

2. Search Committee for Director of OSU Libraries (pp. 12, 13)

Rodney Waldron, Director of Libraries, has announced his retirement as of December 31, 1983. At the request of Vice President Parsons, the Executive Committee will submit a list of nominees for appointment to the Search Committee. A letter seeking names of nominees has been sent to members of the Faculty Senate.

3. S-U Grading Proposal from ASOSU (pp. 17, 18)

The Executive Committee has referred to the Academic Regulations Committee an ASOSU Senate Resolution seeking to extend the date to change to S-U grading until two weeks prior to Finals Week. The Academic Regulations Committee has been asked to recommend to the Senate a course of action in this matter.

4. Faculty Panels for Hearing Committees (pp. 14, 15)

The Board's Administrative Rules define criteria and procedures for the imposition of Sanctions for Cause, including termination of appointment (see AR 580-21-320 through AR 580-21-385; formerly AR 41.352-41.395). If such a sanction is to be imposed, a hearing committee shall conduct a formal hearing of the case (unless the faculty member requests no hearing). The Hearing Committee shall be selected from a Faculty Panel which has been duly established.

Procedures for establishing faculty panels were drafted by the Faculty Reviews and Appeals Committee and adopted by the Faculty Senate on December 3, 1970 (motion 269-3) and amended on May 4, 1972 (motion 286-2), June 5, 1980 (p. XXI), and December 4, 1980 (motion 80-375-1). These procedures provided for three panels to serve concurrently, each for a three-year term on a rotating basis, with one new panel to be elected each year. On May 29, 1980, with Senate agreement, the existing panels were extended for one year, thus increasing those terms from three to four (4) years. By Senate action on December 4, 1980, the number of panels was formally reduced to two; one to be elected every other year, and the terms were extended to four years.

The Executive Committee will present at the April 7, 1983 Senate meeting a slate of nominees from which a new Faculty Panel is to be elected by the Senate on May 5, 1983. Ten nominees are to be elected to the new Panel B. to serve from July 1, 1983-June 30, 1987. Nominees who are not elected are to be designated as alternates. This slate of nominees has been selected by a random selection process from the Faculty Listing in the Dean of Faculty's Office. Each nominee is being contacted to

assure willingness to serve. Additional nominations may be made by any Senate member at the April 7 Senate meeting, or by any Faculty member by letter addressed to the Faculty Senate and received by the President (Dick Scanlan) at or prior to the May 5 Senate meeting. All additional nominees should be consulted in advance to determine their willingness to be nominated.

5. Oregon State Board of Higher Education Meeting - Dick Scanlan

The OSBHE met on Friday, February 25. President Scanlan attended and will report on events of the meeting.

6. Faculty Day for 1983 (p. 16) - Dick Scanlan

September 16 has been approved by President MacVicar for Faculty Day, 1983. A program of events will be announced at a later date.

7. Faculty Forum on Collective Bargaining - Pete Fullerton

President-Elect Fullerton was in charge of the Faculty Forum on Collective Bargaining which was held on Thursday, February 24. He will report to the Senate on the Forum.

8. Dean of Home Economics Search Committee (p. 19)

Attached is a Memorandum which indicates the membership of this Search Committee, as well as the committee's charge. The membership of this committee was appointed by President MacVicar following consultation with the School of Home Economics and others, including the Administrative Appointments Committee.

C. Reports from the Executive Office

D. New Business

Agricultural Experiment Station
Oregon State University
Corvallis, Oregon 97331-2201 (503) 754-4251

February 21, 1983

MEMO TO: Richard Scanlan, Faculty Senate President

FROM: V.V. Volk, Faculty Economic Welfare Committee
Van Volk

SUBJECT: Faculty Salary Information

The Faculty Economic Welfare Committee has collected and organized some faculty salary data which may be useful background information for discussions on collective bargaining (Table 1, Figure 1). The FEWC recommends that the information be distributed to the faculty at Oregon State University.

The Portland State University collective bargaining agreement for salaries became effective on July 1, 1979. Salaries paid in 1979-80 were the initial ones negotiated under the collective bargaining agreement.

VV:jb
enclosure

Table 1.

Average Annual 9-month Academic Salaries for
Faculty Budgeted Greater Than 50% on Resident Instruction[1]

Year	Professor				Associate Professor				Assistant Professor				Instructor				All Ranks			
	19[2]	U of O	OSU	PSU	19[2]	U of O	OSU	PSU	19[2]	U of O	OSU	PSU	19[2]	U of O	OSU	PSU	19[2]	U of O	OSU	PSU
1975-76[3]	$24,106	$23,071	$21,706	$21,040	$17,762	$17,505	$17,293	$16,942	$14,698	$14,451	$14,764	$14,343	$12,037	$12,202	$11,263	$12,707	$18,986	$18,636	$17,446	$17,820
[4]	+ 7.9%	+13.2%	+14.0%	+11.9%	+ 8.3%	+11.3%	+12.5%	+12.7%	+ 7.6%	+12.1%	+11.8%	+11.7%	+10.1%	+ 8.4%	+ 5.2%	+ 8.5%	+ 8.0%	+11.5%	+13.0%	+12.3%
1976-77[3]	25,419	25,213	23,437	22,996	18,748	18,977	18,811	18,362	15,404	15,493	15,722	15,393	12,482	13,271	12,198	13,544	20,162	20,417	18,933	19,278
[4]	+ 5.4%	+ 9.3%	+ 8.0%	+ 9.3%	+ 5.6%	+ 8.4%	+ 8.8%	+ 8.4%	+ 4.8%	+ 7.2%	+ 6.5%	+ 7.3%	+ 3.7%	+ 8.8%	+ 8.3%	+ 6.6%	+ 6.2%	+ 9.6%	+ 8.5%	+ 8.2%
1977-78[3]	26,860	26,483	24,623	24,075	19,716	19,977	19,484	19,200	16,188	16,122	16,269	16,235	13,015	13,668	12,679	13,283	21,353	21,208	19,743	19,836
[4]	+ 5.7%	+ 5.0%	+ 5.1%	+ 4.7%	+ 5.2%	+ 5.3%	+ 3.6%	+ 4.6%	+ 5.1%	+ 4.1%	+ 3.5%	+ 5.5%	+ 4.3%	+ 3.0%	+ 3.9%	- 1.9%	+ 5.9%	+ 3.9%	+ 4.3%	+ 2.9%
1978-79[3]	28,256	28,360	26,858	25,825	20,703	21,250	21,321	20,695	16,994	17,292	17,212	17,040	13,837	14,933	13,559	14,673	22,670	22,754	21,477	21,654
[4]	+ 5.2%	+ 7.1%	+ 9.1%	+ 7.3%	+ 5.0%	+ 6.4%	+ 9.4%	+ 7.8%	+ 5.0%	+ 7.3%	+ 5.8%	+ 5.0%	+ 6.3%	+ 9.3%	+ 6.9%	+10.5%	+ 6.2%	+ 7.3%	+ 8.8%	+ 9.2%
1979-80[3]	30,292	28,440	26,916	25,389	22,177	21,131	21,251	20,529	18,200	17,193	17,231	17,290	14,903	14,740	13,265	14,192	24,434	22,869	21,279	21,333
[4] [5]	+ 7.2%	+ 0.3%	+ 0.2%	- 1.7%	+ 7.1%	- 1.0%	- 0.3%	- 0.8%	+ 7.1%	- 0.6%	+ 0.1%	+ 1.5%	+ 7.7%	- 1.3%	- 2.2%	- 3.3%	+ 7.8%	+ 0.5%	- 0.9%	- 1.5%
1980-81[3]	32,974	30,102	28,525	27,132	24,049	22,977	22,627	21,890	19,849	18,631	18,565	18,705	16,159	16,054	14,480	15,049	26,762	24,487	22,802	23,203
[4]	+ 8.8%	+ 5.8%	+ 6.0%	+ 6.9%	+ 5.4%	+ 8.7%	+ 6.5%	+ 6.6%	+ 9.1%	+ 8.4%	+ 7.7%	+ 8.2%	+ 8.4%	+ 8.9%	+ 9.2%	+ 6.0%	+ 9.5%	+ 7.1%	+ 7.2%	+ 8.8%
1981-82[3]	35,705	32,983	31,172	29,431	26,099	24,749	24,705	23,468	21,678	19,884	20,289	20,587	17,918	16,395	15,405	16,319	29,085	26,297	25,037	25,425
[4]	+ 8.3%	+ 9.6%	+ 9.3%	+ 8.5%	+ 8.5%	+ 7.7%	+ 9.2%	+ 7.2%	+ 9.2%	+ 6.7%	+ 9.3%	+10.1%	+10.9%	+ 2.1%	+ 6.4%	+ 8.4%	+ 8.7%	+ 7.4%	+ 9.8%	+ 9.6%
1982-83[3]		32,852	32,420	30,049		24,945	26,077	24,396		20,801	21,056	21,451		16,947	16,386	17,978		26,624	26,122	26,402
[4]		- 0.4%	+ 4.0%	+ 2.1%		+ 0.8%	+ 5.6%	+ 4.0%		+ 4.6%	+ 3.8%	+ 4.2%		+ 3.4%	+ 6.4%	+10.2%		+ 1.2%	+ 4.3%	+ 3.8%
1983-84[3]																				

[1] Data obtained from the Oregon Department of Higher Education, OSSHE, and Office of Budgets, Oregon State University, based on Fall Term information. The information is reported to the U.S. Department of Education, Washington, D.C. as part of the Higher Education General Information Survey (HEGIS) Report. Administrative officers - such as Academic Deans, Dean of Faculty, Dean of Students, Registrar - are not included in the salary data.

[2] The "other 19" Institutions which the State Board of Higher Education uses for salary comparisons are as follows: Universities of California, Colorado, Idaho, Illinois, Indiana, Iowa, Iowa State, Michigan, Michigan State, Minnesota, Montana, North Carolina, Ohio State, Purdue, Texas, Utah, Washington, Washington State, and Wisconsin.

[3] The average salaries are affected by both salary increase and change in faculty population for each category.

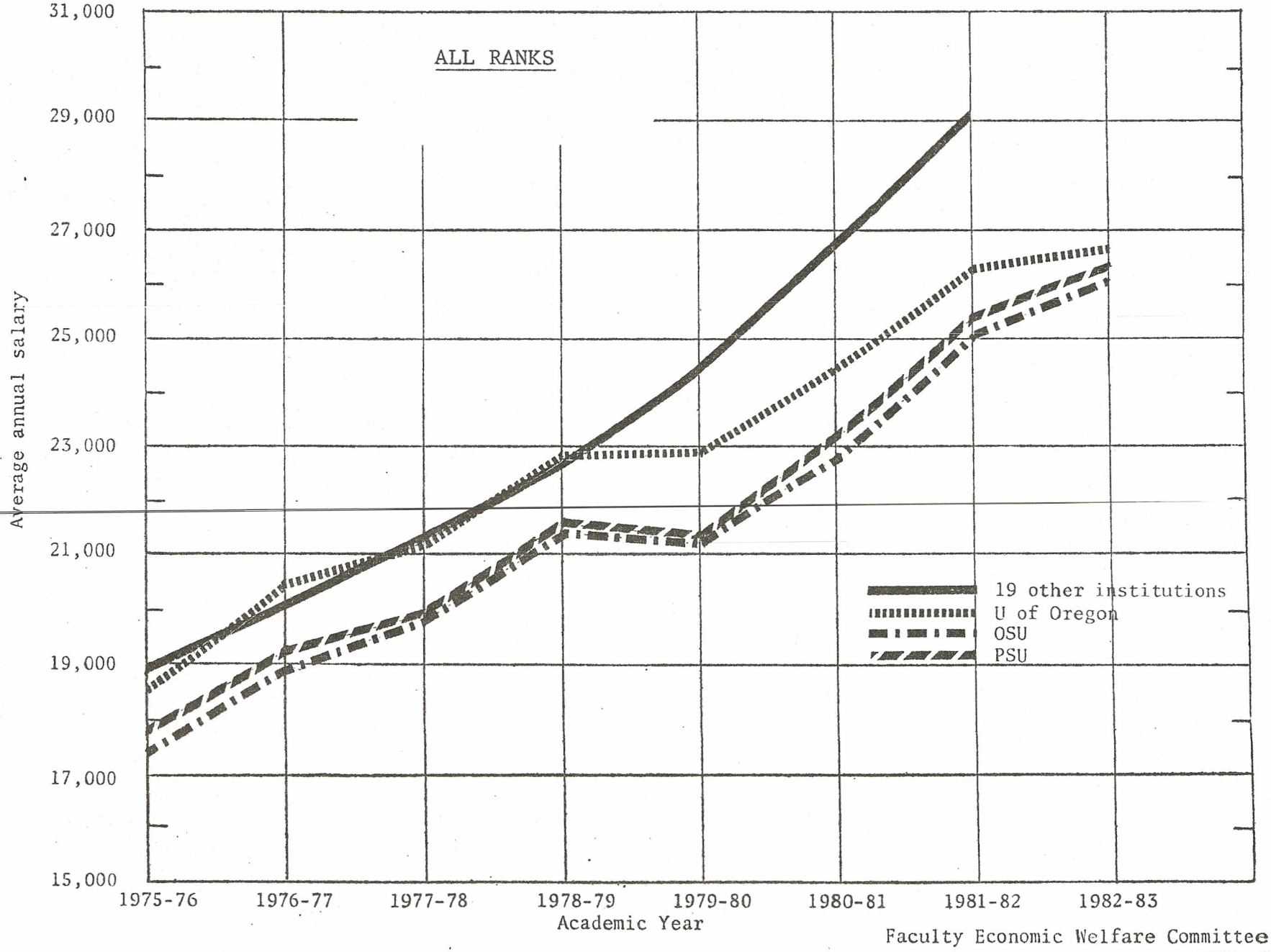
[4] Percentage increase from previous year.

[5] State "picked-up" faculty member contribution to retirement.

Faculty Economic Welfare Committee, Oregon State University, 2/18/83

'gure 1. Average Annual 9-month Academic Salaries for Faculty Budge[illegible] Greater than 50% on Reside[illegible] istruction

Source of data: Oregon Dept. of Higher Education



Faculty Economic Welfare Committee, 2-18-83

Department of Soil Science
Oregon State University
Corvallis, Oregon 97331 (503) 754-2441

February 15, 1983

Dr. Richard A. Scanlan, President
OSU Faculty Senate
Campus

Dear Dick:

Attached is the recommendation from the Faculty Status Committee to activate the Rank of Senior Research Assistant at Oregon State University.

Our recommendation has been reviewed with the Dean of Faculty, and the committee which represents the Research Assistants.

The "Criteria for Appointment to this Rank" as stated in the recommendation are further guidelines to the criteria described in the Faculty Handbook and in Administrative Rule AR 41.160.

The Faculty Status Committee did not address the matter of voting rights in the Faculty Senate for Research Assistants and awaits your further instructions on this question.

Sincerely yours,

Larry Boersma

L. Boersma
Chairman, Faculty Status Committee

/kr

cc: Members, Faculty Status Committee

Department of Soil Science
Oregon State University
Corvallis, Oregon 97331 (503) 754-2441

February 9, 1983

MEMORANDUM

TO: Executive Committee, Faculty Senate

FROM: L. Boersma, Chairman
Faculty Status Committee LB

SUBJECT: Research Assistants

Activate rank of Senior Research Assistant

The Faculty Status committee recommends that the rank of Senior Research Assistant, as provided in the Administrative Rules (580-20-005 (26)) be activated at OSU.

Criteria for Appointment to this Rank

The criteria for appointment to the rank of Senior Research Assistant should be in line with those applied to other faculty ranks, i.e., based entirely on professional competence and demonstrated achievement. These criteria are further described in Faculty Handbook "IV. Criteria for Promotion and/or Tenure" and Administrative Rule AR 41.160. We, therefore, suggest these further guidelines:

1. Professional competence and achievement in research or other creative work including publication of papers, presentation of papers at professional meetings, patents, and/or

2. Position of high individual responsibility and/or unique professional expertise.

Appointment Process

1. Research assistants are appointed to the rank of Senior Research Assistant based on evaluation and recommendation by department head and/or dean.

   Appointment to this rank should be regarded as a promotion in rank to be recommended and reviewed as part of the annual promotion and review process.

2. Research assistants are to be considered for promotion to the rank of Senior Research Assistant after a period of service of sufficient length to allow the Department adequate evaluation of performance and potential for future development, normally 3 (three) years.

Appointment of Research Assistants to Committees of the Faculty Senate

A policy of seeking representation of Research Assistants on committees of the Faculty Senate is now in force. For example, RA's now serve on the Faculty Economic Welfare Committee, the Faculty Status Committee, Budgets and Fiscal Planning Committee, and Library Committee. Adoption of the recommendation has no impact on present policy. The Faculty Status Committee reaffirms the policy to seek appointment of research assistants to appropriate Faculty Senate Committees. Candidates for committee service are identified by the Executive Committee of the Faculty Senate in cooperation with the Dean of Faculty from responses to the annual mailing by the Dean of Faculty of the "Committee Service Volunteer" form.

Voting rights in the Faculty Senate

At this time, the Faculty Status Committee makes no recommendation with respect to the granting of voting rights in the Faculty Senate for Research Assistants.

LB/kmt

10.

Curriculum Coordination | Oregon State University | Corvallis, Oregon 97331 (503) 754-3711

December 13, 1982

TO: Robert Becker, President
Faculty Senate

FROM: Sandra J. Suttie
Curriculum Coordination

Sandra J. Suttie

SUBJECT: Written and Oral English Communication Segment of the General Education Requirements

The University Curriculum Council, at its November 16, 1982 meeting, discussed a proposal to include Sp 111, Interpersonal Speech Communication, in the list of courses which would fulfill the written and oral English communication segment of the general education requirements. Following discussion, the Council voted to approve the inclusion of Sp 111 in the list of courses which would fulfill the above requirement. This list is currently shown on page 13 of the OSU 1982-83 General Catalog.

Since the Council is responsible to the Executive Committee of the Faculty Senate and the Senate, this action is being forwarded for the appropriate processing. Some confusion has arisen previously when the Curriculum Council approved the inclusion of a second year foreign language sequence as part of the above requirement. The Council's action was referred to the Academic Regulations Committee, which in turn, forwarded it to the Executive Committee. At this time the Curriculum Council awaits direction from the Executive Committee as to the appropriate means of implementing these actions.

I should be most happy to discuss these actions and their implementation with you or the Executive Committee. Thank you.

SJS/kls

February 21, 1983

To: Dick Scanlon, President of the Faculty Senate

From: Patricia A. Frishkoff, Chairman of the Library Committee

Subject: Motion for agenda

The Library Committee requests that the following motion be considered for the next Faculty Senate meeting. Please contact me concerning the decision on this motion. It is my plan that both Rod Waldron, Director of Libraries, and I would be there to present and argue for the motion.

Whereas:

-- Phases 3 and 4 of the original library building plans, which would have more than doubled the space (to 2.0 million volumes and 5,600 student seats) have never been on the construction priority list;

-- Student seating is continually decreased (currently at 2,300) as shelf space increases (currently at 850,000 volumes). (The existing building was designed for 750,000 volumes and 3,000 seats);

-- Erosion of the use of the facility creates a noisy atmosphere not conducive to study and research;

-- The limitation of library space partially dictates the acquisition policy and prevents such amenities as reading rooms and lounges;

-- Existing off-site storage (at Camp Adair) does not lend itself to storage of less-used materials in social sciences and humanities;

-- Space is needed for such functions as additional carrels and group study rooms;

-- There is need for a current periodicals reading room;

The Library Committee moves that:

AS SPACE BECOMES AVAILABLE DUE TO MODIFIED USE OF BUILDINGS, THE LIBRARY SHOULD BE GIVEN A HIGH PRIORITY FOR ITS USE, PARTICULARLY IF IT IS IN CLOSE PROXIMITY TO THE LIBRARY.

12.

Office of the President

Oregon State University

Corvallis, Oregon 97331-2128 (503) 754-4133

February 10, 1983

MEMORANDUM

TO: Dr. Richard Scanlan, President
OSU Faculty Senate

FROM: T. D. Parsons

SUBJECT: Search Committee, OSU Librarian

Rodney Waldron, Library Director, is planning to retire effective December 31, 1983. A search for a replacement is to be initiated as soon as feasible. It is requested that the Executive Committee of the Faculty Senate assist in constructing the advisory committee which will be involved in the search and screening process as has been our practice for administrative appointments.

For your information, I have asked Shawn Dooley and Lyle Calvin to identify, respectively, an undergraduate and a graduate student for appointment to the committee.

Attached is a draft of a statement for next week's staff newsletter. Please let me know if it is suitable for your purposes.

TDP/td

For the staff newsletter:

Rodney Waldron, Library Director, is planning to retire effective December 31, 1983. An advisory committee is being formed which will be involved in the search and screening process. Those interested and available to serve on this committee are asked to contact Richard Scanlan, Faculty Senate Office.

Office of the President

Oregon State University

Corvallis, Oregon 97331-2128 (503) 754-4133

February 10, 1983

MEMORANDUM

TO: Mary Jane Grieve
Home Economics

FROM: T. D. Parsons
Vice President for Administration

SUBJECT: Search Committee, OSU Librarian

Rodney Waldron, Library Director, is planning to retire effective December 31, 1983. A search for a replacement is to be initiated as soon as feasible. It is requested that the Administrative Appointments Committee of the Faculty Senate provide names of individuals to be appointed to the advisory committee which will be involved in the search and screening process.

TDP/td

cc: Richard Scanlan

OREGON STATE UNIVERSITY CORVALLIS, OREGON 97331

OFFICE OF THE DEAN OF FACULTY

January 20, 1983

To: Executive Committee of the Faculty Senate
Richard Scanlan, Senate President

From: D. B. Nicodemus

Subject: Selection of Nominees and Election of a Faculty Panel for Hearing Committees (to hear appeals against terminations and other sanctions for cause--see OAR 580-21-345)

By action of the Faculty Senate on April 8, 1982 (Motion 82-389-13), two faculty panels now serve on a standby basis with terms ending on 6-30-83 and 6-30-85, respectively. A new Panel B should be elected this spring to replace current Panel A. The Senate's election procedures are included in my report dated March 22, 1982 to the Executive Committee (see Attachment B) which also was included in the April 8, 1982 "Reports to the Faculty Senate."

According to the Senate's Procedures (as last amended 12-4-80):

1. At its May 5, 1983 meeting, the Senate should elect a new Faculty Panel B to serve for a four-year term starting July 1, 1983 and ending June 30, 1987 (or until a replacement panel is elected).

2. Effective July 1, 1983, the current Panel B will be redesignated as Panel A until its term ends on June 30, 1985.

3. For election to the new Panel B, a slate of nominees selected by the executive committee shall be reported to the Senate at its meeting on April 7, 1983 and published in the Staff Newsletter prior to and with the agenda for that meeting. The slate shall include no fewer than 15 nominees. At the April Senate meeting, additional nominations may be made from the floor by any senator, or by any faculty member through a letter addressed to the senate.

The selection of a slate of nominees by the executive committee has been conducted in all previous years by a random selection process. I recommend that this procedure be continued, and carried out soon, preferably by mid-February, so that potential nominees (which usually include several from off-campus) may be contacted to determine their willingness to serve. The final slate is needed well before March 28, the copy deadline for publication in the March 31 Staff Newsletter.

The random selection process has been carried out by the Senate Pres. (or Pres.-elect), the Executive Secretary and me -- it takes about 2 hours -- and reported to the full executive committee for its approval. We start at a random point and select every n'th name in the faculty personnel data file. Research assistants, courtesy and any visiting or clearly temporary faculty are eliminated.

Others to be eliminated are Senate officers, current members of the executive committee and of the Faculty Reviews and Appeals Committee. Those who have served on a panel previously, Department Heads, Deans and Directors are also excluded.

I propose that we make these random selections by no later than February 14.

:dm

16.

Office of the Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

February 9, 1983

M E M O R A N D U M

To: President MacVicar

From: Dick Scanlan, Senate President R.A. Scanlan

Subject: Faculty Day, 1983

The Executive Committee of the Faculty Senate recommends that Faculty Day be held on September 16, 1983.

ss

pc: Dean Nicodemus

Noted

Dick -

It would seem to be OK. Please go ahead with your planning on this basis.

Dean

Oregon State University is an Affirmative Action/Equal Opportunity Employer

MEMORIAL UNION EAST • OREGON STATE UNIVERSITY • CORVALLIS, OREGON • 97331-5006 • TELEPHONE • (503) 754-2

ASOSU

ASSOCIATED STUDENTS OF OREGON STATE UNIVERSITY

February 8, 1983

Dr. Richard Scanlon
President, Faculty Senate
Social Science Rm. 107
Campus

Dear Dr. Scanlon:

Tuesday, January 25, the ASOSU Senate passed a resolution (42-R-15) concerning the extension of the current date at which a student may change a course from A through F grading to S/U grading. The final vote was 19 to 17, and discussion addressed many major concerns students have about the process.

The ASOSU Senate resolution enclosed addresses three reasons for the extension of the S/U date. Each of these reasons support student concern. In addition, the ASOSU Academic Affairs Task Force in conjunction with the ASOSU executive officers have addressed a further concern regarding the extension. This concern is that in many courses students are provided little, if any, indication of their academic progress prior to the current S/U date. Therefore, an extension of the S/U date will allow instructors additional time to provide students with an indication of there academic progress, and not impinge on the instructors freedom to structure the course.

We believe the extension of the S/U date is a valid issue. For this reason, we urge the faculty senate to examine this proposal for the benefit of students and faculty alike.

Sincerely,

Brentley M. Bullock

Brentley M. Bullock
ASOSU Vice President for Senate

Sharon Wolfard

Sharon Wolfard
ASOSU Academic Affairs Task Force Director

encl.

MEMORIAL UNION EAST • OREGON STATE UNIVERSITY • CORVALLIS, OREGON • 97331-5006 • TELEPHONE • (503) 754-2

ASOSU

CIATED STUDENTS OF OREGON STATE UNIVERSITY

42-R-15

EXTENSION OF S/U GRADING DATE

WHEREAS extending the date to change to or from S/U grading would benefit those students wishing for a longer time to evaluate their classes and,

WHEREAS an allowance of two weeks prior to finals week would be required for transmitting that grade to the report card and,

WHEREAS more elective courses would be encouraged out of the students field of study,

BE IT HEREBY RESOLVED THAT the 42nd Senate of the Associated Students of Oregon State University favor extending the S/U grading date and allow two weeks prior to finals week for the purpose of transmitting grades.

Scott Brookhart
Liberal Arts Senator

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

February 1, 1983

CORRECTED COPY

To: Cheryl Bittle, Foods and Nutrition
Adolph Ferro, Microbiology
Arthur Gravatt, Human Development and Family Studies
Donna Gregerson, Benton County Extension
Mary Jane Grieve, Home Economic Education
Cheryl Jordan, Clothing, Textiles, and Related Arts
Michael Maksud, Health and Physical Education
Alice Morrow, Family Resource Management
Linda Pompel, 3465 Kincaid, Eugene, OR 97405
Richard Towey, Economics

From: Robert MacVicar, President

Subject: Dean Search Committee, School of Home Economics

A major task facing Oregon State University in the coming months is that of attracting a person of distinction and effectiveness to the position of Dean of the School of Home Economics to replace Dean Betty Hawthorne who has asked to be relieved of her administrative duties.

You are being asked to serve on the advisory committee to assist me in this selection process, and I want to indicate my appreciation for your willingness to devote time from your busy schedules to what I trust will prove a fruitful and rewarding effort.

An organization meeting has been scheduled for Wednesday, February 9, at 3:00 p.m. in AdS 304. I hope your schedules will permit you to be present for this important initial meeting.

RM:is

OREGON STATE UNIVERSITY Corvallis, Oregon 97331
Faculty Senate Office (754-4344) Social Science 107

3/22/83

REPORTS TO THE FACULTY SENATE
April 7, 1983

Agenda for the Senate Meeting: April 7, 1983, 3:00 p.m., Stewart Center

The Agenda for the April 7 Senate meeting will include the reports and other items of business listed below. To be approved are the Minutes of the March meeting, as published in the Staff Newsletter Appendix.

A. Reports from the Faculty

1. Faculty Recognition & Awards Committee - Margy Woodburn

The Faculty Recognition and Awards Committee's report, dated March 17, 1983, is being sent to Senators separately by Campus Mail marked "Confidential." At the April 7 meeting, the Committee Chairman, Margy Woodburn, will present the report and discuss the nominations with Senators. If additional information is available, it will be presented at that time. The Senate will meet in Executive Session to consider this report. In accordance with the Senate's Bylaws (Article IX, Section 3), the Senate President may call an Executive Session, which excludes all but elected and ex-officio members or their designated substitutes (proxies), and Senate Office staff. Before going into Executive Session, the Senate President must also announce the statutory authority for such action (Attorney General's Opinion #6996, I., D.).

The purpose of the Executive Session is to consider nominees for OSU Distinguished Service Awards for 1983. Nominees whose names are approved will be recommended to President MacVicar for his final approval and conferral at the June 5 Commencement.

Balloting will be limited to Senators or their official representatives, and will occur fairly early in the meeting, with results announced to Senators before the end of the meeting, if possible. Senators will be asked to be seated in a specified area, since actual balloting takes place after the end of the Executive Session, and Tellers will be assisting with the procedure.

2. Bylaws Committee (p. 6) - V. Haldeman

Attached is a report from the Bylaws Committee in response to a letter from Dean Robert Barr regarding the status of Education faculty in the Senate. The matter was referred to the Bylaws Committee by the Executive Committee. No Senate action is needed at this time.

3. Curriculum Council (pp. 7-10) - Doug Stennett

Attached is a report of the Curriculum Council which informs the Senate of action taken in regard to Psychology 435 and 446. Also attached are Memos from the Graduate Council to President Scanlan, and from Becker to Messersmith (Chrm., Grad. Council). These two courses were deleted from the Category II Document

when it was presented to the Senate at the Special Senate Meeting to consider Curricular Documents on November 18, 1982. At that time, the Senate directed that a decision be made by the two Councils and a report made back in April 1983.

Also, note that the Stennett Memo indicates Curriculum Council action taken to reaffirm its decision concerning acceptance of a full second-year language sequence in lieu of a first-year language sequence to satisfy the six-hour Written & Oral Communication Segment of the General Education Requirements.

4. Instructional Media Committee (p. 11) - James Herzog

The Executive Committee requested the Instructional Media Committee to report to the Senate on the merger of IRAM and CTV which occurred last year. Attached is a Memo referring this matter to the Instructional Media Committee.

5. Traffic Committee Report - John Beuter

The Senate annually receives a report from the University Traffic Committee. This annual report is to present an update on changes which have taken place since the previous report, and to alert the Senate to expected changes in traffic regulations, etc., on the campus.

6. Traffic Safety Committee Report - Allan Deutsch

For the past two years, the Faculty Senate has been interested in the matter of Traffic Safety on campus. The initial interest began when concern was expressed about bicycle safety after several bicycle-pedestrian injuries occurred, and that concern later was expanded to include all traffic safety. A special Committee was appointed to look into this matter. The chrm. of the Traffic Safety Committee has agreed to report to the Senate.

7. Committee on Committees (p. 12-14) - Glenn Klein

Attached is a report of the Committee on Committees which contains recommendations on which the Senate will be asked to take action. The Senate directed the COC to review its standing committees on a regular cycle and make recommendations for needed changes in Standing Rules or other matters affecting the committees and councils. This report makes recommendations on two of the four committees currently under review.

a. Advancement of Teaching Committee
b. Graduate Admissions Committee

Also attached are Standing Rules for the two Committees for which the recommendations are being made.

8. Ad Hoc Committee on DCE, Summer Term, and Residency, Interim Report (pp. 15, 16) - Solon Stone

The Senate, at its October 7, 1982 meeting, adopted a motion creating a Special Ad Hoc Committee to study the above topics (see Minutes of the October 7 meeting, p. III), and directed the Committee to report to the Senate at the end of Winter Term. Sen. Stone, chrm. of that Committee, will give a preliminary report on the work of the Committee.

B. Reports from the Executive Committee

1. Academic Pay Study--OSBHE (pp. 17-24)

Earlier this academic year, the Executive Department, Personnel Division, of the State of Oregon issued a Western Regional list of universities to be used as comparitors for OSU. A separate list was compiled for the UO, and a third list for the regional colleges. Attached are several letters and memos which indicate the reaction of the Executive Committee to the document and list of comparitors, as well as responses to those reactions.

2. "A Strategic Plan for the Oregon State System of Higher Education, 1983-87;" dated March 25, 1983 (p. 25)

The Executive Committee has received the "Final Draft" of the Strategic Plan, which is scheduled to be presented to the OSBHE at its meeting on Friday, March 25. The Executive Committee responded to both the first and second Drafts of this plan by suggesting numerous revisions. A report on the status of the most recent document will be made at the Senate meeting.

3. Faculty Panels for Hearing Committees (p. 26)

Attached is a list of nominees for election to a Faculty Panel for Hearing Committees. Senators may offer nominations from the floor during the April 7 meeting; the Panel will be elected by the Senate at its May meeting. The following is background information for this process.

The Board's Administrative Rules define criteria and procedures for the imposition of Sanctions for Cause, including terminations of appointment (see AR 580-21-320 through AR 580-21-385; formerly AR 41.352-41.395). If such a sanction is to be imposed, a hearing committee shall conduct a formal hearing of the case (unless the faculty member requests no hearing.) The hearing committee shall be selected from a Faculty Panel which has been duly established.

Procedures for establishing Faculty Panels were drafted by the Faculty Reviews & Appeals Committee and adopted by the Faculty Senate on December 3, 1970 (motion 269-3) and amended on May 4, 1972 (motion 286-2), June 5, 1980 (p. XXI), December 4, 1980 (motion 80-375-1). These procedures provided for three Panels to serve concurrently, each for a three-year term on a rotating basis, with one new panel to be elected each year. On May 29, 1980, with Senate agreement, the existing Panels were extended to four (4) years. By Senate action on December 4, 1980, the number of panels was formally reduced to two, one to be elected every other year, and the terms extended to four years.

Members (and Alternates) of the two current Panels are listed on an attachment in these materials. Each panel, when elected, included ten panel members but, since then, one or two of the original members and alternates have resigned or retired. Panel A. retires on July 1; the current Panel B. becomes Panel A., and the Senate will elect a new Panel B. (and Alternates) at the May 5 Senate meeting. As needed, Panels A. and B. would

be called to serve in alphabetical order. Alternates for each panel are listed in the order in which they would be asked to serve, if needed. Their number (for the current Panel B.), originally ten, has also been reduced by retirements or terminations.

The Executive Committee is presenting a slate of nominees (see attachment) from which a new Faculty Panel is to be elected by the Senate on May 5, 1983. Ten nominees are to be elected to the new Panel B. to serve from July 1, 1983-June 30, 1987. Nominees who are not elected are to be designated as alternates. This slate of nominees was selected by a random selection process from the Faculty Roster. Each nominee has been contacted and has agreed to serve if elected.

Additional nominations may be made by any Senate member at the April 7 Senate meeting, or by any faculty member by letter addressed to the Faculty Senate and received by the President (Dick Scanlan) at or prior to the May 5 Senate meeting. All additional nominees should be consulted in advance to determine their willingness to be nominated.

4. Committee/Council Annual Reports Due

Faculty Senate committees and councils are expected to make annual reports to the Senate. Reports are normally provided in writing by the chairman of the committee/council. If the report contains recommendations, the chairman is asked to present the report to the Senate in person. All Faculty Senate Committees and Councils have been sent reminders of reports due, and they will be scheduled in the Reports to the Faculty Senate as received and placed on the Agenda by the Executive Committee.

5. Request for University level Committee/Council Volunteers

Annually, a request for volunteers to serve on all University level committees and councils is issued by the Dean of Faculty. This year's request for volunteers is now in the process of distribution. The Executive Committee will use names of volunteers for appointment to its committees and councils. Faculty are encouraged to volunteer for service in areas of interest, and to return the forms immediately to the Dean of Faculty.

6. Search Committee Updates

The Senate will be brought up to date on the status of each of the current Search Committees:

a) Vice President for Student Services
b) Dean of CLA
c) Dean of Home Economics
d) Director of Libraries

7. OSU-Heritage Annexation to the City of Corvallis (pp. 27-29)

President MacVicar reported briefly to the Senate at the March meeting regarding the piece of property adjacent to Walnut Boulevard (see Minutes of the March 3 Senate meeting). Subsequent to that report, the Faculty Senate Office has received

the attached correspondence regarding that parcel of land. Also attached is a Memo from the Executive Committee to the Budgets & Fiscal Planning Committee requesting that they look into the matter.

8. Interinstitutional Faculty Senate

A report will be made on the time and place of the next IFS meeting. Items to be considered by the IFS can be put on the agenda by referring them to one of the current IFS Representatives; Thurston Doler, Wil Gamble, or Glenn Klein.

C. Reports from the Executive Office

D. New Business

School of
Home Economics

Oregon State University

Corvallis, Oregon 97331 (503) 754-3551

February 18, 1983

TO: Faculty Senate Executive Committee

FROM: Virginia A. Haldeman, Chairman
Bylaws Committee

RE: School of Education Senate Representation

At this time it is the opinion of the Faculty Senate Bylaws Committee that it is premature to propose a bylaws revision/amendment to accomodate the School of Education. We would need the memoranda detailing the procedures followed in identifying the education faculty to be assigned to the OSU campus. As the organizational structure for the school evolves, and becomes more clear, the Bylaws Committee will be happy to address this matter.

cc: Dean Nicodemus
Dean Barr
Bylaw Committee members

VAH/slw

Curriculum Coordination Oregon State University Corvallis, Oregon 97331 (503) 754-3711

March 10, 1983

TO: Richard Scanlan, President
Faculty Senate

FROM: Doug Stennett, Chairman
Curriculum Council

The Curriculum Council, at its March 8 meeting, approved the "Change in Old Course" requests for Psy 435 and Psy 446. Psy 446 will become Psy 346 and carry no graduate credit; Psy 435 will be reduced from four to three credits but still retain its (G) status. We forward this for the Senate's information and action, if it wishes.

The Curriculum Council also reaffirmed the earlier Council decision concerning acceptance of a full second-year language sequence in lieu of a first-year language sequence to satisfy the six-hour written and oral communication segment of the general education requirements.

DS/cjj

xc: Lyle Calvin
Ann Messersmith
Sandra Suttie

encls.

Graduate School Oregon State University Corvallis, Oregon 97331 (503) 754-4881

March 18, 1983

MEMO

TO: Richard Scanlan, President, Faculty Senate

FROM: Lyle D. Calvin, Dean LD Calvin

SUBJECT: Psychology courses

Ann Messersmith, Chairman of the Graduate Council, is out of town and in her absence I am forwarding information concerning recent Graduate Council action on two Psychology courses.

At its meeting of March 10, 1983, the Graduate Council approved the "Change in Old Course" requests for Psy 435 and Psy 446. Psy 446 would become Psy 346 and carry no graduate credit; Psy 435 would be changed from four credits to three credits but would retain its (G) status.

This is submitted to the Senate for information and, if necessary, action.

mc/jt
cc: Ann Messersmith

College of Liberal Arts

Oregon State University

Corvallis, Oregon 97331 (503) 754-2511

March 2, 1983

MEMORANDUM

TO: Sandra Suttie, Curriculum Coordinator

FROM: Bill Wilkins, Acting Dean BHW/nrm

RE: Psy 435 and Psy 446

As requested by Doug Stennett, Chair of the OSU Curriculum Council, I am forwarding my recommendation with regard to the above courses. The Curriculum Committee of the Psychology Department, the CLA Curriculum Committee, and this office concur with the proposed changes as reflected in the enclosed "Change in Old Course" requests for academic year 1984-85.

The Psychology Department is aware that a decision must be made immediately whether or not to submit X course requests for these same changes to be effective for 1983-84. Their committee will meet and report their decision to me; I will then inform you of our desires.

BHW/nrm

Enclosures

c: Bill Smotherman, Psychology

MAR 1983
REC'D
CURR. COMM.
OSU

10.

Office of the Faculty Senate
Oregon State University
Corvallis, Oregon 97331 (503) 754-4344

December 9, 1982

M E M O R A N D U M

To: Ann Messersmith, Chrm., Graduate Council
Doug Stennett, Chrm., Curriculum Council

From: Robert R. Becker, Faculty Senate President

Subject: Psych 435 and 446

As you are probably aware, the Faculty Senate, at its December 2, 1982 meeting adopted a motion regarding the matter of Psych 435 and 446 being included in the 1983-84 Category II document (list of graduate courses).

The Executive Committee had discussed the matter earlier in the day, and felt that it was most appropriate for the two Councils to study the matter since, in effect, a discussion on these particular courses never took place. It is our understanding that the courses included in the Category II list were approved by the Councils as a group, not individually. These two courses were deleted from the Category II document prior to Senate approval of the entire document at the November 18 meeting.

The motion referring this matter is as follows:

> "Moved, that the Motion to Delete Psych 435 and 446 from the list of Graduate courses (in Category II for 1983-84) be referred to the Curriculum Council and the Graduate Council to study the issues involved in this motion, and report to the Senate no later than April 1983 their recommendation for the disposition of these courses."

If you have questions, please feel free to call me. If this matter is not addressed until Janaury 1983, you may want to contact Dick Scanlan, who will be the new Senate President.

ss

Oregon State University is an Affirmative Action/Equal Opportunity Employer

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

December 9, 1982

M E M O R A N D U M

To: James Herzog, Chrm., Instructional Media Comm.

From: Executive Committee of the Faculty Senate
Robert Becker, Senate President

Bob Becker

Subject: Merger of CTV and IRAM

The Executive Committee, at a recent meeting, discussed the question as to reasons for the recent merger between CTV and IRAM, and its effect upon the University community. We would appreciate your Committee studying this matter on behalf of the Faculty Senate, and would like to have a report available by the end of Winter term, or early in Spring term.

If you have questions or wish to talk with me, please feel free to call. After the beginning of January, Dick Scanlan will be the President and the individual to contact.

ss

pc: Jon Root, Director, Communication Media Ctr.
Judy Kuipers, Dean of Undergraduate Studies

Oregon State University is an Affirmative Action/Equal Opportunity Employer

12.

Extension Education Oregon State University Corvallis, Oregon 97331

March 7, 1983

Richard Scanlan, President, Faculty Senate
Thurston Doler, Executive Secretary, Faculty Senate
Oregon State University
Corvallis, Oregon 97331

Committee on Committee Report

The Committee on Committees has completed its review of the Advancement of Teaching Committee and the Graduate Admissions Committee. Based on this review, we are making the following recommendations of changes in the Guidelines of Faculty Senate Committees and Councils.

1. We recommend the following sentence be inserted as the next to last sentence of the guideline statement on the Advancement of Teaching Committee:

   "In addition, the committee may serve in an advisory capacity to the Dean of Undergraduate Instruction in the making of awards in the field of teaching."

   Rationale: This committee has already been serving as a review committee as explained in the attached information shared with our committee by Dean Kuipers and the Advancement of Teaching chair, Ellen Phillips. It is the feeling of the Committee on Committees that this is a reasonable and desireable function. We have tried to word the added statement so that this function is one of a voluntary nature between the committee and the Dean of Undergraduate instruction.

2. A greater change is recommended as it relates to the Graduate Admission Committee. The first recommendation deals with the membership of the committee. We feel that membership of this committee should be restricted to members of the Graduate faculty. The word "graduate" should be inserted between the words eight and faculty in the last line of the guidelines for the Graduate Admissions Committee.

   Rationale: This addition is somewhat limiting because it restricts membership to graduate faculty, but with the type of responsibilities that this committee has, it seems desireable that the membership represent those who will be dealing with the graduate students.

The number two changes deal with committee membership. We recommend the following be added to the Graduate Council and to the Graduate Admissions Committee Guidelines. "The chair of the Graduate Admissions Committee shall be an ex officio member of the Graduate Council."

Rationale: The two committees deal with many items in common. The Graduate Council deals with policy and the Graduate Admissions Committee actually is carrying out the policy as it deals with admissions. Some of the problems that have occurred over the years would best be solved-resolved if there were better liaison between these two important committees. This is not meant to imply that the Chair of the Graduate Admissions Committee must attend all meetings of the Graduate Council, but it would allow for an easier flow of information and the Graduate Admissions Committee membership would feel they have an access to policy making. This appears to have been a problem and the Graduate Admissions Committee seems to have been reluctant to take action that might have been desireable in the matter of changing policy or procedures of graduate admissions. It should also improve communications with the Graduate School.

This completes our review of these two committees and we will finish work on the University Honors Program and the International Education Committees during Spring Term.

Sincerely,

Glenn Klein

Glenn Klein, Chair
Committee on Committees

MTR

cc: Committee on Committees
Dean Calvin
Chair, Graduate Admissions Committee, Ron Cameron
Chair, Advancement of Teaching Committee, Mary Ellen Phillips
Dean Kuipers

ADVANCEMENT OF TEACHING COMMITTEE (6/4/70)

The Committee on the Advancement of Teaching formulates and evaluates statements of policy that influence the teaching process, including (1) teaching effectiveness and efficiency, (2) support, (3) dissemination of information, (4) encouragement of innovation and experimentation, and (5) appropriate recognition of good teaching. The Committee seeks information and opinions from students, faculty, and administrators in formulating statements of policy, and presents to the Faculty Senate recommendations and perspectives useful to that body in determining appropriate actions and positions to be taken in support of the advancement of teaching. The Committee consists of five Faculty and four Student members.

GRADUATE ADMISSIONS COMMITTEE (11/7/75)

Admission to the Graduate School is determined by the Committee on Graduate Admissions. Candidates are considered on the basis of the undergraduate record and the preparation for graduate work, with special reference to the particular field desired. The Committee consists of eight Faculty members, with the Director of Admissions, Ex-Officio.

Office of the Faculty Senate
Oregon State University
Corvallis, Oregon 97331 (503) 754-4344

November 9, 1982

M E M O R A N D U M

To: Ad Hoc Committee on DCE/Summer Term, and Residency

Doris Maclean (FEWC)
Solon Stone (Fac. Status)
Gene Craven (Academic Regs.)
Howard Wilson (Grad Council)
Margaret Milliken (Curric. Council)
Charles Dane (Exec. Comm.)
Duane Andrews or his design. (DCE)

From: Executive Committee of the Faculty Senate
Bob Becker, Senate President

Subject: Ad Hoc Committee to discuss Relationship of DCE to University Community

The Faculty Senate, at its October 7 meeting, adopted the following motion upon recommendation of its Executive Committee:

> "Be it moved that the President of the Faculty Senate appoint an Ad Hoc Committee to study the residency issues which were adjusted 'temporarily' at the June 3, 1982 Senate meeting. In addition, the Committee shall study the goals, policies, and procedures used in DCE administration of academic programs, and make appropriate recommendations, particularly in relation to policies used in the administration of regular OSU departments.
>
> The Committee shall consist of: One current or former member of the Faculty Economic Welfare Committee, Faculty Status Committee, Academic Regulations Committee, Curriculum Council, Graduate Council, and the Executive Committee of the Faculty Senate; and the Director of OSU-DCE, ex-officio."

Pursuant to that Senate action, the Executive Committee set about the task of appointing the committee, of which you are all members.

The ongoing relationship of DCE with the University involves programs, courses, and faculty which are common to both. This relationship creates issues of turf, faculty qualifications, faculty compensation, course quality and use, and residency. The hope of establishing "once and for all" basic policies and working relationships between the University and DCE is probably unrealistic, but we would like to come closer to that than we are now. Therefore, we are asking you to study this relationship and to recommend poli-

Oregon State University is an Affirmative Action/Equal Opportunity Employer

cies and procedures which would regulate this association. I am asking Solon Stone to chair this Ad Hoc Committee. We would hope for a report by the end of Winter term.

Several people who are not included on this committee would be knowledgeable of the issues recently encountered. We encourage you to contact them and discuss this issue with each. Those who immediately come to mind are Dick Scanlan, Faculty Senate President-Elect; John Block, Chairman of Budgets & Fiscal Planning Comm.; Lyle Calvin, Dean of the Graduate Schhol; and Chuck Stamps, School of Education.

If you have questions regarding the charge to the committee or other matters, please do not hesitate to call me. We appreciate the work involved in this appointment to a Committee to study this important issue.

ss

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

January 7, 1983

William E. "Bud" Davis
Chancellor, Oregon State
System of Higher Education
P.O. Box 3175
Eugene, Oregon 97403

Dear Chancellor Davis:

The Executive Committee of our Faculty Senate has asked us to write to you regarding the "Academic Pay Study, Oregon State Board of Higher Education," dated November 1982. Since the report originated from the Executive Department, we are not certain that this letter should be addressed to you. We are doing so to share our concerns with you in this important matter, and with the confidence that you will forward the letter if appropriate.

We must say that we were both dismayed and disheartened by some of the approaches used for salary comparison, and some of the conclusions contained in this report. Particularly disturbing is the list of ten comparative institutions, on page eight, for Oregon State University. We are perplexed by the rationale for selection of some of the institutions. Some are very dissimilar to Oregon State University, and do not compete with us in the hiring of faculty. In addition, the reasons for using "regional" institutions for comparison in this day and age is not at all clear. Both OSU and U of O compete with institutions across the nation for faculty, research funds, and graduate students. We are also concerned that different institutions were used for OSU and the UO. As you know, a list of 19 institutions has traditionally been used for comparison of both OSU and UO. In fact, the report makes reference to this traditional comparison and concludes that, in total compensation, Oregon's position has remained stable over the last five years. The implication is that this situation is satisfactory, whereas UO and OSU have averaged about 95% of the average total compensation for the past five years. This is, of course, not satisfactory, and should have been so stated in the report.

If OSU is to be compared with other Land Grant institutions, we feel that the list should contain some of the top institutions across the country. A list of such institutions should include some of the following: University of Wisconsin, University of Minnesota, Michigan State University, Pennsylvania State University, North Carolina State University, Purdue University, the University of Illinois, and Cornell University. We are disturbed that not one of these institutions was included on the list of comparative institutions for OSU.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

The thrust of the report is not consistent with your stated plans for excellence in the Oregon State System of Higher Education. Neither list does justice to the actual level of competition at which these two institutions are found. The report appears contrived to make salaries at OSU and the UO look more competitive than they are.

We believe, further, that the farmers, foresters, and others around the state will not be pleased to learn that this institution has been placed in a position where it cannot even aspire to be competitive with the best of the Land Grant institutions. From our position, it will be difficult both to recruit faculty and to maintain high morale.

We have forwarded the report to our Faculty Economic Welfare Committee for further analysis. Their comments and those of our Faculty Senate will be forwarded to you in the near future. We sincerely applaud your efforts at planning and your stated emphasis on excellence. The very best to you in dealing with the upcoming legislative session.

Sincerely,

Robert R. Becker
Faculty Senate President

Richard A. Scanlan
Faculty Senate President-Elect

ss
pc: Dr. Robert MacVicar
William Lemman
Allen MacKenzie
Larry Pierce
David Nicodemus
Van Volk

OREGON STATE SYSTEM OF HIGHER EDUCATION
OFFICE OF THE CHANCELLOR
P.O. Box 3175
EUGENE, OREGON 97403

TELEPHONE
(503) 686-4153

February 10, 1983

Professor Robert R. Becker
Professor Richard A. Scanlon
Office of the Faculty Senate
Oregon State University
Corvallis, OR 97331

Dear Professors Becker and Scanlon:

Thank you for your letter regarding the "Academic Pay Study" prepared by the Executive Department.

I understand that Larry Pierce has talked to both of you about the study, its background, and our involvement in its preparation. The objections you have raised are appropriate. I share your aspiration to have faculty salaries at the UO and OSU more competitive with those institutions across the country with which they compete.

We all continue to place the improvement of faculty salaries as a high priority of the State System and will work closely with the faculties and the Association of Oregon Faculties in presenting this priority to the Oregon Legislature.

Sincerely,

Bud

William E. Davis
Chancellor

20.

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

February 11, 1983

William E. "Bud" Davis
Chancellor, Oregon State System
of Higher Education
P.O. Box 3175
Eugene, Oregon 97403

Dear Chancellor Davis:

The purpose of this letter is to address further the "Academic Pay Study, OSBHE," which was prepared by the Executive Department, Personnel Division. Our previous letter of January 7, 1983 expressed some of our concerns and indicated that the Pay Study had been forwarded to our Faculty Economic Welfare Committee for further analysis. The review and recommendations of the Faculty Economic Welfare Committee were presented at our February 3 Faculty Senate meeting; the recommendations were approved.

For your convenience, I have attached a copy of the Faculty Economic Welfare Committee report. Please note that Item #3 of 'Attachment "A" - Recommendations' requests further explanation of the "Academic Pay Study."

I trust that these documents will convey to you our grave concern regarding the consequences for Higher Education if use of this Pay Study becomes policy. Further, I invite you to keep us informed of the status of the "Academic Pay Study." Our Faculty Economic Welfare Committee, along with my office, is available to assist you in handling this problem.

Sincerely yours,

R. A. Scanlan

Richard A. Scanlan
President, OSU Faculty Senate

ss
Attachments
pc: Members of the OSBHE
Executive Department
President MacVicar
Dean D. B. Nicodemus
Executive Committee

Oregon State University is an Affirmative Action/Equal Opportunity Employer

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
UNIVERSITY OF OREGON
EUGENE, OREGON 97403

February 16, 1983

Oregon Educational Coordinating Commission (T. K. Olson, Executive Director)
225 Winter Street North East
Salem, OR 97310

Dear Commissioners:

I write to you on behalf of the Executive Committee of the University of Oregon chapter of the American Association of University Professors (AAUP), concerning the "Academic Pay Study: Oregon Board of Higher Education," prepared by the Executive Department Personnel Division, November, 1982. This study is apparently being used by you and the legislature for purposes of determining the relative position of salaries at Oregon's four-year colleges and universities.

While we cannot presume to speak for the other Oregon colleges and universities, we wish to question the policy of comparing the University of Oregon salaries with those in a list of western schools drawn primarily from the Rocky Mountain region (Table A, Table E, etc.). While there may be some geographic motivation for such a comparison, we believe that this practice is inappropriate because it ignores far more relevant factors related to the quality of the institutions involved in the comparison.

1. The University of Oregon faculty pay is compared, in the study cited, with that at ten institutions, one in each of ten western states. Only two of these institutions are comparable in terms of quality to the University of Oregon. The criterion of quality which I cite is measured by membership in the Association of American Universities (AAU). The AAU, formed in 00, is an organization of 52 universities in the United States and Canada considered to be preeminent in the fields of graduate and professional study and research. Membership is by invitation and election only. The U of O was elected to this group in 1969. Other west coast member institutions besides the University of Oregon are the University of California at Berkeley, UCLA, the University of California at San Diego, Cal-Tech, USC, and the University of Washington. The U of O's membership in this group is a clear and unbiased judgement of the high quality of its academic programs, as seen by its peers and educational leaders across the country.

Had your study compared us with other public AAU institutions, based on the 1981-82 salary figures compiled and published by the AAUP and reprinted in the Sept. 1, 1982 issue of The Chronicle of Higher Education, it would have found the following: The University of Oregon's professors' and assistant professors' salaries ranked 21st out of 24 of the 24 public institutions which comprise the AAU. Our assistant professors ranked 24th out of 24 in salaries for this group. Although the salary figures for 1982-83 are not yet available, it is obvious that the U of O's relative position has slipped even further, since scheduled increases were frozen at the University of Oregon until the end of this fiscal year. And while Oregon was the only state in the nation to record a decrease (-4%) in higher education funding from 1980-81 to 1982-83, the rest of the nation averaged a 16% increase in higher education appropriations, which has since been translated into salary increases, further weakening our relative position, even allowing for the 6% Oregon state contribution to PERS. (For verification of these figures see Chronicle of Higher Education, Oct. 20, 1982.)

2. A comparison of faculty salaries within the Pac 10 would also prove more appropriate in terms of comparing the U of O (and OSU) to like institutions. Such a comparison of 1981-82 faculty salaries shows Oregon and Oregon State 9th and 10th respectively among the Pac 10 iversities. Again, the 6% Oregon state contribution may have nudged us up to 8th and 9th spectively for 1981 (although we do not have full information on fringe benefits), but we have again slipped back to 9th and 10th for 1982-83 as a result of the factors mentioned in #1 above.

The point which we wish to make is that salary comparisons involving state colleges and universities should be made with institutions of comparable stature. In the case of the University of Oregon, the list of ten comparator schools used for your calculations contains only two schools of comparable stature to the University of Oregon, as measured by the impartial criterion of AAU membership, and only two schools from the Pac 10, another grouping which is clearly appropriate for comparative purposes, from the standpoint of long historical and regional association.

It makes very little sense to compare the University of Oregon with the Universities of Idaho Montana, Nevada - Reno, Wyoming, Utah, and New Mexico. By and large, we do not compete with these schools for faculty, students or programs. Even geographically, culturally, and economically, Oregon, particularly western Oregon, the location of the majority of the state's population and all of its universities, has little in common with the Rocky Mountain states, whose institutions form the majority of those on your list of comparators. Our alliances, historically, are to the Pacific Coast states. In short, we can see no reason for comparing the U of O faculty salaries to the Rocky Mountain schools except perhaps to make us look better off than we really are.

To summarize: In comparison with schools of equal quality, the University of Oregon's faculty salaries are considerably worse than the "Academic Pay Study" indicates. We know that things are bad; we may as well frankly admit how bad.

Lest we appear to be indifferent to the current financial plight of the state of Oregon, let me assure you that our faculty does recognize the seriousness of that plight. We have been patient, again and again over the last ten years, as we have watched faculty salaries slip further and further behind, and higher education funding reduced from 25% to 12% of the state's general fund. We have borne, through lagging salaries and steadily dwindling allocations over the years and a salary freeze this year, much of the brunt of grave institutional cuts. Indeed, we have not yet received the 1982-83 percentage increase in salary attributed to us in Table E and elsewhere in the study. We have been understanding and we have taken our lumps. We are unable to understand, however, why the state of Oregon can afford now fund elementary and secondary education at rates 25 to 30% above the national average while funding higher education at rates almost as far below the national average.

We are appreciative of Governor Atiyeh's efforts to begin to correct the serious deterioration in higher education funding, efforts reflected in his proposed budget, and the University Assembly has told him so in an AAUP-sponsored faculty resolution. We are appreciative of your efforts to give serious attention to these matters as well, and to address the growing problem of uncompetitive faculty salaries. In the mutual pursuit of these goals, we believe that we ought to be frank in our appraisal of our relative standing, in faculty salaries, among comparable institutions.

We have assumed that academic excellence will be recognized by those in state government who control our economic fate, as a worthwhile achievement of the University of Oregon. If this is not the case, if the state of Oregon does not wish to support appropriately a university within its borders which has been judged by the nation to be preeminent in the fields of graduate and professional research, if we are to be, in effect, transferred from the Pac 10 to the Big Sky league, then we are all misled and a policy decision has been made which deserves far wider discussion and debate than it has received.

To conclude, we do not think that the majority of schools selected for comparison with the University of Oregon in the "Academic Pay Study" are indeed comparable to us in any meaningful way. In the interests of objectivity and fairness we respectfully request that we be compared to institutions judged by independent and appropriate standards to be on an academic parity with the University of Oregon.

Sincerely,

Glen A. Love

Glen A. Love
President, U of O AAUP

CC: Gov. Atiyeh; Chan. Wm. Davis; Exec. Dept., Pers. Div.; Exec. Dept., Budget Div.

OREGON STATE SYSTEM OF HIGHER EDUCATION
OFFICE OF THE CHANCELLOR
P.O. Box 3175
EUGENE, OREGON 97403

TELEPHONE
(503) 686-4153

March 3, 1983

Dr. Richard A. Scanlan
President, OSU Faculty Senate
Oregon State University
Corvallis, Oregon 97331

Dear Dr. Scanlan:

In regard to your letter dated February 11 pertaining to academic pay comparisons, I agree. I think the intent was to select what were felt to be comparable universities in the West which might be more familiar to legislators. I do not believe there was any intent to establish these institutions as models which we might emulate.

We will try to develop a broader and more representative comparative group.

With thanks and best regards,

Sincerely,

William E. Davis

William E. Davis
Chancellor

24.

VICTOR ATIYEH
GOVERNOR

Oregon Educational Coordinating Commission

225 WINTER STREET NE., SALEM, OREGON 97310 PHONE (503) 378-3921

March 15, 1983

Mr. Dick Scanlon
Faculty Senate
Oregon State University
Corvallis, Oregon 97331

Dear Dick:

The enclosed materials are in response to your question at the last Board of Higher Education meeting on the OECC's past concerns about the 19-institution salary comparisons.

The Commission report "Special Analysis: State System of Higher Education Faculty Salaries," (OECC 33-80) was part of the 1981-83 Education Budget Assessment, October 1980. On page 3, the report points out differences between Oregon and some of the states where the 19 institutions are located, in level of tax effort and public postsecondary enrollment or participation rates. Other concerns are variations in institutional size and in mix of faculty by rank from Oregon universities.

More recent information on salaries has been published by the Commission in Facts and Figures on Oregon Education, December 1982 (Section 5 is enclosed) and in the Commission's 1983-85 Education Budget Assessment, October 1982 (pp. 7-7 to 7-9 and 7-17 enclosed).

I also wish to clarify that the new Executive Department study is not a Commission study. OECC staff provided technical assistance for a variety of comparisons; Chancellor's staff members provided similar technical assistance. The comparisons included in the report were decided by the Executive Department author of the report.

If I can provide further information, please contact me.

Sincerely,

Barbara Mitchell

Barbara A. Mitchell, Ph.D.
Assistant Director

BAM/is

cc: Jetta Siegel, AAUP

OFFICE OF THE CHANCELLOR

STATE SYSTEM OF HIGHER EDUCATION OREGON

P.O. Box 3175
Eugene, Oregon 97403
(503) 686-4153

March 24, 1983

MEMORANDUM

TO: Members, Oregon State Board of Higher Education

FROM: Larry Pierce, Special Assistant to the Chancellor

SUBJECT: Corrections to Third Draft of the Strategic Plan

Please make the following changes to the March 25, 1983 draft of the Strategic Plan. These changes have been requested by Board members and the Chancellor's staff.

1. Page 2, col. 1. line 8 from bottom. Substitute "should be established," for "will be recommended."

2. Page 2, col. 2. line 13. Delete the remainder of sentence after area. The sentence should now read, "The strategy proposed in this plan is to strengthen those areas that serve the special interests of the Portland area."

3. Page 2, col. 2. line 25. The sentence beginning with "The Water Building..." should read, "The Water Bureau Building is being used as a center for high-technology programs in the Portland area."

4. Page 18, col. 1. line 23. Substitute the word "quality" for "successful."

5. Page 18, col. 1. Substitute the following paragraphs for paragraphs two and four.

   Para. 2. During the past two years, the number of ethnic minority students enrolling in the State System institutions has declined. It is important to point out that while many minority and handicapped students are economically and educationally disadvantaged, many of these students have the potential to succeed in college.

   Para. 4. The State System's current five percent special admission program provides one avenue by which persons who have the potential to succeed in college but who do not meet regular admissions standards may be admitted. Most ethnic minority, handicapped, and older men and women can meet regular admission standards. To ensure adequate access for these students, special recruitment programs are needed. Women who have been out of the work force for many years, but who now must work to support themselves and their families, are especially in need of assistance in identifying appropriate educational programs.

6. Page 24, col. 1 recommendation 22. change $1,000 to $4,000.

Attachment to April 7 and May 5, 1983 "Reports to the Faculty Senate"

FACULTY PANELS FOR HEARING COMMITTEES
NOMINEES FOR ELECTION

William Harrison, Assoc. Prof., Business
Robert E. Ruff, Research Assistant, Oceanography
Joseph L. Gradin, Research Assistant, Veterinary Medicine
Harold Engel, Associate Prof., Veterinary Medicine
John H. Beuter, Professor, Forestry
James E. Torpey, Assoc. Prof., Physical Education
Marilyn Lunner, Assoc. Prof., Extension
Michael Kinch, Assoc. Prof., Library
Charles Sutherland, Assoc. Prof., Forest Management
Joseph Karchesy, Research Assoc., Agricultural Chemistry
Ed Piepmeier, Professor, Chemistry
Frank N. Dost, Professor, Extension
Arnold Flath, Professor, Physical Education
J. Gilbert Knapp, Associate Prof., Music
Warren Schroeder, Professor, Civil Engr.
Danil R. Hancock, Assoc. Prof. (RSR), General Science
Diana K. Conrad, Assoc. Prof., Admissions
Walter E. Matson, Professor, Extension
David Bucy, Assoc. Prof., Planning & Institutional Research
Judy K. Carpenter, Instructor, H&PE
Gene Newcomb, Research Assoc., Botany/Agricultural Exp. Station
Lawrence Griggs, Assistant Professor, Educational Opportunities Program
Nancy Leman, Instructor, English

* * * * * * * * * * * * * * * * * * *

STATISTICAL BREAKDOWN RE ABOVE NOMINEES

Academic Affiliation	
Liberal Arts	2
Science	2
Agriculture/AES/Ext	5
Business	1
Education	0
Engineering	1
Forestry	2
H&PE	3
Home Economics	0
Oceanography	1
Pharmacy	0
Veterinary Medicine	2
Library	1
Student Services	0
Other	3

Rank	
Professor	6
Assoc. Prof.	10
Asst. Prof.	1
Instructor	2
Res. Assoc.	2
Res. Asst.	2

Years of Service	
1-5	3
6-10	4
11-15	8
16-20	4
20-+	3

Tenure	
Indefinite	15
Annual	0
Fixed-Term	8

Sex	
Male	19
Female	4

Type of Service	
Research	5
Instruction	9
R/I Comb.	2
Extension	3
Other	4

* * * * * * * * * * * * * * * * * * *

Faculty Senate Office
March 30, 1983

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754 4344

March 14, 1983

M E M O R A N D U M

To: John Block, Chairman, Budgets & Fiscal Planning Comm.

From: Executive Committee of the Faculty Senate
Dick Scanlan, Senate President

Dick Scanlan

Subject: "The Heritage Addition"

As indicated in the enclosed letter from Marilyn Kocher, some people have expressed interest and concern about the "Heritage Property Addition Annexation." The Executive Committee would like the B&FPC to look into this matter and provide a recommendation as to what position the Faculty Senate might take concerning the disposition of this property. We would appreciate your response by April 15 so that any possible recommendation could be included in the Senate Agenda for the May meeting.

Please give me a call if you have questions or wish to discuss this matter.

ss

Enclosure

Oregon State University is an Affirmative Action/Equal Opportunity Employer

28.

7700 N.W. Ridgewood Drive
Corvallis, Oregon 97330

March 4, 1983

Budgets and Fiscal Planning Committee
c/o Professor John Block

Dear Members of the Committee:

The future of Oregon State University is deeply affected by the proposed divestiture of a major portion of its campus land. No financial or budgetary issue will have a greater impact, and none has been given less discussion. This is a timely and deserving issue for the Budgets and Fiscal Planning Committee, as President MacVicar is rapidly making irreversible commitments without consulting the faculty. The following letter expresses just a few of the many concerns of those of us who are care about the welfare of our university and community.

On Monday, March 21, 1983, at 7:30 p.m., the Corvallis City Council will listen to the public and decide whether to endorse the annexation of 347 acres west of the city limits, bounded by Harrison Boulevard on the south and Walnut on the west. The eastern section of this parcel was known as Harrison Heights when the same controversial developer unsuccessfully tried to annex it on two recent occasions. The developer, Heritage Enterprises, has persuaded Dr. MacVicar to add 200 acres of OSU campus land, and the combined parcel, now known as the OSU-Heritage annexation, is under serious consideration for an industrial/residential site.

The Benton County Comprehensive Plan designates this land agricultural open space and low density residential. Although the annexation request is for residential designation, the avowed purpose is to use this land for light industry. Since Corvallis has a current inventory of residential land sufficient to meet its needs for ten to twenty years and has a large number of available sites for industry and research, it does not need to annex and pay to service this new land.

Proponents of the annexation extoll the attractiveness and location of the university's land in appealing to industry. Yet these very factors reaffirm its excellence for OSU's future growth. Corvallis won't get its desired growth by pruning OSU's potential. It should be noted that the land will be devoted to light industry, as the city staff has adulterated its original definition of a resesarch park. Locating industries on presently serviced and properly zoned sites, or grouping them in the area around Hewlett-Packard, makes the most economical and esthetic use of the community's resources.

Back in the 1880's the college consisted of 35 acres around Benton Hall. Less than one hundred years later, it occupies over four hundred acres, reaching fifty blocks west from its origins. No one now can see what educational purposes OSU's land will be used for, but we can say that the university will grow and that its needs will be land-intensive. The state has been consolidating its educational facilities into three campuses. OSU is the only one of these three owning 200 prime acres of adjoining land available for future needs. To take a timely example, would OSU now be the probable location of a new $9.6 million federal seed research center if the site requirement of land "for linear expansion" (quoting Dr. MacVicar) could not be met?

If the university becomes a high-technology campus, it will need more of its land for laboratories and classrooms. If agricultural research continues, its present facilities are ideally located on this campus land. Agriculture and residential/industrial areas often cannot coexist. Traffic, vandalism, dogs, chemical sprays, odors, pollutants, and noise are just a few of the problems. If the zoning is changed, OSU's remaining land will be segmented into islands surrounded by traffic. By divesting itself of these 200 acres, OSU not only hampers its current agricultural research but loses future opportunities for research.

Aside from the question of the university's future needs for this land, a critical budgetary question must be addressed. It seems likely that the loss of this resource will not result in even a short-term financial gain for the campus. No assurance has been given that the state will not reduce the university's budget by the amount raised if this land is sold or leased, or that the proceeds will not be paid into the state's general fund.

There are many costs to the community, far beyond the modest sum offered by the developer for extending the sewer. Voters inclined to support new industry in west Corvallis should consider whether they will also vote to increase taxes to pay for roads, schools, police protection, and community services--all of which will be needed if this development is approved.

Traffic will increase throughout the city. No access to this land exists from any state or federal highway. To use Walnut Boulevard for illustration, in 1980 there were 3,340 vehicle-trips per day past Hoover Elementary School. Current 1983 figures show 8,400 trips. If the zoning under the present Comprehensive Plan is retained, 13,000 trips are estimated by the end of the 1990's. Vehicle trips rapidly increase by tens of thousands when the proposed industrial park and shopping mall are included.

Although the avowed purpose of locating industry on this land is to foster ties with OSU, no study has been made of the impact on Harrison Boulevard. It seems unbelievable, but the developers claim that this impact will be minimal. Privately, of course, the need to widen Harrison is being discussed by city engineers, and the beautiful old trees are again in jeopardy. When Harrison Heights was last proposed for annexation, the developer advocated extending Circle Boulevard directly through OSU agricultural land on the south side of Harrison.

Much thought has gone into the present long-range plan for Corvallis. Now, in haste, the conclusions of many years of careful deliberation may be jeopardized. It is unsettling that the chairman of the Corvallis planning commission is a lawyer for the developer. The proposed annexation is not in the interest of either residents or businesses, and the needless sacrifice of open space violates the community's established values. Such flagrant disregard for planning and zoning is not conducive to a stable community, nor does it foster the support necessary for successful growth.

The Budgets and Fiscal Planning Committee should affirm the principle that the faculty should be consulted in major decisions affecting campus resources. It is my hope that the committee will make a critical examination of this issue and recommend to the Senate that the land not be divested.

Sincerely yours,

Marilyn Kocher

Marilyn Kocher
753-2978

OREGON STATE UNIVERSITY
Faculty Senate Office

Corvallis, Oregon 97331
Social Science 107

4/26/83

REPORTS TO THE FACULTY SENATE
May 5, 1983

Agenda for the Senate Meeting: Thursday, May 5, 3:00 p.m., Weniger 151

The Agenda for the May 5 Senate meeting will include the reports and other items of business listed below. To be approved are the Minutes of the April Senate meeting, as published in the April 14 Staff Newsletter Appendix.

A. Reports from the Faculty

1. Legislative Liaison - Robert Becker

Immediate Past Senate President Bob Becker will provide the Senate with an update on legislative topics of interest to Higher Education.

2. Faculty Economic Welfare Committee - Van Volk

Attached are two reports from the FEWC. The first report is related to the matters of:
a. Summer Appointments, and (pp. 6, 7)
b. Insurance Benefits for New Faculty

The second report, also attached, is the Annual Report of the FEWC. It is provided in this part of the Agenda for the Senate's convenience in event there are questions to be directed to the Chairman. (pp. 8-12)

3. Budgets & Fiscal Planning Committee - John Block

The Budgets & Fiscal Planning Committee has the following three reports:

a. Report on Heritage Addition Annexation Proposal (pp. 13, 14)

The Senate heard reports at the March & April meetings regarding this matter. The B&FPC had been asked by the Executive Committee to review what, if any, action the Senate should take on this issue. Their response is contained in the attached report.

b. Annual Report with Recommendation for New Faculty Senate Comm. (pp. 15, 16)

Attached is the Annual Report of the B&FPC which contains a recommendation for establishing a new committee. The basis of the recommendation and the criteria for the committee are included in the report.

c. Report, Analysis of Proposed Off-Campus Program in Lima, Peru (pp. 17, 18)

Since the approval of Guidelines for Off-Campus Programs by the Senate, the B&FPC has been asked to review each newly proposed program for its fiscal impact on the University. The Committee's report for the Lima, Peru Program is attached.

4. Library Committee Resolution (pp. 19, 20) - Pat Friskoff

At the March Faculty Senate Meeting, the Library Committee presented a "Space Allocation Resolution." The Senate directed the Committee to review their recommendations and to report back a more definitive Resolution. The Annual Report of the Committee, containing the requested action, is attached.

5. Academic Regulations Committee (p. 21) - Pete Freeman

Attached is the Academic Regulations Committee report based upon an ASOSU Resolution (42-R-15) which requested a change in the time limit for changing to S-U Grading. That request was reviewed by the Committee, discussed at a University Cabinet Meeting with ASOSU officers, and is presented to the Senate at this time.

6. Ad Hoc Committee on DCE, Summer Term, & Residency - Solon Stone (pp. 22-27)

At the April Senate meeting, the Senate received a Preliminary Report from Chairman Stone. Attached is the final report of the committee, which contains several recommendations. The following motion, adopted by the Senate on June 3, 1982, is being recommended for action by the Committee: "For the Summer Term of ~~1982~~ 1983 only, on campus DCE courses shall be counted as residence courses for graduate students."

Although the Ad Hoc Committee report limits its recommendations to the Senate to the above motion and advocates that other agencies take other specific actions, it would be appropriate for the Senate to act on the Stone report, thus indicating whether or not it approves the recommended actions.

7. Committee on Committees Report (pp. 28-30) - Glenn Klein

Attached is the report of the Committee on Committees which contains a recommendation relating to the Graduate Admissions Committee and a proposed change in their Standing Rules. Senate action is required.

8. Faculty Reviews & Appeals Committee Policies and Procedures, Revised Report (pp. 31-38) - Bob McMahon

Attached is a Faculty Status Committee report previously adopted by the Faculty Senate which was deferred at the Executive Office level. In recent weeks, the Executive Committee, in consultation with the Faculty Reviews & Appeals Committee Chairman, the Faculty Status Committee (the former chairman of the FSC who drafted the original report, Bob McMahon), and Dean Nicodemus, reviewed the FSC report dated October 26, 1981, entitled "Review Procedures of the Faculty Reviews & Appeals Committee." The report, attached, was formally adopted by the Senate at its December 3, 1981 meeting. It was subsequently submitted to the President who, in consultation with Dean Nicodemus, deferred implementation of the package on the grounds that it contained some unwise recommendations. The Executive Committee has revised that report by deleting the underlined portion of [10.]-D-1.

(dashed through in the report), pages 3 & 4 of the report, and is now submitting it again for Senate consideration. The EC recommends adoption of the report with its recommendations.

9. Curriculum Council - Doug Stennett

The Curriculum Council has several reports, described below, one of which requires Senate action.

a. Report on Proposed Off-Campus Program in Lima, Peru (pp. 39-62)

Attached is the Curriculum Council report (with extensive background information) regarding a new program to be established in Lima, Peru. This program requires Senate approval.

b. OSU Programs approved by Chancellor (p. 63)

Attached is a Memo from Sandra Suttie, Curriculum Coordinator, describing actions taken by the Chancellor's Office in regard to several OSU program requests. Some of this information was reported verbally by Chrm. Stennett at the April meeting; this report confirms that discussion.

c. Annual Report of the Curriculum Council (pp. 64, 65)

Attached is the Annual Report of the Council. This report is provided for the Senate's information. It is presented in this part of the agenda to enable the Senate to direct possible questions to the Chairman. No specific action has been requested or is needed.

B. Reports from the Executive Committee

1. Faculty Reviews & Appeals Committee; Grievance Procedures (p. 66)

The Executive Committee recently asked the Faculty Status Committee to review several matters relating to the FRAC and the Grievance/Appeals Procedures process. Attached is a letter to Faculty Status Committee Chairman Larry Boersma which outlines the charge to the Committee. The FSC is expected to report directly to the Senate at a later date.

2. Annual Reports of Faculty Senate Committees & Councils

All Senate committees and councils are expected to report annually to the Senate, and to describe their work for the year. These reports are particularly important for committees that do not make regular reports to the Senate. Below is a list of reports that are attached. In most instances, the reports are for the information of the Senate, and committee chairmen may not be present at the meeting. Questions regarding one of the reports should be directed to the chairman (prior to the meeting through the departmental affiliation), or to the Senate President, if appropriate. For committees/councils which operate right up to the June 30 ending date, the reports will be presented as part of the October "Reports to the Faculty Senate."

a. Academic Advising Committee (Keith Parrott, Chrm.) (pp. 67-69)
b. Academic Regulations Comm. (Peter Freeman, Chrm.) (p. 70)
c. Administrative Appointments Comm. (Mary Jane Grieve, Chrm.) (p.71)
d. Bylaws Committee (Virginia Haldeman, Chrm.) (p. 72)
e. Instructional Media Comm. (James Herzog, Chrm.) (p. 73)
f. Research Council (Jo-Ann Leong, Chrm.) (pp. 74-75)
g. Retirement Committee (Fred Hisaw, Chrm.) (p. 76)
h. Special Services Committee (Charles Warnath, Chrm.) (pp. 77-80)
i. Undergraduate Admissions Comm. (Donald MacDonald, Chrm.) (p. 81)

3. Election of Faculty Panels for Hearing Committees (p. 82)

Attached is a list of nominees for election to a Faculty Panel for Hearing Committees. The Panel will be elected by the Senate at its May 5 meeting. The following is background information.

The Board's Administrative Rules define criteria and procedures for the imposition of Sanctions for Cause, including terminations of appointment (see AR 580-21-320 through AR 580-21-385; formerly AR 41.352-41.395). If such a sanction is to be imposed, a hearing committee shall conduct a formal hearing of the case unless the faculty member requests no hearing.) The hearing committee shall be selected from a Faculty Panel which has been duly established.

Procedures for establishing Faculty Panels were drafted by the Faculty Reviews & Appeals Committee and adopted by the Faculty Senate on December 3, 1970 (motion 269-3) and amended on May 4, 1972 (motion 286-2), June 5, 1980 (p. XXI), December 4, 1980 (motion 80-375-1), and June 1981. These procedures provided for three Panels to serve concurrently, each for a three-year term on a rotating basis, with one new panel to be elected each year. On May 29, 1980, with Senate agreement, the existing panels were extended to four (4) years. By Senate action on December 4, 1980, the number of panels was formally reduced to two, one to be elected every other year, and the terms extended to four years.

Members (and Alternates) of the two current Panels are listed on an attachment in these materials. Each panel, when elected, included ten panel members but, since then, one or two of the original members and alternates have resigned or retired. Panel A. retires on July 1, 1983; the current Panel B. becomes Panel A., and the Senate will elect a new Panel B. (and alternates) at the May 5 meeting. As needed, Panels A. and B. would be called to serve in alphabetical order. Alternates for each panel are listed in the order in which they would be asked to serve, if needed. Their number (for the current Panel B.), originally ten, has also been reduced by retirements or terminations.

The Executive Committee is presenting a slate of nominees (see attachment) from which a new Faculty Panel is to be elected by the Senate on May 5, 1983. Ten nominees are to be elected to the new Panel B. to serve from July 1, 1983-June 30, 1987. Nominees who are not elected are to be designated as alternates. This slate of nominees was selected by a random selection process from the Faculty Roster. Each nominee has been contacted and has agreed to serve if elected.

Additional nominations may be made by letter addressed to the Faculty Senate and received by the President (Dick Scanlan) at or prior to the May 5 Senate meeting. Nominations from the floor were accepted at the April 7 meeting, and will not be called for at the May 5 meeting. All additional nominees should be consulted in advance to determine their willingness to be nominated. Election of Panel members will be by written ballot.

4. Library Search Committee

Membership of this search committee is currently being appointed. Names will be announced to the Senate if available by the meeting.

5. Executive Committee Included in meetings with Candidates

The Executive Committee has been included in meetings with each candidate for Vice President for Student Services. A brief report will be made to the Senate.

6. Faculty Day 1983 (p. 83)

The Executive Committee has extended an invitation to Chancellor Davis to participate in our Faculty Day Program. Attached is a letter from Davis indicating his willingness to do so.

7. Faculty Senate Office gains Conference Room Space

Due to remodeling of Social Science 109, the Faculty Senate Office now has available a small conference room adjacent to the main office. The Executive Committee wishes to thank Acting Dean Bill Wilkins for his assistance in securing and expediting the request for space. Senators are invited to stop by the Senate Office at any time.

C. Reports from the Executive Office

D. New Business

6.

Agricultural Experiment Station
Oregon State University
Corvallis, Oregon 97331 (503) 754-4251

April 22, 1983

MEMO TO: Richard Scanlan, Faculty Senate President

FROM: V.V. Volk, Faculty Economic Welfare Committee Van Volk

SUBJECT: a. Summer Appointments
b. Insurance Benefits for New Faculty

Motion A. The Faculty Economic Welfare Committee recommends that all persons employed on a summer academic wage appointment[1] in 1983 and subsequent years be hired at a salary rate which includes salary increases to be effective July 1 that formerly would have been effective September 16. Because of budgetary concerns and timing, the Faculty Economic Welfare Committee further recommends that persons employed on Summer Term teaching appointments in 1983 only be hired at the 1982-83 salary rate (not including the June 30, 1983[2] or July 1, 1983 increases, if any) using the conventional FTE conversion factors.

Motion B. The Faculty Economic Welfare Committee recommends that all faculty at Oregon State University employed on Summer Term teaching appointments in 1984 and years thereafter be employed at salary rates which include salary adjustments formerly made on September 16. Actual compensation would be calculated using the traditional 22% (2/9) conversion factor.

The proposed motion A reiterates the concept approved by the Faculty Senate (6-3-82)[3] that persons employed on academic wage appointment receive salary increases timed the same as persons employed on 12 month appointment. In addition, for 1983 Summer Term teaching appointments (STTA), motion A supports the salary calculation system utilized in previous years. The FEWC discussed a proposal whereby persons employed on STTA would be hired at a salary rate which included possible June 30 and July 1 adjustments but the FTE would be reduced by a percentage which reflects the salary increases. The proposal would allow one salary rate to be used for persons employed on STTA and academic wage appointments, but faculty would have a reduced FTE for teaching the same course load. The FEWC rejected the proposal to reduce the FTE while using the higher salary rate because: a. persons would be teaching the same course load at a reduced FTE; b. uncertainty as to how insurance benefits would be affected if the FTE decreased below 0.5; c. with computers one ought to be able to use two salary rates and prepare a payroll.

[1]Paid (normally, but not exclusively) from non-state contract, grant, gift, of fee-generated funds.
[2]The deferred May 1, 1983 adjustment.
[3]Faculty on 9-month appointments who (1) work during the period July 1 to September 15 and (2) are paid from non-state contract, grant, gift, or fee-generated funds should receive the salary starting July 1 that would otherwise be effective September 16.

Motion B proposes that after the summer of 1983 all faculty would receive salary increases on the same dates regardless of appointment type.

Motion C. The Faculty Economic Welfare Committee recommends that the Faculty Senate President write the Chairman of the State Employee Benefits Board and request that a hearing be held on the amendment to SEBB rule 102-10-010. If a hearing on the proposed amendment is held, the Oregon State University Benefits Officer and a faculty member should be requested to testify on behalf of the faculty.

The SEBB intends to make a rule change which "would make new employees eligible for insurance benefits on the first day of the calendar month following one full calendar month of employment. Currently, new employees are eligible on the date they are hired, if that date falls on the first working day of the month. Employees now hired after the first working day of the month become eligible for insurance on the first day of the following calendar month. The amendment would result in an annual savings of one percent ($340,000) in insurance contributions by the State of Oregon." (Excerpt from D.B. Eppley memorandum to Fiscal Officers and others, April 11, 1983.) The change would delay coverage of medical and dental benefits for new employees as follows:

Employed	Current insurance begins	Proposed insurance begins
Sept. 16	Oct. 1	Nov. 1

The proposed rule change was made in response to a 1981 Legislative Assembly request which calls for cost containment. Hearing on the proposed changes will be held only if requests for such are received from ten or more persons.

VV:jb
cc: FEWC Members

8.

Department of Soil Science
Oregon State University
Corvallis, Oregon 97331-2213 (503) 754-2441

April 18, 1983

TO: Executive Committee, Faculty Senate
Richard Scanlan, President

FROM: Faculty Economic Welfare Committee
V. Van Volk, Chairman

SUBJECT: Annual report, 1982-83

1. Faculty Day:

Participated in program to explain responsibilities and planned (1982-83) activities of FEWC to faculty. Presentations also made by Fred Hisaw, Retirement Committee; L. B. Strickler, insurance benefits; and Jack Danley, retirement and medical benefits. Approximately 50 persons attended the meeting.

2. Sick leave policy:

The FEWC recommended in August, 1982, that the proposed changes in the sick leave for academic staff on fixed term appointment be adopted. Changes were proposed by Dean Nicodemus, Executive Office. The following statement would be added to Section J of the "Attachment--Notice of Appointment":

> The latter provision may not apply fully to academic staff on fixed term appointments. In accordance with AR 580-21-045 and with institutional policy, fixed-term staff may not be advanced more hours of sick leave than they can be expected to earn and repay by the end of their fixed-term appointment. Except for this limitation in the hours of leave that may be advanced, other provisions of AR 580-21-040 shall apply.

The change would allow administration to decide on the amount of sick leave which could be advanced. Current administration policy would be to allow advanced sick leave in accordance with the OAR beyond that earnable within the current fixed term appointment for persons with reasonable assurance of continued appointment beyond the current year. Faculty Senate approved change proposed (10/7/1982).

3. State Employee Benefits Board (SEBB):

After discussion with Mr. Ralph Bolt, Manager SEBB, the FEWC recommended to the Faculty Senate that "The State System of Higher

Education of Oregon should be officially represented on the State Employee Benefits Board. Faculty Senate approved the motion (12/2/1982). The recommendation was sent to IFS by President Scanlan.

4. Sabbatical leaves:

The FEWC considered the changes proposed in sabbatical leave compensation and recommended to the Faculty Senate that they be adopted.

Sabbatical time, years	Compensation rate, as % of salary	
	Current	Proposed
1	50	60
2/3	62.5	75
1/3	100	85

The FEWC felt that longer sabbatical leaves should be encouraged. Adoption of the new salary support program would result in more total compensation paid to all faculty on sabbatical leave than currently occurs, i.e. increased compensation for longer sabbatical leaves is not offset entirely by the reduced compensation for the one year sabbatical programs. The Faculty Senate defeated the motion to change the sabbatical leave compensation as proposed (10/7/1982). Faculty Senate then approved a motion to support initiatives that increase incentives for longer sabbatical leaves. The State Board of Higher Education has approved the changes in sabbatical leave rates.

5. Change in payroll from the last day of the month to the first day of the subsequent month:

The FEWC discussed proposed changes with Mr. Dick Greenwood, Director of Accounting, and Mr. Don Young, Director of Fiscal Operations.

The proposed change would begin in December, 1983. December, 1983 earnings would be paid January 1, 1984, rather than December 31, 1983. The employee would thus receive eleven checks dated in 1983 and then twelve checks per year until retirement or termination of employment. Special arrangements would be made for employees who retire within the three year period impacted by the eleven month payment year to insure no loss of retirement benefits. With present plans, individuals who retire effective January 1, 1987 and thereafter, will receive in fact, 37 pay checks during the final three years of employment. This policy is consistent with procedures followed by other state agencies.

The FEWC recommended that the payroll be changed from the last day of the month to the first day of the subsequent month. The Faculty Senate approved the recommendation that the payroll date be changed (11/4/82).

6. Mock Faculty Senate meeting (January 11, 1983):

Chairman of the FEWC presented the report on sabbatical leave compensation changes to the mock Faculty Senate meeting for new senators. President Scanlan weaved his way through the "planted" amendments and other possible actions with remarkable agility!

7. Academic Pay Study--Oregon State Board of Higher Education, prepared by Executive Department, Personnel Division:

The FEWC prepared a detailed Review Statement on the above study. The FEWC Review Statement was accepted unanimously by the Faculty Senate with the recommendation that it be sent to the Chancellor, the SBHE, the OECC, the IFS, and the Executive Department, Personnel Division. Numerous specific concerns were raised in the Review Statement, with the key issue being selection of inappropriate comparator institutions.

In the cover letter to the Review Statement, the FEWC recommended that (a) the Faculty Senate endorse the earlier letter (January 7, 1982) sent to Chancellor Davis by President Becker and President-elect Scanlan, (b) the comparison of OSU faculty salary to the "Other 19 Institutions" be continued, (c) the rationale for the selection of the "western or regional" universities used in the Academic Pay Study--OSBHE be explained, and (d) the OSBHE provide a clear statement on their policy with respect to the use of the "Other 19 Institutions" as comparator institutions for OSU.

The Chancellor's Office (Susan Weeks) has prepared an excellent document on comparison of salaries at OSU and UO with other public universities (March, 1983). The Chancellor has forwarded the report to the SBHE and indicated in his cover letter (3/14/83) a strong concern for the low salaries at OSU and UO. The Chancellor also supports the concept that salaries be used for comparative purposes rather than salary plus fringe benefits.

8. Duration of summer appointments: Upon receipt of a letter from Dr. K. Krane, Dept. of Physics, the FEWC investigated the duration of summer appointments for persons employed on nine-month contracts. The Executive Offices at both Oregon State University and University of Oregon examine all summer appointments and maintain flexibility as to whether individuals are appointed for 2, 2½, or 3 months. Three month appointments have been approved under special conditions. The FEWC approved a motion to maintain the current policy on the employment of faculty on summer appointments.

The FEWC has maintained its support for the recommendation passed by the Faculty Senate (6/3/82).

> Faculty on 9-month appointments who (1) work during the period July 1 to September 15 and (2) are paid from non-state contract, grant, gift, or fee-generated funds should receive the salary starting July 1 that would otherwise be effective September 16.

No information has been received with respect to action by the Executive Office.

9. Comparative salary data for OSU, UO, and PSU:

Salary data was sent forward to the Faculty Senate Executive Committee regarding salary comparisons at OSU, UO, and PSU. The Faculty Senate Executive Committee suggested that the information be distributed at the Faculty Forum (2/24/1983). The information was also presented to the Faculty Senate (3/3/1983). No further action was taken.

10. Special seminar and workshop programs:

In response to a request from Vice-President Parsons regarding financing of workshop and special seminar programs, the FEWC met with members of the Executive Office, Retirement Committee, Faculty Senate Executive Committee, Faculty Status Committee, and Budget Planning Committee. The FEWC supported the recommendation to Vice-President Parsons that resources for special programs be brought into the University in accounts which allowed flexibility for their use and that faculty be allowed to command salaries for the special program which is commensurate with the demand. The FEWC concurred with the group recommendation that the retirement portion in the OPE not be excluded from the salary of a person involved with the special program on an overload basis.

11. Response to President MacVicar's comments on faculty salaries at March 3, 1983 Faculty Senate meeting:

The FEWC assisted in the development of a response to the faculty salary data discussed by President MacVicar (Faculty Senate meeting 3/3/1983). OSU faculty salary data, as compiled for the National Association of State Universities and Land Grant Colleges (NASULGC) reflect a different population than data used in the Higher Education General Information Survey (HEGIS) survey from which the salary data for our "19" Comparator Institutions is extracted. Comparison between the two systems is thus not valid. In addition, the inclusion of the 6% PERS retirement pick-up as part of the OSU salary which is used for comparison purposes is questionable because

information on how many of the HEGIS or NASULGC survey participants also have retirement pick-up programs is not known. The above concerns were expressed to President MacVicar by President Scanlan (3/10/1983).

12. Pending activities:

1. Continual update on faculty salary data tables.
2. Tuition fee waiver for faculty dependents.
3. Contribution to social security program.
4. Summer salary rates.
5. Long range plan for faculty salary improvement.

During the 1982-83 academic year, the Faculty Economic Welfare Committee, with the tireless assistance of Curtis Mumford, has prepared numerous tables and figures related to academic salaries. This data will be placed in the Faculty Senate Office, the Office of the Dean of Faculty, and in the Closed Reserve Room of Kerr Library.

School of Pharmacy Oregon State University Corvallis, Oregon 97331-3507 (503) 754-3725

April 12, 1983

TO: Faculty Senate Executive Committee

FROM: Budgets and Fiscal Planning Committee

Leo Parks
Lois McGill
M. McKimmy
Ze'ev Orzech
Pat Wells
Rich Dietz
John Logan
Steve Rohde
John Block, Chairman

Subject: OSU-Heritage Annexation and Need for a Senate Committee to Represent Faculty Interests Regarding the Siting and Use of University Facilities

The Executive Committee referred the matter of the OSU-Heritage Annexation to the Budgets and Fiscal Planning Committee because of some inquiries to the Faculty Senate Office. By phone, President Scanlan also asked the Committee to make recommendations regarding the need for a Senate committee who's charge would be to provide faculty input involving facilities siting, use, and planning. This report will address both of these requests.

OSU-Heritage Annexation: The "Heritage" portion of the annexation was defeated by the Corvallis voters in an earlier annexation election when it was called the Harrison Heights Annexation. The property lies between Witham Hill and Harrison Boulivard. Previous opposition centered around the impact of increased traffic on Harrison, Witham Hill, Grant, and Circle. If the annexation had been approved by the voters, Circle could have been extended all the way to Harrison with subsequent pressure being put on the University to permit Circle to continue across University land to Western Boulevard and Highways 20 and 34. Now, it appears that the Walnut - 53rd connection is to become the bypass route around Corvallis and Circle will either end at Harrison or possibly continue across a corner of University lands west of the dairy barns coming out on 53rd.

Also different from the previous annexation request is that OSU has asked that 200 acres it owns adjacent to the Heritage property be included in the annexation. This land currently contains the turkey research facility. Contact with individuals in administration and poultry science indicated that the turkey research facility is not now in jeopardy. There is some concern that, should the University's portion of the proposed annexation be utilized as a research park, it will take a considerable sum of money to relocate the turkey research facility. It would be expected that, should this land be developed into commercial use, there would be enough income for the necessary relocation. With the possible exception of the turkey research facility, the Budgets and Fiscal Planning Committee has no reason to believe that annexation of the university-owned property will have any deleterious impact on the University's mission. Therefore, the Committee makes no recommendation on this matter.

Need for a Faculty Facilities Planning, Siting and Use Committee: The Faculty Senate does not have a committee to handle questions such as the impact of the proposed annexation, the request from the Library Committee for additional space, or the development of building priorities from the faculty perspective. Currently there are two committees appointed by the Vice President for Administration. The Campus Planning Committee is chaired by Vice President Parsons and includes the Director of the Physical Plant, the Associate Director of Facilities Planning, and five additional faculty. The Facilities Planning and Use Committee is chaired by David Bucy and includes the Vice President for Administration, the Director of the Physcial Plant, seven academic deans, a staff person from Institutional Research, two faculty, and two students.

While one solution would be to ask the Vice President for Administration to change the compostion of the Facilities Planning and Use Committee, the Budgets and Fiscal Planning Committee, recommends that the Faculty Senate form its own committee and request that a staff person from Institutional Research serve on this committee. This would be analogous to the Director of Libraries serving on the Library Committee and the Benefits Officer serving on the Faculty Economic Welfare Committee.

jlb

School of Pharmacy Oregon State University Corvallis, Oregon 97331-3507 (503) 754-3725

April 12, 1983

TO: Faculty Senate Executive Committee

FROM: Budgets and Fiscal Planning Committee

Leo Parks
Lois McGill
M. McKinny
Ze'ev Orzech
Pat Wells
Rich Dietz
John Logan
Steve Rohde
John Block, Chairman

Subject: 1982-83 Annual Report

The Committee examined the fiscal implications of the following Category I Proposals:

1. School of Education: Off-Campus M.S. Program in Counseling

   This was reported to the Executive Committee on August 4, 1982.

2. School of Education: New Instructional Program Option in Industrial Training within the Existing Baccalaureate Degree in Industrial Arts Education

3. School of Health and Physical Education: New Instructional Program leading to the M.S. Degree in Environmental Health

4. School of Business: Suspend the M.S. in Management Science; eliminate the Option in Entrepreneurship within the Management Area of Concentration

5. School of Engineering: Departmental name changes involving Electrical and Computer Engineering to Electrical and Electronics Engineering and Engineering (Computer Science) to Computer Engineering

6. College of Agriculture: New Instructional Program leading to the B.S. Degree in Agricultural Business Management

Proposals 2-6 were reported to the Executive Committee on October 18, 1982.

7. School of Education: Off-Campus Masters Degree (M. Ed. Option C) to the Faculty of the American School of Lima, Peru (Colegio Franklin D. Roosevelt)

This was reported to the Executive Committee on February 8, 1983.

The Committee, at the Senate's request, studied two other issues: (1) the implications of the contracting out of custodial services and (2) the impact of the OSU-Heritage Annexation. The former was reported to the Executive Committee on January 17, 1983 and the latter on April 12, 1983.

In the report on the OSU-Heritage Annexation, the Committee recommended that a new faculty committee be formed with the charge to provide faculty input on facilities siting, planning, and use.

Unfinished Business: The Committee is disturbed to note that its recommendation to place one of its members on the Curriculum Council as a non-voting member has been ignored even though it was referred by the Senate to the Committee on Committees (Senate Minutes of May 6, 1982). While waiting for formal approval, the Committee was given permission to implement this request on an informal basis and did have one of its members, Professor Lois McGill, attend Curriculum Council meetings when Category I Proposals were being discussed. The Committee wishes to acknowledge the excellent cooperation it has received from the Chairman of the Curriculum Council, Professor Douglass Stennett, and the Council's staff, Dr. Sandra Suttie and Ms. Connie Johnson. The Committee hopes that the Senate will act favorably on formalizing this relationship with the Curriculum Council.

ep

School of Pharmacy Oregon State University Corvallis, Oregon 97331-3507 (503) 754-3725

February 8, 1983

TO: Faculty Senate Executive Committee

FROM: Budgets and Fiscal Planning Committee

Leo Parks
Lois McGill
Ze'ev Orzech
M. McKimmy
Pat Wells
Rich Dietz
John Logan
Steve Rohde
John H. Block, Chairman

SUBJECT: Fiscal Impact of the School of Education Category I Program Request: Delivery of an Off-Campus Masters Degree Program (M. Ed. Option C) to the Faculty of the American School of Lima, Peru (Colegio Franklin D. Roosevelt)

The Budgets and Fiscal Planning Committee examined the fiscal implications of the above Category I program request.

Budget: No new courses are required because this program is currently offered in Corvallis by the School of Education. Two courses are to be taught each quarter in Lima, Peru. The estimated quarterly costs of $7,796 are to be transferred from The American School of Lima to Oregon State University. This amount includes partial faculty replacement salary, air fare, indirect costs, a per diem, and support payment to the Division of Continuing Education. The latter will provide the administrative support services.

The Committee questioned the impact on the School of Education of faculty being off campus for a quarter. Dr. Lee Jenkins, Chairman of Elementary Education, stated that $4,000 (included in the total of $7,796) will be available each quarter to the Dean of the School of Education to hire graduate teaching assistants. While it is possible that some faculty overload might result, the effect would be the same if the faculty member going to Lima were going instead on a sabbatical. Presumably, appropriate scheduling of courses will minimize his/her absence from Corvallis.

Library: The American School of Lima will purchase the necessary books for its library.

Conclusion: There will be no direct costs to Oregon State University.

c: Dr. Douglass Stennett
Dr. Lee Jenkins
Dean Robert Barr

School of Business Oregon State University Corvallis, Oregon 97331

April 12, 1983

TO: Faculty Senate Executive Committee

FROM: Patricia A. Frishkoff, Chair
Library Committee

SUBJECT: Annual Report for 1982-83

To date, in the 1982-83 academic year, the Library Committee has had five meetings. The principal agenda items discussed have centered on the need for library space. The committee has met with Dan Read of the Facilities Planning and Use Committee to discuss space allocation and expansion plans. At present, there are no plans to provide additional space for the library.

The following motion is submitted for presentation before the Faculty Senate at the May meeting.

The Faculty Senate Library Committee has long noted that library facilities at OSU are rapidly becoming inadequate to serve the needs of the University.

For the long term, the Library Committee recommends that existing library facilities be expanded as recommended in the original library plans to accommodate a larger collection and to provide adequate seating, work, and display space in an environment that is conducive to study and research. The need for such expansion is evidenced by the fact that the present facility which was designed to hold 750,000 volumes and seat 3,000 now holds 850,000 volumes and seats only 2,176. This erosion of the facility, which will continue, has resulted in an atmosphere that makes research and study increasingly difficult. The limitation of library space partially dictates the acquisition policy, a policy that has left the library 25% lower in terms of volumes than average holdings of comparable land grant institutions and with 19% fewer square feet of space than allowable by Board of Higher Education standards. Further, space limitations prevent such amenities as reading rooms and lounges; existing off-site storage (at Camp Adair) does not lend itself to storage of less-used materials in social sciences and humanities; space is needed for such functions as additional carrels and group study rooms; there is a need for a current periodicals room.

The Committee believes that the only long term solution to these problems is expansion.

However, until such time as priorities for library construction can be worked out in detail, and only as a temporary answer to immediate space needs, the Committee recommends that as space becomes available due to modified use of buildings, the library should be given a high priority for its use, particularly if it is in close proximity to the library. The Committee feels that because the problem is getting worse at a steady rate and because the library plays an essential role in supporting the functions of all schools and departments, such priority is warranted.

Other agenda items that have been discussed during the meetings include the following:

Library budget situation and support for the library in general
Need for additional library staffing
Direct borrowing policy
Timing of journal binding
Dumping of college catalog collection at the University of Oregon
Status of automated library activities
Problems of excessive noise and eating in the library
Group study rooms as related to carrel use and policy

As a result of the work of the committee, ten carrels were made available for group study use during final exam week of fall term and for the rest of the year. There has been extensive use of these study rooms by students.

Rodney Waldron, Director of Libraries, will retire at the end of 1983. A search committee has been appointed to find his replacement. Patricia A. Frishkoff of the School of Business and Mary Gullickson, a student in Home Economics, both members of this Library commmittee, have been named to the search committee.

se

Department of Chemistry
Oregon State University
Corvallis, Oregon 97331
(503) 754-2081

DATE: March 10, 1983

TO: Richard Scanlan, President
Faculty Senate

FROM: Peter Freeman, Chairman
Academic Regulations Committee

SUBJECT: ASOSU Resolution 42-R-15
Extension of the S/U Deadline

The Academic Regulations Committee met March 9, 1983 and considered ASOSU Resolution 42-R-15. The Committee's view is that the present deadline provides ample opportunity for students to explore courses outside their areas of major concentration and that there is no reason to extend the deadline. We recommend that the Faculty Senate support the present deadline.

PKF/jh

cc: W. Gamble
A. Green
R. Mrazek
D. Claypool
W. Gibbs
R. Wright
R. Baertlein
J. Baumgardner

Oregon State University is an Affirmative Action/Equal Opportunity Employer

School of Engineering Oregon State University Corvallis, Oregon 97331-2409 (503) 754-4525

April 22, 1983

TO: Faculty Senate Executive Committee

FROM: Solon Stone

RE: DCE/Summer Term and Residency

The attached report of the Ad Hoc Committee on DCE/Summer Term and Residency is submitted to you for your consideration and action. Its contents have been shared with the Registrar and Graduate School Dean for their comments. The report is a result of meetings with DCE faculty involving all aspects of the Division.

The Ad Hoc Committee recommends actions in several catagories as follows:

Senate action
- Continue the action of June 3, 1982.

Executive Committee action
- Refer to appropriate committees actions to:
  1. Change AR 26e to require regular admission of students seeking degrees.
  2. Change the residency statement concerning credit courses taught through DCE.

DCE action
- Improve the Catalog text to better describe the Division.

Administration action
- Change the way transcripts for DCE credit courses are kept.

The report defines the proposed actions in more detail on page 2.

The Committee assumes that they have responded to the motion passed at the October 7, 1982 meeting. There have been questions raised about faculty salaries in the summer, Summer Term versus DCE courses in the summer, non-credit coursework offered by DCE, etc. All of these questions have little to do with residency or academic programs relative to the June 3, 1982 Senate action. If these questions are to be addressed, the Senate should move to have this done as a separate issue(s).

dkb
attachment
xc: Duane Andrews
Gene Craven
Charles Dane
Doris Maclean
Margaret Milliken
Howard Wilson

Oregon State University is an Affirmative Action/Equal Opportunity Employer and Complies with Section 504 of the Rehabilitation Act of 1973

4.21.83

REPORT OF FACULTY SENATE AD HOC COMMITTEE ON DCE/SUMMER TERM AND RESIDENCY

The Ad Hoc Committee on DCE/Summer Term and Residency will propose in this report that certain actions be taken by the University in the areas of the Division of Continuing Education (DCE), Summer Term and Residency. Since each of these areas is totally a part of, or directly controlled by, Oregon State University; the guidelines, goals and philosophy associated with the University are of special importance. The Committee was sensitive to the goals of extension education, professional development, cultural leadership, etc. as stated in the General Catalog. Terms such as "standards of excellence" have appeared continuously in University publications and have been central in the minds of the University community. The Committee's discussions and the actions suggested below were and are based firmly upon the belief that standards of excellence remain central in the University community.

CHARGE TO THE AD HOC COMMITTEE

In a memorandum dated November 9, 1982 to the members of the Committee, the following charge was specifically made:

> "Be it moved that the President of the Faculty Senate appoint an Ad Hoc Committee to study the residency issues which were adjusted "temporarily" at the June 3, 1982 Senate meeting. In addition, the Committee shall study the goals, policies, and procedures used in DCE administration of academic programs, and make recommendations, particularly in relation to policies used in the administration of regular OSU departments."

The Committee has interpreted the charge quite broadly.

The Division of Continuing Education is part of Oregon State University and has much broader involvements than academic progams associated directly with OSU departments. The Committee believes they understand DCE and its various responsibilities in enough depth to suggest some actions which relate to the entire Division and not just that part associated with "academic programs".

Summer term is separate in most respects from DCE. However, the DCE director is also the Summer Term director. Also, it is not uncommon to have some confusion about regular courses, summer term courses and DCE courses. The Committee title mentions Summer Term. Therefore, the Committee did consider any relationship between Summer Term, DCE and Residency.

RECOMMENDATIONS

The following recommendations are made by the Committee. These recommendations should be considered by the University for appropriate actions. (The rationale for each recommendation follows in the next section using the same number.)

1. Change the name of the Division of Continuing Education. At this point in time the Committee suggests the title "Division of Extended Studies". This does not require Faculty Senate action. It can be accomplished, if desired, by the Division and the University administration.
2. Add to the Academic Regulations (AR 26e), a requirement that a student must be admitted to OSU, in regular standing, before undertaking academic work to satisfy the last 45 credit hours or 45 of the last 60 credit hours. (AR 26 applies to the students seeking baccalaureate degrees.) This should be done now regardless of the other actions - it applies to all students. The Faculty Senate Executive Committee should refer this to the appropriate committee(s).
3. a. Change the residency statement for credit courses taught through DCE to reflect the following:

   > All courses which are listed in the OSU Catalog or Schedule of Classes and which are approved through DCE by the Dean and Department concerned may be used as residence credit under AR26e.

   The Committee believes that the results of this action may be more pervasive than it appears. The Faculty Senate Executive Committee should refer this to the appropriate committee(s), who should be given sufficient time to consider the effects of a change.

   b. The Committee suggests that the action of June 3, 1982 be continued for one year. This would allow time for 3a to be accomplished.
4. Change the transcripting of DCE credit courses so that students taking these courss have OSU transcripts in the Registrar's Office. This does not require Faculty Senate action. It can be accomplished by the Division and Registrar's Office.
5. Change the Catalog copy (page 42, 1982-83 Catalog) to better reflect the current makeup of DCE. The Division can make these changes without action of the Faculty Senate.

RATIONALE

1. The Division of Continuing Education is now a part of Oregon State University. It is <u>not</u> a separate unit of the State System. Its responsibilities are related to the goals of OSU. The Northwest Association of Schools and Colleges has a section in their Accreditation Handbook aimed at the "continuing education and special instructional activities." The University responds to this section placing DCE as a part of OSU. The use of DCE has created and will continue to create, confusion because of the long term use of this title for the "old" DCE.

   Continuing education has been used for some time to indicate those continuing education activities which are not associated with a degree program. The Continuing Education Unit (CEU) was developed to recognize the clock-hour effort involved in these programs. OSU through the present DCE unit has only a part of its activity in courses of this type.

   The "extended studies" or some other appropriate terminology

should convey the notion that this part of the University offers a wide selection of education material; that the offerings are not made only in the context of the normal credit hours, daytime only, on-campus coursework or programs; that material may be unlike that offered in on-campus courses; that faculty other than regular faculty may teach, etc.

The current DCE offers programs in areas as follows:

Academic Programs
Credit Courses
Degree and non-degree programs

Endeavors for Excellence
Non-credit professional-development
Workshops and seminars

Stewart Center
The LaSells Stewart Center is a non-residential facility for continuing education and cultural activities. The staff develops and facilitates conferences, workshops, seminars, meetings, art exhibits and performing arts events.

Thundering Seas

2. Current Academic Regulations (AR 26) do not say specifically that students must be admitted to OSU in order to earn a degree. Although this has not caused problems in the past to the Committee's knowledge, it is assumed that the person who wishes a degree has been admitted. If this is the case, the Academic Regulations should say so specifically including the latest time for admission.

3. All courses that are taught through DCE must go through an approval process. For credit courses that appear in the Catalog or Schedule of Classes, this approval process includes the signatures of both the department head/chairperson and dean concerned. These courses, both regular and "x" courses, have been approved for content, credit hours, etc. by the department, school/college, University, and the State Board (for regular courses). The DCE approval process has to do with the instructor, location, etc.

The above being true would indicate that DCE taught courses, both regular or "x" courses, differ from normal on-campus courses only in the following ways:

Instructor (perhaps)
Facilities - classrooms, laboratories, equipment, library materials, etc. (perhaps)
Compensation (usually)
Students (usually)
Meeting times (perhaps)

Each of the above areas of difference may have a significant effect on the course quality and, as a consequence, upon the perception of the University. Each of the areas are "under the control of" the college/school and department on campus who regularly administers the courses. Therefore, it is not DCE who is responsible for the courses offered through DCE; i.e. the courses are not offered by DCE but through DCE. The responsibility for course content, instructor, facilities, etc. rests with the usual administrative people who approve the credit courses taught through DCE.

DCE has no faculty and very limited facilities. If the faculty to teach the courses or the facilities to be used will not yield courses satisfactory to the college/school and department, they should not be offered. It is presumed that this is also the case on campus. Is three, one hour meetings per week, versus one, three hour meeting, going to make a difference in the course quality? If it is, the course perhaps should not be offered as an equivalent course. The students who are going to take the course may make a difference. If they are more mature, that may offset some other areas of concern.

Compensation deserves special attention since there are at least two parts to compensation which are of concern - compensation to the University and compensation to the faculty. There are strong arguments for a policy which says "the compensation to the University and its faculty will be the same for DCE credit courses as for any other University credit courses". A thorough discussion of both sides of this "policy" would fill a large number of pages. At the end of the discussion there would be a large group of those who support the policy, a large group who do not support the policy, and a larger group who want exceptions to fit their particular needs. Some of the reasons given for compensation different from that for on-campus courses are:

1. No OSU physical facilities are to be used in the course,
2. the instructor is not a regular faculty member and lower or higher compensation is appropriate,
3. there is an expressed need for the course, the faculty and/or administration wishes to offer the course, but there is not enough income possible to teach the course because
    a. the group who must pay doesn't have enough money,
    b. there is another institution who will do it for a certain amount,
    c. there is a commitment to offer the course as a part of a degree program but too few students to pay full compensation,
    d. etc.
4. (Combinations of 1,2 and 3 above.)

4. This area of transcripting is not an easy one to approach. It is however, one problem area which the University should solve because it involves credit courses which are advertised and sold as equivalent. The Committee feels a need exists to handle the records for this coursework in a more appropriate manner. At this time all records for DCE credit courses are kept in file cabinets in the DCE building. The building is of wood construction with minimum security or fire protection for these records. This is of no small concern since there are no duplicate records.

   All other students who take OSU credit courses have a transcript made of those records in the Registrar's Office. This includes students who are at OSU for as short a time period as one summer term course. The DCE students may have similar records of coursework - one course during one term. However, other DCE students have significantly more coursework and may earn a degree. There does not seem to be any reason why these earned credits are recorded differently except for the fact that DCE registers students in one case while the others are registered by the Registrar. In either case it is possible that the students have not been admitted to OSU.

   If it is required that the student be registered through the Registrar's Office for transcripting, then a process to accomplish this should be established. This would probably mean a change in the flexibility now available in DCE registration. It would also probably mean a change in the registration process for the Registrar's Office for these students.
   The Registrar's Office has significant costs associated with transcripting. Those costs must be covered by fees which students pay. DCE would have to charge students for these costs. It would be proper to have students pay for a records system which is secure. (This process is already used for students in the OSU School of Engineering/Tektronix program.)

5. The Catalog copy needs to reflect what DCE is and what it does as a part of OSU. If all or part of the recommendations of the Committee are implemented, the copy will need considerable revision.

   In particular it should be clear that
   1. the Division is a part of OSU,
   2. that credit courses mean regular OSU courses,
   3. that courses are available to all those who wish to learn (Adult learner is not defined.), and
   4. that the off-campus degree programs are available in some locations.

Extension Education Oregon State University Corvallis, Oregon 97331

March 7, 1983

Richard Scanlan, President, Faculty Senate
Thurston Doler, Executive Secretary, Faculty Senate
Oregon State University
Corvallis, Oregon 97331

Committee on Committee Report

The Committee on Committees has completed its review of the Advancement of Teaching Committee and the Graduate Admissions Committee. Based on this review, we are making the following recommendations of changes in the Guidelines of Faculty Senate Committees and Councils.

1. We recommend the following sentence be inserted as the next to last sentence of the guideline statement on the Advancement of Teaching Committee:

   "In addition, the committee may serve in an advisory capacity to the Dean of Undergraduate Instruction in the making of awards in the field of teaching."

   Rationale: This committee has already been serving as a review committee as explained in the attached information shared with our committee by Dean Kuipers and the Advancement of Teaching chair, Ellen Phillips. It is the feeling of the Committee on Committees that this is a reasonable and desireable function. We have tried to word the added statement so that this function is one of a voluntary nature between the committee and the Dean of Undergraduate instruction.

2. A greater change is recommended as it relates to the Graduate Admission Committee. The first recommendation deals with the membership of the committee. We feel that membership of this committee should be restricted to members of the Graduate faculty. The word "graduate" should be inserted between the words eight and faculty in the last line of the guidelines for the Graduate Admissions Committee.

   Rationale: This addition is somewhat limiting because it restricts membership to graduate faculty, but with the type of responsibilities that this committee has, it seems desireable that the membership represent those who will be dealing with the graduate students.

The number two changes deal with committee membership. We recommend the following be added to the Graduate Council and to the Graduate Admissions Committee Guidelines. "The chair of the Graduate Admissions Committee shall be an ex officio member of the Graduate Council."

Rationale: The two committees deal with many items in common. The Graduate Council deals with policy and the Graduate Admissions Committee actually is carrying out the policy as it deals with admissions. Some of the problems that have occurred over the years would best be solved-resolved if there were better liaison between these two important committees. This is not meant to imply that the Chair of the Graduate Admissions Committee must attend all meetings of the Graduate Council, but it would allow for an easier flow of information and the Graduate Admissions Committee membership would feel they have an access to policy making. This appears to have been a problem and the Graduate Admissions Committee seems to have been reluctant to take action that might have been desireable in the matter of changing policy or procedures of graduate admissions. It should also improve communications with the Graduate School.

This completes our review of these two committees and we will finish work on the University Honors Program and the International Education Committees during Spring Term.

Sincerely,

Glenn Klein

Glenn Klein, Chair
Committee on Committees

MTR

cc: Committee on Committees
Dean Calvin
Chair, Graduate Admissions Committee, Ron Cameron
Chair, Advancement of Teaching Committee, Mary Ellen Phillips
Dean Kuipers

ADVANCEMENT OF TEACHING COMMITTEE (6/4/70)

The Committee on the Advancement of Teaching formulates and evaluates statements of policy that influence the teaching process, including (1) teaching effectiveness and efficiency, (2) support, (3) dissemination of information, (4) encouragement of innovation and experimentation, and (5) appropriate recognition of good teaching. The Committee seeks information and opinions from students, faculty, and administrators in formulating statements of policy, and presents to the Faculty Senate recommendations and perspectives useful to that body in determining appropriate actions and positions to be taken in support of the advancement of teaching. The Committee consists of five Faculty and four Student members.

GRADUATE ADMISSIONS COMMITTEE (11/7/75)

Admission to the Graduate School is determined by the Committee on Graduate Admissions. Candidates are considered on the basis of the undergraduate record and the preparation for graduate work, with special reference to the particular field desired. The Committee consists of eight Faculty members, with the Director of Admissions, Ex-Officio.

Department of Forest Products
Oregon State University
Corvallis, Oregon 97331

October 26, 1981

MEMORANDUM

TO: Executive Committee of the Faculty Senate
Pat Wells, Senate President

FROM: Faculty Status Committee
Bob McMahon, Chairman

RE: Review Procedures of the Faculty Reviews and Appeals Committee (FRAC)

In response to your June 12, 1980 memo to this Committee regarding the FRAC, we have attempted to inform ourselves on background issues by contacting knowledgeable individuals, studying pertinent information, and discussing the subject at three Committee meetings.

CONCLUSIONS

Our conclusions (with respect to the issues you have mentioned) are are follows:

1. The original policies and procedures devised for the FRAC, approved by the Faculty Senate on November 5, 1970 and the Executive Office, and appearing as Appendix B, pp 89-91 of the 1970-71 Faculty Handbook, are sufficient if modified as recommended below and interpreted broadly so as to meet fully the FRAC's purpose as stated on pp 15 and 40 (dated October 1978) of the current Faculty Handbook.

2. Only through the narrowest literal interpretation could the review process be construed as limited solely to procedural issues, since the FRAC philosophy clearly states that "The Committee may consider all matters affecting the professional status of a faculty member. . ." (emphasis supplied) except for certain specified exclusions. This potential misconception can be remedied by revision [4] below.

3. Specific, written, fact-finding procedures for the Review process are unnecessary, and unwise, if the FRAC interprets its Policies and Procedures broadly (see revision [6]) so as to assure a faculty member of an ". . . independent, prompt, and impartial hearing on any grievance . . . except those matters which must be reviewed in accordance with the Administrative Rules" (emphasis supplied).

4. The FRAC should continue to have sole responsibility for deciding if a case should proceed to the Appeal level, since the Committee can best determine whether the appeal process could develop a resolution or that the case should be routed through other channels (see [11] below).

5. The FRAC draft guidelines for an Appeal Commission accompanying your memo of February 18, 1981 to James Oldfield, previous Chairman of the Faculty Status Committee, for review and comment, are inappropriate to a commission's fundamental purposes, too legalistically oriented, could produce an adversarial proceeding instead of the intended open and candid discussion and, worst of all, might unduly constrain a commission's actions rather than encourage maximum initiative in examining and resolving a case.

6. The FRAC was originally intended to perform a mediative function as implied in the description of the review process: ". . . review of the actions . . . permits meaningful communications . . . [which]

will assist in rectifying mistakes, and many cases may be resolved at this stage" (FRAC Policies & Procedures, PHILOSOPHY). Also, ". . . the Committee . . . first will review the case in an effort to seek a resolution through normal administrative channels or informational discussions ("Faculty Handbook, pp 15 and 40). This mediative function, however, could be made more explicit (see revision [5] below).

7. We have not undertaken a study of the role of a Reviews and Appeals Committee at other schools, because we believe that OSU is capable of devising procedures to suit its own needs, that the FRAC Policies and Procedures generally served well in the past, and that with some modification (as recommended below) can serve adequately in the future.

RECOMMENDATIONS

To implement our conclusions, we recommend the following:

1. We think the Committee's name is informative and accurate and do not recommend a change. We suggest, however, that this matter could also be referred to the Committee on Committees for further consideration.

2. We strongly recommend that the FRAC, if it is not already doing so, should maintain a complete case file of summary statements of review deliberations and of appeal recommendations for Committee guidance regarding operational procedures. This case file should be required reading as new members are added to the Committee.

3. To implement our conclusions, the FRAC Policies and Procedures should be revised as follows (additions are underlined; deletions are crossed out). When adopted by the Faculty Senate, the revised version should be included in the current Faculty Handbook.
Note: The Dean of Faculty should be asked to research and fill in the appropriate AR numbers (see revision [3] below).

FACULTY REVIEWS AND APPEALS COMMITTEE
POLICIES AND PROCEDURES

Philosophy

[1] The need for reviews and appeals conducted by a peer group at the University level may arise from actions adversely affecting an individual [2] faculty member and as a consequence of which he/she feels aggrieved. The purpose of this Committee is to provide such a faculty member an avenue for a prompt, impartial hearing within the University. The Committee may consider all matters affecting the professional status of a faculty member with the exception that the Committee shall not handle ~~cases involving "sanctions or terminations for cause" which are provided for in detail in the ADMINISTRATIVE CODE~~ those matters that must be reviewed according [3] to procedures specified by the ADMINISTRATIVE RULES and that also provide for peer review (see AR , , , etc.).

Reviews and appeals procedures may appropriately consist of two stages. First, review of the actions, either by those directly involved or by others not immediately concerned, permits meaningful communications [4] regarding procedural and substantive matters. This will assist in rectifying mistakes and eliminating misunderstandings, and many cases may be resolved [5] at this stage through mediative efforts by the Committee. In any event, review establishes the background that is necessary before proceeding with the second stage, an appeal.

The Reviews and Appeals Committee will proceed with an appeal if its review indicates that no other route exists to a solution. Determination to process a case to the appeal stage is solely the prerogative of the Reviews and Appeals Committee. The appeal is designed to provide an objective hearing at a level above that involved in the original action and to avoid placing the same authority in a position of receiving and considering an appeal from its own ruling. Such a dual role would have questionable implications.

The final action of the Committee in cases involving an appeal will be to submit recommendations to the Executive Office of the University with copies to the Executive Committee of the Faculty Senate and the faculty member involved.

Composition

The Committee shall consist of six members, each having three-year appointments, one-third of which are to expire each year. At least one member of the Committee should have legal training. Appointments shall be made by the Executive Committee of the Faculty Senate from among the faculty holding indefinite tenure. The chairman named by the Executive Committee shall not be a person with legal training. Such appointments must be confirmed by a majority vote of the Senate. The composition of the Committee should be such that cases may originate or be continued during the summer.

Policies and Procedures

Policies and procedures for the Reviews and Appeals Committee are defined as follows and should be interpreted broadly so as to assure an
[6] aggrieved faculty member an independent, prompt, and full hearing by a peer group.

Reviews

A. Cases for review will be received by the Committee in written form from the aggrieved faculty member. The first consideration of a case shall occur within one week after a written request is received. Meetings shall normally be scheduled on a weekly basis, or as necessary to accommodate the Committee's work load. It is quite possible that a case may not proceed beyond this initial assessment for a number of reasons, e.g., lack of merit, change in status of the case, etc. At least a summary statement of these deliberations will be retained by the Committee. Normally, only the Committee members and the individual faculty member would know of the request for review unless it proceeds beyond this point.

B. A formal docket will be established listing those cases accepted for review and possible appeal. The docket will be sent after each meeting to the Executive Office of the University and to the Executive Committee of the Faculty Senate. This docket will also give the status and disposition of cases under review. This docket serves two purposes.

First, it encourages a timely sequence of events within the review process by providing a running record of cases. Second, it informs representatives of both the Executive Office and the faculty of those cases which are under review and which may ultimately come to an appeal. The docket will not convey details of any case beyond the name of the faculty member, the department and school involved, and the general nature of the case.

C. Disposition of docket cases will follow one of two alternatives.

1. Removal from docket. The Committee may decide that no further action need be or should be taken on a case that has been accepted for review resulting in the case being removed from the docket. This could occur because of a situation beyond the purview of the Committee, the individual faculty member asking for the review may wish to withdraw or try another route to a solution, the misunderstanding may have been resolved, etc. In the review process this stage is the last at which a
[7] faculty member may withdraw <u>a</u> ~~his~~ request for review without the consent of the Committee.

2. Review. The Reviews and Appeals Committee may ask administrative units to review the case within their jurisdiction to see that policies, procedures, guidelines, etc. have been followed. <u>The purpose of the review is to seek out all relevant facts regarding a case from any</u>
[8] <u>appropriate source and by whatever means necessary. University personnel</u> will <u>comply fully with the Committee's requests for any relevant information</u>. The indi-
[9] <u>vidual faculty</u> /member may ~~be asked to~~ elaborate his/her position and/or <u>to</u> participate in the review at the level where the action or decision took place leading to the request
[10] for review. <u>All parties, by mutual consent, may question each other informally and directly during the review process so that all sides of an issue may be fully aired</u>.

D. At some future meeting after the Committee has conducted its own review, it will decide on the final course of action under the review process. One of three alternatives is possible.

1. Terminated case. The Committee may determine that no further action should be taken on the review. This could occur, for example if communication paths have been opened, successful reviews at other levels have been accomplished, or it is clear to the Committee that reasons sufficient for appeal do not exist. ~~If the aggrieved faculty member is~~

~~not satisfied with the procedures followed by the Committee in making its~~
[11] ~~decision to terminate the case, he/she may request that the Executive Committee of the Faculty Senate review the procedures followed.~~

2. Appeal case. The case will be processed for appeal when it is evident that polarization exists, that no meaningful progress is being made by review, and that the appeal process offers an appropriate forum for resolution.

3. Referred case. The Committee may determine that no further Committee action can be taken because of adverse situations, conditions, or limitations of the regular review and appeal process. Such a case would be referred to the Executive Office of the University and the Executive Committee of the Faculty Senate with the recommendation that it be processed in some manner other than prescribed herein.

E. A yearly report on reviews will be submitted to the Executive Committee of the Faculty Senate for presentation to the Senate by the Reviews and Appeals Committee.

Appeals

A. An Appeal Commission shall handle each case delivered for appeal from the Reviews and Appeals Committee. The Appeal Commission will consist of two or more members of the Reviews and Appeals Committee plus other individuals as may be required for the particular case. The Chairman of the Reviews and Appeals Committee is responsible for appointing the members from that Committee to the Appeal Commission, making one of them the chairman and one vice-chairman.

B. After seeking whatever counsel is deemed necessary and with the consent of the membership of the Reviews and Appeals Committee, the Chairman of the Reviews and Appeals Committee shall appoint the other members of the Appeal Commission. The Chairman of the Commission is responsible for conducting the business of the Commission, keeping records, and issuing any reports or recommendations of the Commission.

C. The Commission shall be free to inquire into all aspects of the appealed case to hear all relevant testimony, and to seek out all pertinent evidence. The inquiry may address itself to both substantive and procedural

matters and shall not be limited to merely examining existing files or documents. All Oregon State University faculty members (including those at all administrative levels) [12] will ~~be expected to~~ cooperate fully with the Appeal Commission. Since timely action is of the essence, the Commission shall proceed with all deliberate speed.

D. The recommendations of the Commission are to be made to the full Committee at the time the Commission has completed its inquiry into the case. These recommendations based upon all information generated and considered by the Commission shall be delivered in written form.

E. The final recommendations of the Reviews and Appeals Committee based upon the recommendations delivered to it by an Appeal Commission shall be delivered to the Executive Office of the University with copies to the Executive Committee of the Faculty Senate and the faculty member involved. These recommendations may include any action or disposition the Committee deems appropriate including as a possibility the fact that the Reviews and Appeals Committee cannot reach a decision on the Appeal.

F. A yearly report on appeals will be submitted to the Executive Committee of the Fauclty Senate for presentation to the Senate by the Reviews and Appeals Committee.

Curriculum Coordination Oregon State University Corvallis, Oregon 97331 (503) 754-3711

April 14, 1983

TO: Richard Scanlan, President
Faculty Senate

FROM: Doug Stennett, Chairman
Curriculum Council

The Curriculum Council, at its April 12 meeting, approved the School of Education proposal for the delivery of an off-campus Ed.M. degree program (Option C/non-thesis) to the faculty of the American School of Lima, Peru.

During its review, the Council requested and received the following:

a letter from the American School requesting the program and agreeing to provide funds for all expenses as outlined in the proposal;

a letter of commitment from the American School to purchase the complete list of books and journals required by the OSU/WOSC School of Education faculty which will meet the intent of the Kerr Library approval; and

liaison with the Peruvian government.

Copies of these documents are included for the Senate's review.

The Council also requested that means for a rigorous, external, periodic review be included and that structured assignments be provided to the students five weeks prior to offering a course.

Also included for the Senate's review are copies of the Kerr Library evaluation, a letter of support from Dean Barr, the Budgets and Fiscal Planning Committee report and the Graduate Council report.

The Curriculum Council is satisfied that the quality of the proposed program will be comparable to the on-campus program and that no costs will be incurred by Oregon State University as a result of offering the program. We recommend approval by the Senate.

enclosures
DS/kls

OREGON STATE UNIVERSITY
AND
WESTERN OREGON STATE COLLEGE

SCHOOL OF EDUCATION

PROPOSAL FOR THE DELIVERY OF AN OFF-CAMPUS MASTER'S DEGREE (M.Ed. OPTION C) TO THE FACULTY OF THE AMERICAN SCHOOL OF LIMA, PERU (COLEGIO FRANKLIN D. ROOSEVELT)

Description of Proposed Program

1. Definition of Academic Area

a. *Define or describe the academic area or field of specialization with which the proposed program would be concerned.*

The academic area is education.

b. *What subspecialities or areas of concentration would be emphasized during the initial years of the program?*

The subspecialities included in the M.Ed. (Option C) currently planned for Peru are guidance and counseling, school administration, and elementary education.

c. *Are there other subspecialities the institution would anticipate adding or emphasizing as the program develops?*

Other subspecialities in the School of Education may be developed depending upon the need. No others have been identified at this point.

d. *Are there subspecialities that the institution intends to avoid, in developing the program?*

No subspecialities currently offered in the OSU-WOSC School of Education are to excluded from future plans.

e. *When will the program be operational, if approved?*

The first courses are to be delivered to Lima, Peru in July and August of 1983.

2. Department, School or College Responsible

a. *What department and school or college would offer the proposed program?*

The program is to be offered by OSU-WOSC School of Education. Initial plans are for course work to be approved by and delivered through the following departments: Education Foundations, Counseling and Guidance, Elementary Education, Science and Math Education, Communications Education and Post-Secondary Education.

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

2. Department, School or College Responsible (continued)

b. Will the proposed program involve a new or reorganized administrative unit within the institution?

The proposed program will not involve any new or reorganized unit within the administration of the School of Education. It is expected that administrative support of program delivery will be given by the present staff of the OSU-WOSC School of Education and the OSU Division of Continuing Education.

3. Objectives of the Program

a. What are the objectives of the program?

The objectives of this program are to meet identified educational needs for professional development of faculty and administration of the American School of Lima (Colegio Franklin D. Roosevelt). The American School is located in Lima, Peru. It is a private school employing 97 teachers whose educational needs are best met by programs delivered on-site by academic institutions in the USA. Those needs are specifically identified through a process of on-site assessment by members of the OSU-WOSC School of Education and representatives of the Superintendent's staff in Lima. The first on-site visit was conducted February 28 - March 4, 1983. This plan is written to meet the identified needs ascertained from this visit.

b. How will the institution determine how well the program meets these objectives? Identify specific post-approval monitoring procedures and outcome indicators to be used if the program is approved?

The proposed program will be evaluated in five ways: 1) informal assessment by OSU-WOSC faculty teaching in Lima; 2) formal assessment by administrators of the American School of Lima; 3) formal assessment of each course by graduate students taking courses; 4) comparison of results from Lima Comprehensive Written Exam to on-campus results; and 5) on-site visits once each three years by the Dean of the OSU Graduate School or designee.

c. How is the proposed program related to the mission and academic plan of the institution?

In addition to the 7,000 American teachers teaching overseas on military bases, another equally large group of American teachers are teaching in schools where there are American embassies and businesses. It is well established that OSU has accepted the mission to serve the needs of teachers unable to come to campus. Teachers who work in the southern hemisphere have their vacations in the months of July, January and February making it impossible, even

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

3. Objectives of the Program (continued)

c. (continued)

with unlimited airline funds, for them to further their education in the U.S. Because Colegio Franklin D. Roosevelt is accredited by the Southern Accrediting Association it is imperative that they receive staff development from a well established U.S. institution of higher education.

Further, four goals of OSU are delineated in the 1982-83 General Catalog which speak to institution goals:

1. To encourage those activities that extend the frontiers of knowledge and provide outlets for the creativity of faculty and students.

2. To further the concept of education as a lifelong process by encouraging continued intellectual and professional development of the individual citizen.

3. To give attention to the needs of this region and the state of Oregon without neglecting national and international obligations and responsibilities.

4. Extensive continuing education programs such as are general characteristics of a Land Grant and Sea Grant university.

It should be noted that other major institutions in the U.S. have similar programs, notably the University of Alabama, the University of Arkansas, Boston University, Michigan State University and the University of Southern California.

d. What are the employment outlets and the employment opportunities for persons who would be prepared by the proposed program?

The master's degree students are already employed. However, most of the teachers will not make a career teaching in Lima. They will transfer to other international schools or return to the states. Their further education makes them more employable.

4. Relationship of Proposed Program to Other Programs in the Institution

List the closely related programs and areas of strength currently available in the institution which would give important support to the proposed program.

It is not expected that other units outside the OSU-WOSC School of Education will be involved in the M.Ed. for Lima, Peru.

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

5. Course of Study

a. *Describe the proposed course of study.*

The proposed course of study includes required coursework for the M.Ed., Option C. The students will be required to complete 15 hours in general education, 12 hours in an area of concentration (counseling, administration or elementary education) and 18 hours of electives.

Six courses per year will be delivered to Lima, Peru. Each normally will be taught in a six-week period. Thus, three faculty each year will teach two courses in Lima. Courses will be delivered in one of the following four formats:

1) The last week of July or the last week of February (vacations in Peru) will be used for full-time coursework. One course will be in the morning (15 hours of instruction), and the other course will be in the afternoon. The second half of the course will be taught in five weeks--either one meeting of three hours per week or two 1½ hour sessions per week for each class.

2) The two courses will be delivered in six weeks. One class will be Monday and Wednesday (3 hours each night), and the other course will be taught Tuesday and Thursday nights. During the fourth week of classes there will be no classes to allow time for completion of assignments. This will be the normal format for November, December classes.

3) The same format as plan 2 except that one course is taught for six Saturdays (five hours each session).

4) Regular ten-week quarter. This format will be most often used when the course is taught by retired faculty. Courses will either meet once per week for three hours or twice per week for 1½ hours each session.

Structured assignments will be provided to students five weeks before classes are to be offered to permit better preparation for the classes.

The proposed schedule of classes is:

July/August, 1983	Hours
Ed 567. Strategies in Language Arts Instruction in the Elementary School.	3
Ed 568. Strategies in Math Instruction in the Elementary School.	3

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

5. Course of Study (continued)

a. (continued)

	Hours
November/December, 1983	
Ed 465. Diagnostic and Corrective Techniques in the Basic Skills. (G)	3
Ed 521. Selected Topics in Education: Math and the Consumer World.	1-3
February/March, 1984	
Ed 460. Psychology of Childhood. (G)	3
Ed 461. Psychology of Adolescence. (G)	3
July/August, 1984	
Ed 450. Kindergarten Education. (G)	3
Ed 553. Elementary School Curriculum.	4
November / December, 1984	
Ed 512. Research Procedures in Education.	3
To be arranged.	
February/March, 1985	
Coun 585. Principles and Practices of Counseling and Guidance.	3
Coun 581. Counseling Procedures.	3
July/August, 1985	
Ed 521. Selected Topics in Education: Second Language Acquisition.	1-3
*Eng 499. Teaching English as a Second Language. (G)	3
November/December, 1985	
Ed 435. Instructional Media. (G)	3
Ed 436. Instructional Materials Preparation. (G)	3
February/March, 1986	
Ed 463. The Educationally Different Child. (G)	3
Ed 521. Selected Topics in Education: The Administrator and the Law.	1-3

(3-6 hours of Reading and Conference may be earned by students working with selected faculty.)

*WOSC course number

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

5. Course of Study (continued)

b. What elements of this course of study are presently in operation in the institution?

All components of this program are presently operative in the OSU-WOSC School of Education.

c. How many and which courses will need to be added to institutional offerings in support of the proposed program?

No new courses will be added.

6. Admission Requirements

a. Please list any requirements for admission to the program that are in addition to admission to the institution.

No requirements for admission beyond those currently in operation at OSU will be in force for the proposed program.

b. Will any enrollment limitation be imposed? Please indicate the limitation and rationale therefor. How will those to be enrolled be selected if there are enrollment limitations?

There will be no enrollment limitations imposed.

7. Relationship of Proposed Program to Future Plans

a. Is the proposed program the first of several steps the institution has in mind in reaching a long-term goal in this or a related field?

b. If so, what are the next steps to be, if the Board approves the program presently being proposed?

It may be the case that other international schools will also invite us to deliver a master's degree. Each such request will be evaluated and proposed individually.

8. Accreditation of the Program

a. Is there an accrediting agency or professional society which had established standards in the area in which the proposed program lies?

The Southern Association of Schools and Colleges accredits the American School of Lima. The master's degree in Education is accredited by the National Association of Colleges and Teacher Education (NCATE).

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

8. Accreditation of the Program (continued)

b. If so, does the proposed program meet the accreditation standards? If it does not, in what particulars does it appear to be deficient? What steps would be required to qualify the program for accreditation?

Since the proposed program will meet all requirements of the presently established and accredited master's degree programs in Education, it is expected that the extended campus activity will also meet its standards and that nothing additional must be developed for the proposed program. Upon approval, this off-campus master's degree program will be reported to the Northwest Association of Schools and Colleges.

c. If the proposed program is a graduate program in which the institution offers an undergraduate program, is the undergraduate program fully accredited? If not, what would be required to qualify it for accreditation? What steps are being taken to achieve accreditation?

The undergraduate program in education is fully accredited.

Need

9. Evidence of Need

a. What evidence does the institution have of need for the program?

Through several phone conversations and written correspondence with Mr. Dale Swall, Superintendent of the American School in Lima, plus a 4-day on-site visit in Peru it has been determined that at least 30 of the teachers are interested in pursuing a master's degree with OSU.

b. What is the estimated enrollment and the estimated number of graduates of the proposed program over the next five years?

Mr. Dale Swall indicates that enrollment will be 20-25 per class. We expect 20-30 graduates at the end of three years.

c. Identify statewide and institutional service area manpower needs the proposed program would assist in filling.

Since the students are in Peru, statewide manpower needs are not affected.

EDUCATION (CONTINUED)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

9. Evidence of Need (continued)

d. What evidence is there that there exists a regional or national need for additional qualified persons such as the proposed program would turn out?

The regional and national need is to have the best possible education for Americans while working overseas. OSU is assisting the U.S. Department of State and American Corporations by providing staff development for the teachers of the employee's children.

e. Are there any other compelling reasons for offering the program?

This will be one of the best staff development opportunities for OSU faculty through contact with the schools and cultures of Peru.

f. Identify any special interest in the program on the part of local or state groups (e.g., business, industry, agriculture, professional groups).

International input for this proposed program has come from three sources:

1. Mr. Dale Swall, Superintendent of American School of Lima
2. Mr. John Schielman, Association of American Schools of South America
3. Dr. Vincent McGugan, U.S. Department of State, South American Schools' Office

g. Have any special provisions been made for making the complete program available for part-time or evening students?

Not applicable.

Duplication of Effort

10. Similar Programs in the State

a. List any similar programs in the state.

There are no other higher education institutions in Oregon delivering course work for a graduate degree in Lima, Peru.

b. If similar programs are offered in other institutions in the state, what purpose will the proposed program serve? Is it intended to supplement, complement, or duplicate existing programs?

Not applicable.

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

10. Similar Programs in the State (continued)

c. In what way, if any, will resources of any other institutions be utilized in the proposed program?

Not applicable.

11. Faculty

a. List any present faculty who would be involved in offering the proposed program, with pertinent information concerning their special qualifications for service in this area.

All scheduled coursework will be taught by regular OSU-WOSC faculty who have expertise in the areas indicated below. The regular OSU-WOSC faculty will not only serve as instructors but will also serve as advisors. The faculty listed are from the OSU staffs of Elementary Education, Educational Foundations, Guidance and Counseling, Communications Education and Post-Secondary Education.

Name	Rank	Specialty Areas
Lee Jenkins	Assistant Professor Education	Language Arts, Math
Ed Strowbridge	Associate Professor Education	Learning Theory, Math
Frank Cross	Professor Education	Psychology, Administration
Jo Ann Brewer	Assistant Professor Education	Early Childhood Development, Reading, Curriculum
Wayne Courtney	Professor Education	Research
Jim Firth	Associate Professor Education	Counseling
Wayne Haverson	Assistant Professor Education	Second Language Acquisition
Les Streit	Assistant Professor Education	Instructional Media
Forest Gathercoal	Associate Professor Education	Administration, Law

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

11. Faculty (continued)

b. Estimate the number, rank, and background of new faculty members that would need to be added to initiate the proposed program that would be required in each of the first four years of the proposed program's operation, assuming the program develops as anticipated in item 8b. What kind of commitment does the institution make to meeting these needs?

No new faculty members will be needed.

c. Estimate the number and type of support staff needed in each of the first four years of the program.

It is expected that the staff of the academic program sections of the OSU-DCE will provide administrative support services for the proposed program. Such support can be handled by the present staff of the section without additional permanent clerical positions.

12. Library

a. Describe in as objective terms as possible, the adequacy of the Library holdings that are relevent to the proposed program (e.g., if there is a recommended list of library materials issued by the American Library Association of some other responsible group, indicate to what extent the institution's library holdings meet the requirements of the recommended list).

Attached is a list of library books currently in Lima, Peru at the district office of The American School of Lima. In addition, a list of books to be purchased by The American School of Lima has been prepared, class by class.

b. How much, if any, additional Library support will be required to bring the Library to an adequate level for support of the program?

Discussions have occurred from October, 1982 with Mariol Peck, Educational Librarian, concerning quality standards for the off-campus program. Please see the attached statement. The complete book list is available for any interested committee member. The American School of Lima has agreed to purchase the complete list.

c. How is it planned to acquire these resources?

Not applicable.

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

13. Facilities and Equipment

a. *What special facilities in terms of buildings, laboratories, equipment, are necessary to the offering of a quality program in the field and at the level of the proposed program?*

All necessary instructional facilities and equipment will be provided by The American School of Lima, Peru.

b. *What of these facilities does the institution presently have on hand?*

See 13a above.

c. *What facilities beyond those now on hand would be required in support of the program?*

Not applicable.

d. *How does the institution propose these additional facilities and equipment shall be provided?*

Not applicable.

14. Budgetary Needs

a. *Please indicate the estimated cost of the program for the first four years of its operation.*

All funds required to support all costs (direct and indirect) will be provided by The American School of Lima. No general fund resources will be required to support the proposed program. The funds to be transferred to Oregon State University for each two courses delivered to Lima is $7,796 broken down as follows:

$1,600	air fare
200	excess baggage for personal libraries, long distance calls, telegrams, postage
4,000	salary
1,000	per diem
371	indirect costs
625	DCE support services

b. *If a special legislative appropriation is required to launch the program (as shown in item 4b of the estimated budget), please provide a statement of the nature of the special budget request, the amount requested, and the reasons a special appropriation is needed. How does the institution plan to continue the program after the initial biennium?*

Not applicable.

EDUCATION (continued)

OFF-CAMPUS M.Ed. DEGREE FOR THE AMERICAN SCHOOL OF LIMA, PERU (continued)

14. Budgetary Needs (continued)

c. If federal or other grant funds are required to launch the program (items 4c and 4d), what does the institution propose to do with the program upon termination of the grant?

Not applicable.

d. Will the allocation of going-level budget funds in support of the proposed program have an adverse impact on any other institutional program? If so, which programs and in what ways?

Not applicable.

SUMMARY OF ESTIMATED COSTS AND SOURCES OF FUNDS FOR PROPOSED PROGRAM

Program OFF - CAMPUS Master's Degree--Lima, Peru

Institution Oregon State University

I. Resources Required	First Year		Second Year		Third Year		Fourth Year	
A. Personnel	Amount	FTE	Amount	FTE	Amount	FTE	Amount	FTE
1. Faculty	$4000	.16	$4000	.16	$ 4000	.16	$	
2. Graduate Assistants	$8000	.67	$8000	.67	$ 8000	.67	$	
3. Support Personnel	$		$		$		$	
4. Fellowships & Scholarships	$		$		$		$	
TOTAL	$		$		$		$	
Percentage of Total from State Funds	0 %		0 %		0 %		0 %	

B. Other Resources	Amount	Amount	Amount	Amount
1. Library	$	$	$	$
2. Supplies & Services	$ 11,338	$ 11,338	$ 11,338	$
3. Movable Equipment	$	$	$	$
TOTAL	$	$	$	$
Percentage of Total from State Funds	0 %	0 %	0 %	0%

C. Physical Facilities	Amount	Amount	Amount	Amount
Construction of New Space or Major Renovation	$	$	$	$
Percentage of Total from State Funds	0 %	0 %	0 %	0%

GRAND TOTAL	$ -0-	$ -0-	$ -0-	$ -0-
Percentage of Total from State Funds	0 %	0 %	0 %	0%

II. Source of Funds	Amount	Amount	Amount	Amount
A. State Funds--Going-level Budg.	$	$	$	$
B. State Funds--Special Approp.	$	$	$	$
C. Federal Funds	$	$	$	$
D. Other Grants	$	$	$	$
E. Fees, sales, etc.	$ 23,338	$ 23,338	$ 23,338	$
F. Other	$	$	$	$
TOTAL	$	$	$	$

School of Education Oregon State University Corvallis, Oregon 97331

March 15, 1983

MEMO TO: Lyle Calvin
Sandra Suttie

FROM: Lee Jenkins

SUBJECT: Proposed Master's degree in Peru

Attached is a copy of a letter to Doug Stennett, Chairman of the Curriculum Council, from Mr. Dale Swall, Superintendent of The American School of Lima, Peru.

Mr. Swall has agreed to all requests by the curriculum council. The letter from the Peruvian Minestry of Education should be here by the next curriculum council meeting. The expenses incurred by The American School of Lima for the outside evaluation is one trip each three years to Lima. It is my suggestion that the evaluation be conducted by the Dean of the Graduate School. Input for this evaluation would come from the School of Education, the Curriculum Council and the Graduate Council.

The proposal is being rewritten to include these new agreements and will be forwarded to you as soon as possible.

Sincerely,

Lee Jenkins, Chair
Elementary Education

xc: Robert Barr, Dean

LJ/th

attachment: as noted

THE AMERICAN SCHOOL OF LIMA, PERU

MAILING ADDRESS:
Instituto Educacional Franklin D. Roosevelt
Apartado 247, Miraflores, Lima 18, Perú

Telephone: 35-0890

DALE I. SWALL
Superintendent



March 3, 1983

Dr. Doug Stennett, Chairman
Curriculum Council
Oregon State University
Corvallis, Oregon 97331

Dear Dr. Stennett:

As superintendent of Colegio Roosevelt, The American School in Lima, Peru, and along with my Peruvian counterpart, Dr. Jose Jordan, we would like to formally request that a program of an educational master's degree be offered at Colegio Roosevelt. We agree to provide funds for all expenses as outlined in the proposal.

The American School of Lima also agrees to the purchase of the complete list of books and journals as required by your faculty which will meet the intent of the Kerr Library approval.

In the near future you should be receiving a letter from Dr. Franco Cardo, Vice Minister of Education in Peru, who works closely with Colegio Roosevelt as an official representative of the Peruvian government.

We are also in agreement that the Roosevelt school will pay the expenses for the inclusion of a rigorous, external, periodic evaluation. We appreciate your proposal to include structured assignments to be sent for students at least five weeks before courses are offered, to better prepare students for the course.

Sincerely,

Dale I. Swall

Dale I. Swall
Superintendent

DIS:pm

School of Education Oregon State University Corvallis, Oregon 97331

April 1, 1983

MEMO TO: Robert Barr
Sandra Suttie
Lyle Calvin

FROM: Lee Jenkins
Elementary Education

Attached is a copy of the letter to Doug Stennett from Andres Cardo Franco, the Vice Minister of Education in Peru. This letter should complete all the requirements requested by the Curriculum Council. In addition the American School of Lima has forwarded $500 for the establishment of a revolving bank account so book ordering can begin immediately upon approval of this proposal.

LJ/ejf
Enclosure
cc: Doug Stennett

MINISTERIO DE EDUCACION

355

March 21 MAR. 1983

Dr. Doug Stennett, Chairman
Curriculum Council
Oregon State University
Corvallis, Oregon 97331

Dear Dr. Stennett:

I am pleased to know that your institution will be offering a program whereby teachers at Colegio Roosevelt may be able to get master's degrees in education.

Over the years, many institutions from the United States as well as other countries have offered such programs in Perú. Because these programs help in the development of the Peruvian people, we are most appreciative that Oregon State University will be the participating institution.

Sincerely,

MINISTERIO DE EDUCACION

ANDRES CARDO FRANCO
Vice Ministro de Educación

William Jasper Kerr Library
Oregon State University
Corvallis, Oregon 97331

Date February 14. 1983

To: Curriculum Committee

From Kerr Library

Subject: Proposed curriculum changes

Category I proposal: Off-campus Master's Degree at American School of Lima, Peru

Category II proposal: _____

Temporary "X" course: or course change _____

The Subject Librarian has examined the proposed curriculum change. The holdings of the Kerr Library are:

( ) adequate to support this proposal. See comments below

( ) barely adequate to support this proposal.

( ) inadequate to support this proposal.

Muriel Peck Education Librarian
Subject Librarian

Rodney Waldron was unavailable for signature- carbon of this report sent to him
Director, Kerr Library

Comments:

This report is to supplement comments made in my report of Feb.9, 1983.

The booklists for the proposed classes to be taught at the American School appear to be fairly comprehensive. Availability of these materials, both books and journals, should provide an adequate collection for the graduate students. It should be written into the contract between OSU and the American School that these materials will be purchased by the School. Library approval of this program is granted only on the condition that the materials are available. The existing library collection is too out-of-date to be adequate, the library lacks some of the journals needed for the program that is to be offered.

School of Education Oregon State University Corvallis, Oregon 97331

February 16, 1983

MEMO TO: Lyle Calvin, Dean
Graduate School

Sandra Suttie, Curriculum Coordinator

FROM: Robert Barry, Dean
OSU-WOSC School of Education

SUBJECT: Delivery of Master's Degree to The American School of Lima, Peru

I have reviewed the proposal for the delivery of a master's degree to Lima, Peru and recommend approval. The proposal has wide support from the graduate committee and the ad hoc "Peru" committee chaired by Lee Jenkins.

The attached transmittal sheets include the library acquisition approval and budget data sheets. I do not see that liaison letters are appropriate, although I will certainly discuss this with Richard Meyer, President of WOSC. TSPC does not need to give approval.

Thank you for your help in gaining approval of this proposal. I am convinced our faculty will deliver a quality program of which Oregon State University can be justifiably proud.

Graduate School Oregon State University Corvallis, Oregon 97331 (503) 754-4881

March 2, 1983

MEMORANDUM

TO: Robert Barr, Dean
OSU-WOSC School of Education

FROM: Lyle D. Calvin Dean LDC

SUBJECT: Proposal for Off-campus Master's Degree Program in Lima, Peru

The Graduate Council approved the proposed off-campus program for Lima, Peru at their February 14, 1983 meeting, subject to my review and approval following receipt of the following items:

(a.) Written approval of the proposal by the Dean of Education.

(b.) A statement from the OSU Library staff that the library resources proposed for the program are adequate to support the program.

(c.) An agreement from the American School of Lima to purchase the library resources (item b. above) necessary to support the program.

I have received a copy of the Category I Transmittal Sheet and your recommendation for approval of the program (item a) and the approval form from the library (item b) stating that the holdings in the Kerr Library are adequate to support the program. The library approval, however, is contingent upon a contractual agreement for the American School in Lima to purchase the materials specified by the School of Education and approved by the library (item c).

Although this last item has not yet arrived, I am willing to indicate approval of the program on behalf of the Graduate Council, contingent upon a satisfactory agreement on library materials.

If the Curriculum Committee gives similar approval, which is not yet certain, the proposed program could be forwarded to the Faculty Senate. Any information on the status of a contract and an agreement on the purchase of library materials would be helpful in moving this along

as promptly as possible. If a "catch 22" results from the insistence of approval by OSU before a contract can be signed by the American School of Lima, please let us know as soon as possible.

LDC:jt

cc: Sandra Suttie, Curriculum Coordinator
Doug Stennett, Chairman, Curriculum Council
Ann Messersmith, Chairman, Graduate Council
Lee Jenkins, Chairman, Elementary Education

Curriculum Coordination Oregon State University Corvallis, Oregon 97331 (503) 754-3711

February 17, 1983

TO: Lee Jenkins, Chairman
Elementary Education

FROM: Doug Stennett, Chairman
Curriculum Council

The Council reached a consensus on Tuesday not to act upon the Ed.M. proposal for Lima, Peru, until written documentation of agreement, plans, and liaison is complete. Specifically, we request:

- a letter from the American School requesting the program, and agreeing to provide funds for all expenses as outlined in the proposal;
- a letter of commitment from the American School to purchase the complete list of books and journals required by your faculty which will meet the intent of the Kerr Library approval;
- a cover transmittal form signed by Dean Barr; and
- evidence that the Peruvian government is aware of OSU's intent to implement the program.

We have received the Kerr Library approval and the complete book and journal list for the program. This documentation provides the information we feel is necessary to reach an equitable decision and provides information for the Faculty Senate and the Chancellor, as required.

Additionally, the Council requests that two changes be incorporated into the proposal, as we discussed Tuesday:

- The proposal would be strengthened by inclusion of a rigorous, external, periodic evaluation.
- Students could be better prepared for the first week's intensive portion of the courses by providing structured assignments for them for the five weeks before courses are to be offered.

I suspect that much of the documentation can be accomplished during your visit to Peru at the end of the month.

Thank you for talking to us Tuesday, and please feel free to call me if you have any questions.

DS/cjj

xc: Dean Barr
Associate Dean Stamps
Professor Scanlan ✓
Professor Messersmith
Professor Block

Curriculum Coordination

Oregon State University

Corvallis, Oregon 97331 (503) 754-3711

March 21, 1983

TO: Dick Scanlan, President
Faculty Senate

FROM: Sandra J. Suttie
Curriculum Coordinator

SUBJECT: Approved Programs for
Oregon State University

Two programs, which the Chancellor's Office have been holding, have been approved. The Air-Sea Interaction option in Oceanography or Atmospheric Sciences on the Master's degree level was approved by the Chancellor's Office on February 21, 1983.

The graduate program leading to the Master's or Doctoral degree in Toxicology was approved by the OSBHE at its December 17, 1982, meeting. Review by the Educational Coordinating Commission was completed on March 4, 1983.

Six other programs from OSU are still being held in the Chancellor's Office. Two of these were submitted last December. They are: the B.S. in Agricultural Business Management and the M.S. in Environmental Health Management. Four of the held programs were submitted in 1981. These include: the M.A./M.S. in Marine Resource Management, the undergraduate certificate in Gerontology, the undergraduate certificate in Twentieth Century Studies, and the undergraduate certificate in Marine and Maritime Studies. The Board, at its March 1983 meeting, will spend some time reviewing these program proposals. Further information will be forwarded to the institutions and to to the Executive Committee as it becomes available.

SJS/cjj

xc: President MacVicar

Curriculum Coordination Oregon State University Corvallis, Oregon 97331 (503) 754-3711

April 11, 1983

TO: Richard Scanlan, President
Faculty Senate

FROM: Douglass J. Stennett, Chairman
Curriculum Council

SUBJECT: Annual Report, 1982-83

This report summarizes the work completed by the Curriculum Council prior to April 15, 1983, and includes predictions of activities which may take place before June 30.

The Category I and II curricular proposals were reviewed by the Curriculum Council during Fall Term and were presented to the Faculty Senate in mid-November. Eight newly approved programs and program changes from five schools follow:

School of Agriculture - a proposal for a B.S. in Agricultural Business Management and a proposal for the initiation of minor programs;

School of Business - proposals for the suspension of the Master of Science program and degree in Management Science and elimination of the option in entrepreneurship within the management area of concentration;

School of Education - a proposal for an industrial training option within the existing baccalaureate degree in Industrial Arts Education;

School of Engineering - proposals to change the name of the program and baccalaureate degree from Electrical and Computer Engineering to Electrical and Electronics Engineering, and to change the name of the program and baccalaureate degree from Engineering (Computer Science) to Computer Engineering; and

School of Health and Physical Education - a proposal for an M.S. program in Environmental Health Management.

The Council also approved 93 new courses (an increase of 276 credit hours), 119 changes in old courses (an increase of 19 credit hours), and drops of 95 old courses (a decrease of 346 hours) for a net decrease of 51 credit hours. The Senate approved the Council's actions in all but the graduate designator change for Psy 435 and Psy 446.

The major Category I proposals approved by the Senate in November have not yet been approved by the State Board of Higher Education. In addition, Category I proposals from 1982-83 for the M.A./M.S. in Marine Resource Management and the undergraduate certificate programs in Gerontology, Twentieth Century Studies, and Marine and Maritime Studies have not been acted upon by the State Board.

The Curriculum Council also has reviewed 13 temporary "X" course or course change requests for Spring and/or Summer Terms, 1983, and is currently reviewing 100 "X" course or course change requests for the 1983-84 academic year.

In addition, the Council has been studying, since January, a Category I proposal for delivery of an off-campus Ed.M. (Option C) degree program to the faculty of the American School of Lima, Peru. It is anticipated that the Council shortly will begin review of other Category I proposals submitted for 1984-85. They are:

College of Liberal Arts, Office of Undergraduate Studies, and Humanities Development Program

Proposal for the initiation of a new instructional program leading to the certificate in Northwest Studies.

School of Forestry

Proposal for the initiation of two minor programs for use with the baccalaureate degree program in Resource Recreation Management.

DS/cjj

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754 4344

April 11, 1983

M E M O R A N D U M

To: Larry Boersma, Chairman
Faculty Status Committee

From: Executive Committee of the Faculty Senate
Dick Scanlan, Senate President

Dick Scanlan

Subject: OSU Faculty Grievance Procedures

The Executive Committee has recently been considering proposed revisions in the faculty reviews and appeals procedures at OSU. Our review resumes a study that began two years ago, which ended with a report from the Faculty Status Committee to the Senate, including revisions to the procedures used since 1970. The recommendations for revision were approved by the Senate. Attached is a copy of that report, along with a Memo from Dean Nicodemus, which raised several objections to the document adopted by the Senate.

Several Executive Committee members and officers have recently discussed the report and related materials, and have recommended some revisions to the Status Committee's report, with the intent of submitting the revisions to the Senate again and, eventually, to President MacVicar, if we get Senate approval. This discussion process has led to some other questions, such as the feasibility of an Ombudsman at OSU, or the possibility of some form of binding arbitration of disputes between faculty and administration. In relation to the matter of binding arbitration, there has also been a discussion of the need to find out how that differs from compulsory arbitration. In any event, any arbitration procedure would only be used after all avenues used by the Faculty Reviews & Appeals Committee had been exhausted. The Executive Committee would like the Faculty Status Committee to investigate this matter and give us some analysis of its prospects for usefulness, as well as some recommendations as to the ideas expressed above.

Attached is a packet of information which gives quite a bit of background on this topic of Procedures/Policies for the FRAC. In addition, we understand that Nancy Leman, English, has in her office a "Clause Locator" for AAUP Collective Bargaining Contracts which might be helpful in getting some official definitions on arbitration procedures. If it would be helpful to discuss this assignment, please let me know.

Naturally, we want your report as soon as possible, but understand that it might not be possible to complete the assignment before June 1983.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

Report of the Academic Advising Committee, 1982-83.

The Academic Advising Committee reviews and recommends policies and programs which facilitate students's progress by orientation, academic advising, and vocational planning. Recommended policies are submitted to the Faculty Senate for approval by the University administration.

Membership:

Faculty

Keith Parrott, Pharmacy (chairman)
Gordon Anderson, Health (Fall, Winter only)
Gary Jolliff, Crop Science
Helen Hall, Home Economics Education

Students

Megan Burns, CLA (Soph.)
Paul Kohlheim, Bus (Soph.)
Dave Okamoto, Engr. (Fr.)
Marcus Wolf, Ag. (Jr.)

Committee Report:

The Committee chairman has served as an ex officio member of the Academic Advising Council. Activities of the Council are reported to this committee for its information.

Sponsorship of an advisor's workshop or training session was discussed. Dean Kuipers reported on the Fall 1982 workshop. Topics for a spring workshop will be reviewed by the Committee. The possibility of developing a video tape for advisor training was discussed.

General discussions involving the advising process at OSU have been ongoing during the year. After some discussion it was recommended to the Dean of Undergraduate Studies that the Advisor's Referral List and the List of Head Advisors's be printed in the Schedule of Classes and the Student Handbook. It was felt that this information would be of value to both students and advisors.

A report was presented regarding a computer assisted advising system, the "Student Information System". The Committee recommended that the system receive financial support from the office of the Dean of Undergraduate Studies (see attached memo).

Considerable discussion took place regarding the Dar Reese Advising Award. The Committee developed additional criteria as well as a consensus about the general purpose and philosophy of the Award (see attached memo). Evaluation of nominees and recipient selection will be done during spring quarter.

School of Pharmacy Oregon State University Corvallis, Oregon 97331-3507 (503) 754-3725

March 17, 1983

TO: Dean Kuipers, Undergraduate Studies

FROM: Academic Advising Committee

SUBJECT: Financial Support for Proposed Student Information System

At the March 7 committee meeting, information was presented regarding a proposal to utilize a computer system to aid in student advising and program planning (see minutes of Academic Advising Committee, March 7). It was the feeling of the committee that such innovative projects could be of considerable benefit to students and advisors throughout our campus.

The committee recommends that projects such as the Student Information System receive high priority for financial support from your office.

em
Attachment
c: Dean Ohvall, Pharmacy
Dr. Block, Pharmacy

School of Pharmacy Oregon State University Corvallis, Oregon 97331-3507 (503) 754-3725

March 17, 1983

TO: Dean Kuipers, Undergraduate Studies

FROM: Academic Advising Committee

SUBJECT: Selection Criteria for Dar Reese Excellence in Advising Award

Following discussion at the February 14 and March 7 meetings, the committee decided to use the following as a guideline in the selection process:

A. The general purpose of the Dar Reese Award is to encourage faculty with a full range of assignments within the university to excel in student advising and to provide those faculty with campus-wide recognition. Specifically our committee will give higher priority to faculty members with major teaching, research, and advising responsibilities. Lower priority will be given to faculty members with major administrative responsibilities.

B. Pertinent supporting data (in addition to that outlined in your memorandum of January 25, 1983) may include the following:

1. Documentation of full range of assignments:
   --classes taught
   --activity in research
   --committee memberships
   --role or activities in department or college advising process

2. Approaches used in getting best from students advised--how does nominee maximize student's potential?

3. Activities of nominee in his/her role as an advisor--Does advisor assist in student program planning? Does advisor make use of student support services on campus, are appropriate referrals made when necessary?

The committee also recommends that all nominees, or at least more than one, receive campus-wide recognition. Documentation of nomination should be made available for inclusion in each nominee's personnel file as well.

em

OREGON STATE UNIVERSITY
CHEMISTRY DEPARTMENT
CORVALLIS, OREGON

To: Richard Scanlan, President
Faculty Senate
Date: April 12, 1983

From: Peter K. Freeman, Chairman
Academic Regulations Committee

Subject: Annual Report of the Academic Regulations Committee, 1982-1983

The Academic Regulations Committee took up two matters during the 1982-1983 academic year. The first concerned the problem created by students who repeat a course when they originally received an A, B, C, S or P, a violation of Academic Regulation 20 (AR20). A related question as to how transfer students should be treated was considered. The committee, using earlier suggestions by Dean Nicodemus and Registrar Gibbs, recommended that AR20 be altered to include parts (d) and (e) and that these changes take effect in Fall 1983:

d. If a course is repeated by a student in violation of section (a) above, that repeated course and grade earned will be lined through on the student's permanent record and not count in the GPA or toward graduation.

e. This policy will also be applied to all transfer credit.

The second item considered by the Academic Regulations Committee was ASOSU Resolution 42-R-15, which requests an extension of the date to change to or from S/U grading (presently the fifth week) to the eighth week. After some discussion, the clear consensus of the committee was that the present deadline provides ample opportunity for students to explore courses outside their area of major concentration; the committee recommended that the Faculty Senate maintain the present deadline.

PKF/po

cc: W. Gamble
A. Green
R. Mrazek
D. Claypool
W. Gibbs
R. Wright
R. Baertlein
J. Baumgardner
O. Boedtker

School of Education
Vocational-Technical
Education Division

Oregon State University

Corvallis, Oregon 97331

April 19, 1983

TO: Richard Scanlan, President, Faculty Senate

FROM: Administrative Appointments Committee
Mary Jane Grieve, Chairman MJG.

RE: Annual Report

The 1982-83 school year has been a busy one for the Administrative Appointments Committee.

A Search has been successfully completed for Dean of Research.

Searches are now underway with early May completion dates for Vice President of Student Services and Dean of The College of Liberal Arts.

Searches are also now underway for Dean of Home Economics and Director of Library Services with completion dates tentatively set for summer.

As chairman of the committee, I was also asked to co-chair the internal search for Dean of the merged School of Education (OSU-WOSC) and chair the search for Assistant Deans of this school.

Other committee members are George Beaudreau, Douglas Caldwell, Gene Craven, Adolph Ferro, Roger King, Bernard Spinrad, Richard Towey, and Hollis Wickman.

kst

School of
Home Economics

Oregon State University

Corvallis, Oregon 97331 (503) 754-3551

April 15, 1983

TO: Faculty Senate

FROM: Virginia Haldeman, Chairman
Faculty Senate Bylaws Committee

RE: Annual Report of the Committee

A report to the Faculty Senate recommending the creation of a voting unit composed of all faculty members with unassociated FTE was presented at the November 4, 1982 meeting of the Senate. Following that meeting the Bylaws Committee was charged by the Executive Committee of the Faculty Senate, to develop and present to the Senate, a proposed bylaws revision to accomodate the formation of such unit.

The Bylaws Committee developed and submitted a revision to the Faculty Senate Executive Committee in March 1983. Concerns were raised by members of the Executive Committee and Dean Nicodemus and conveyed to this committee. At the present time (April 15, 1983) the committee continues to work toward a revision of the bylaws to accomodate senate representation for unassociated faculty.

An additional matter referred to this committee concerned faculty senate representation of the School of Education. It was the recommendation of the Bylaws Committee that consideration of this matter be deferred until the organizational structure and faculty assignments to the OSU campus and the WOSC campus are defined.

VH/slw

Department of Electrical and Computer Engineering

Oregon State University

Corvallis, Oregon 97331

To: Richard Scanlan, President, Faculty Senate

From: James Herzog, Chairman, Instructional Media Committee

Subject: Annual Report of Instructional Media Committee

The Instructional Media Committee focussed its actions on the following matters in the 1982-83 accademic year.

Merger of the Classroom Television, (CTV) program and IRAM

In the Summer of 1982, Jon Root, Director of CTV, and and Ben Purvis, Director of IRAM, proposed a merger of the two programs into a single Communications Media Center (CMC). The purpose of the merger was to economize on the use of resources and staff. The new program with Jon Root as the Director and Ben Purvis as the Associate Director became fully operational in Fall 1983. At the request of the Faculty Senate, the Instructional Media Committee has examined the effect of the merger. Our preliminary information indicates that the merger has met most of its objectives and is functioning well. Further information regarding faculty acceptance will be obtained by the use of a faculty survey in Spring Term.

Faculty Survey

A faculty survey will be distributed to all faculty in Spring Term 1983. This survey requests specific input regarding the use of CMC services and the degree of satisfaction experienced by the faculty. It will also solicit faculty opinion regarding the need for personal computer resources, support for unsponsored research, and other services involving the use of media equipment.

Personal Computer Resource Center

The committee prepared a "white paper" documenting the need for a resource center for equipment and programs related to personal computers. This paper has been distributed to the University Computer Committee and the Dean of Undergraduate Studies for further action.

Research Office Oregon State University Corvallis, Oregon 97331-2135 (503) 754-3437

April 12, 1983

MEMORANDUM

TO: Executive Committee of the Faculty Senate

FROM: Jo-Ann C. Leong, Chair, Research Council

SUBJECT: Research Council Activities, July 1, 1982, to date

The purpose of the Research Council is to promote, stimulate, and facilitate research activity at Oregon State University. The Council does this by advising the Dean of Research concerning the dissemination of information, by providing advice on research policies, and by reviewing requests for funds from the Institutional Public Health Service Grant and the General Research Fund. In addition, the Council reviews recommendations for support from the College of Liberal Arts research program.

During the period July 1, 1982, to date, the Research Council reviewed 49 requests for support. Of these requests, 39 were approved for funding at a total of $136,447. The source of funds and amounts provided are indicated below.

Source of Funds	Number of Grants	Total Amount
Public Health Service Institutional Grant	14	$69,265
General Research Fund	14	39,434
CLA Research Fund	11	27,748

The Public Health Service Institutional Grant has been renewed for April 1, 1983, to March 31, 1984; the grant amounting to approximately $104,000. This particular grant is a formula grant awarded on the basis of project funds assigned to Oregon State University on a competitive basis. Funds from the PHS Institutional Grant are monitored by the Research Council; they may be used for

activities which can be clearly shown to be in support of health-related research.

Members of Research Council	Year of Termination
A. J. Ferro, Microbiology	Indefinite
W. H. Foote, Agricultural Experiment Station	Indefinite
J. C. Leong, Microbiology (Chair)	1983
D. S. Fullerton, Pharmacy	1983
M. Matsumoto, Veterinary Medicine	1983
N. I. Bishop, Botany	1984
D. R. Buhler, Agricultural Chemistry	1984
D. D. Simmons, Psychology	1984
M. Cutler, Physics	1985
S. Levi, Oceanography	1985
P. K. Bhattacharya, Electrical Engineering	1985

mep

Department of Zoology Oregon State University Corvallis, Oregon 97331-2914 (503) 754-3705

18 April 1983

Dr. Richard A. Scanlan
President, OSU Faculty Senate
Oregon State University
Corvallis, Oregon 97331

Dear Dr. Scanlan:

The retirement committee this year on 27 January presented a program on tax deferred annuities. The offering for higher education has been doubled by the addition of three new companies.

Currently the committee is reviewing various legislative bills dealing with retirement. It hopes to complete this project on 20 April. At that time a summary of our recommendations will be made in a letter to the Chairman of the Salary and Wages Subcommittee of the Ways and Means Committee of the Oregon Legislation. This letter will be sent to your office for approval before forwarding to Salem with copies to Senator Trow and Representative Van Vliet. Timing is important here as the legislature is just starting to take up some of these bills.

The committee is also planning a retirement program to be presented to the faculty in late May.

Sincerely,

Frederick L. Hisaw

Frederick L. Hisaw
Chairman, Retirement Committee

FLH/ss

Educational Opportunities Program

Oregon State University

Corvallis, Oregon 97331 (503) 754-3628

April 15, 1983

To: Richard Scanlan, President
Faculty Senate

From: Charles Warnath, Chair
Special Services Committee

RE: Report on Special Services Committee, 1982-83 AY

The Special Services Committee has met several times each term during the current academic year. The initial meeting was devoted to clarifying the Committee's charge and function for new and returning committee members. The Committee understands these to be two-fold: A) To serve as a resource for and provide support to the constituent programs - namely, Upward Bound and the Educational Opportunities Program; and B) to provide administrative oversight to the programs.

Early in the year, meeting topics included bringing committee members up-to-date on the status of the programs and the federal grant programs that have been established in the EOP; namely, the Special Services Project (SSP) and the College Assistance Migrant Program (CAMP). Subsequent meetings were devoted to discussion of federal and state funding problems and anticipated ramifications for the programs.

A major activity in Winter term was planning for and conducting a meeting with Congressman Denny Smith concerning his support for education programs at Oregon State University which are dependent in large degree on federal monies. Congressman Smith accepted our invitation to come to campus on March 4, 1983. He met with the entire Special Services Committee and the following invited guests, which included President MacVicar; Deans Kuipers, Barr, and Trow; Dick Pahre; Ramon Chacon; and Mimi Orzech. The meeting impressed upon Congressman Smith the critical nature of the situation facing minority and low-income students in post-secondary education, and specifically OSU (see attached correspondence). The Committee will undoubtedly continue to monitor this political situation.

CW/jmn

April 12, 1983

To: Interested Faculty

From: Miriam Orzech

Re: Congressman Denny Smith's Visit With EOP

I think it is clear that our discussion last month with Congressman Smith has had a positive impact upon him. I hope that it will prove to be a lasting one and that he will be helpful to us in the future. I hope the attached letter by Denny Smith to Secretary Bell is a true indication of a changed perspective regarding federal educational programs. Terrell Bell's response (also attached) seems to express the Administration's consistent lack of urgency regarding the problems of low-income students and federal programs.

MWO/jmm

DENNY SMITH
2D DISTRICT, OREGON

WASHINGTON ADDRESS:
1207 LONGWORTH HOUSE OFFICE BUILDING
(202) 225-5711

SALEM ADDRESS:
4035 12TH S.E. #20
P.O. BOX 13089
SALEM, OREGON 97309
(503) 399-5756

COMMITTEES:
INTERIOR AND INSULAR AFFAIRS
VETERANS' AFFAIRS

Congress of the United States
House of Representatives
Washington, D.C. 20515

March 16, 1983

The Honorable Terrel H. Bell
Secretary of Education
Department of Education
400 Maryland Avenue S.W.
Washington, DC 20202

Dear Secretary Bell:

Recently, I had the pleasure of meeting with directors and representatives from the TRIO programs at Oregon State University. At this meeting, several questions were posed regarding the future status of these programs. I would appreciate your assistance in responding to their concerns:

1. The President's alternative to TRIO, which serves the low-income populations, was to allow a Special Services Program to exist which would serve colleges enrolling 50 percent minority students. What is the Department of Education planning to do for districts without colleges with a 50 percent or more migrant population?

2. According to a constituent who attended the meeting, David Stockman did an analysis on TRIO programs in 1982. The findings were that it was a cost effective program and one that the Administration supported. Why has this position changed?

3. As you are well aware, default rates on student loans is an annual concern of Members of Congress, myself included. However, Oregon State University boasts a 4% default rate on loans which is well below the national average. Because of their success, what can be done to accomodate OSU in consideration for future funding?

Any information you can supply will be welcomed. I look forward to your response.

Best regards,

Denny Smith
Member of Congress

DAS/sw

cc: Ramon A. Chacon, Upward Bound, Oregon State Univ.
Lita Verts and Dr. Miriam Orzech, Educational Opportunity Programs, OSU

UNITED STATES DEPARTMENT OF EDUCATION

THE SECRETARY

MAR 25 1983

MAR 31 1983

The Honorable Denny Smith
House of Representatives
Washington, D.C. 20515

Dear Mr. Smith:

Thank you for your letter of March 16 regarding the future status of the TRIO program.

We are currently reviewing your request and will send you a more thorough response shortly.

If my staff can be of assistance to you in the interim, please do not hesitate to contact the Office of Legislation and Public Affairs at 245-8233.

Sincerely,

T. H. Bell

Department of Biochemistry and Biophysics

Oregon State University

Corvallis, Oregon 97331-6503 (503) 754-4511

TO: Richard Scanlan, President, Faculty Senate

Donald L. MacDonald.

FROM: Donald L. MacDonald, Chairman, Undergraduate Admissions Committee

DATE: April 7, 1983

SUBJECT: Annual Report of Undergraduate Admissions Committee

1. The Undergraduate Admissions Committee held sixteen meetings between July 1, 1982 and April 1, 1983. An additional five or six meetings will probably be held before June 30, 1983. So far 614 cases have been referred to the committee for action.

2. Of the total, 119 were a part of the National Student Exchange Program and 194 were other special students.

3. Of the remainder, 140 freshman were regular students admitted under the 5% special admit program for the year 1982-83. (The 5% quota for this academic year is 135 enrolled students; 118 of the above 140 have actually matriculated.) To date, 15 students have been admitted under this program for the 1983-84 school year, for which the quota (5% of the fall 1982 freshman class) will be 120.

4. A total of 79 transfer students have been admitted.

5. In all, 67 students were rejected.

Attachment to April 7 and May 5, 1983 "Reports to the Faculty Senate"

Faculty Panels for Hearing Committees — March 1982

Panel A (Term ends 6/30/82)	Panel B (Term ends 6/30/85)
Kenneth M. Ahrendt	Kenneth L. Beals
Douglas R. Caldwell	Robert H. Birdsall
Louise E. Garrison	Marlan G. Carlson
Richard S. Johnson	Roswitha G. Hopkins
Laverne D. Kulm	John P. King
Walter D. Loveland	Gloria A. Levine
Mariol R. Peck	Mary E. Phillips
Ian J. Tinsley	Kenneth E. Rowe
	Robert L. Smith
	Lester B. Strickler

Alternates

(Listed in the order they would be called to serve if needed)

Eve-Mary Doudoroff	Daniel J. Brown
Cyrana Stadsvold	Clayton A. Paulson
Charles L. Rosenfeld	Malcolm Daniels
Vicki J. Osis	Terry L. Miller
Robert L. Rackham	Allan H. Doerksen
Willard M. Holsberry	E. Steve Woodard
Billie K. Stevens	Joseph E. Nixon
Paul C. Katen	Roman A. Schmitt
Steve L. Lindsey	James E. Anderson
	William J. Robertson.
	Thomas H. Luba

* * * * * * * * * * * * * * * * *

FACULTY PANELS FOR HEARING COMMITTEES
NOMINEES FOR ELECTION

William Harrison, Assoc. Prof., Business
Robert E. Ruff, Research Assistant, Oceanography
Joseph L. Gradin, Research Assistant, Veterinary Medicine
Harold Engel, Associate Prof., Veterinary Medicine
John H. Beuter, Professor, Forestry
James E. Torpey, Assoc. Prof., Physical Education
Marilyn Lunner, Assoc. Prof., Extension
Michael Kinch, Assoc. Prof., Library
Charles Sutherland, Assoc. Prof., Forest Management
Joseph Karchesy, Research Assoc., Agricultural Chemistry
Ed Piepmeier, Professor, Chemistry
Frank N. Dost, Professor, Extension
Arnold Flath, Professor, Physical Education
J. Gilbert Knapp, Associate Prof., Music
Warren Schroeder, Professor, Civil Engr.
Danil R. Hancock, Assoc. Prof. (RSR), General Science
Diana K. Conrad, Assoc. Prof., Admissions
Walter E. Matson, Professor, Extension
David Bucy, Assoc. Prof., Planning & Institutional Research
Judy K. Carpenter, Instructor, H&PE
Gene Newcomb, Research Assoc., Botany/Agricultural Exp. Station
Lawrence Griggs, Assistant Professor, Educational Opportunities Program
Nancy Leman, Instructor, English

OREGON STATE SYSTEM OF HIGHER EDUCATION
OFFICE OF THE CHANCELLOR
P.O. Box 3175
EUGENE, OREGON 97403

TELEPHONE
(503) 686-4153

April 5, 1983

Dr. Richard Scanlon
President, Faculty Senate
Oregon State University
Corvallis, OR 97331

Dear Dr. Scanlon:

Many thanks for your March 31 note and invitation to bring greetings to the OSU faculty on September 16.

I am delighted my schedule permits me to accept. I look forward with pleasure to being with you on Faculty Day.

Sincerely,

William E. Davis

William E. Davis
Chancellor

OREGON STATE UNIVERSITY Corvallis, Oregon 97331
Faculty Senate Office (754-4344) Social Science 107

5/23/83

REPORTS TO THE FACULTY SENATE
June 2, 1983

Agenda for the Senate Meeting: Thursday, June 2, 1983; 3:00 p.m., LaSells Stewart Center

The Agenda for the regular June 2 Senate meeting will include the reports and other items of business listed below. To be approved are the Minutes of the May 5 meeting, as published in the Staff Newsletter Appendix.

A. Reports from the Faculty

1. Curriculum Council Report (pp. 5-11) - Doug Stennett

Attached is a Curriculum Council report recommending adoption of a proposal to add "Tourism" to the Hotel and Restaurant Management Program. The new program would be "Hotel, Restaurant, and Tourism Management."

2. Budgets & Fiscal Planning Committee (pp. 12-13) - John Block

Attached is the B&FPC analysis of the proposal to change the Hotel & Restaurant Management Program to Hotel, Restaurant, & Tourism Management.

3. Curriculum Council/Graduate Council Report (pp.14-20)- Lyle Calvin

Attached are revised Off-Campus Guidelines for the proposal, review and approval of new programs, off campus. The Senate adopted the current Guidelines in April 1982 (see Minutes of April 8, 1982, p. XXXV).

4. Report on Candidates for Degrees (p. 21) - Bud Gibbs

Attached is the Registrar's Memorandum dated May 6, 1983, which outlines the policies and procedures for the review and approval of candidates for baccalaureate and advanced degrees and for Senior Honors. Before the names are forwarded to the President for conferral of the degrees and honors at Commencement on June 5, the Faculty Senate is asked to approve these candidates on behalf of the Faculty of the University. These candidates have been certified by the appropriate academic units, committees, and councils. If a Senator wishes to check on the status of any individual candidate(s), the lists will be available in the Registrar's Office on Thursday, June 2, prior to the Senate meeting.

5. Gene Research & Biotechnology Center Proposal - Roy Morris (pp. 81-87)

Attached at the end of this Reports to the Faculty Senate is a report of a group of Faculty who have associated for the purpose of establishing on the OSU campus a Center to be known as the Gene Research and Biotechnology Center. Senate endorsement of the proposal is sought.

6. Legislative Liaison - Bob Becker

Immediate Past President Bob Becker will give the Senate his regular legislative and OSBHE report on issues of interest or concern to the Faculty.

7. Faculty Status Committee Report (pp. 22-35) - Larry Boersma

Attached is the Faculty Status Committee report on the matter of Research Assistant representation in the Senate. Also attached is a motion prepared by the Executive Committee for Senate consideration.

8. Registration and Scheduling Committee Report - P. Magnusson

Although it is a not a Senate Committee, the Registration and Scheduling Committee has reported annually to the Senate to keep it apprised of the status of plans. Please note in the attached report that the committee is suggesting approal of procedures that have had a one year trial. (pp. 36-40)

9. Committee on Committee's Report (pp. 41, 42) - Glenn Klein

Attached is the Committee on Committee's report recommending changes in the Standing Rules of several committees. Current language and proposed changes are noted in an attachment prepared by the Faculty Senate Office. Senate action is required.

10. Ad Hoc Committee to Investigate Petitions, Policies/Practices (pp. 43, 44) - Doug Stennett

Attached is the report of an Ad Hoc Committee to study the handling of petitions. This Committee was appointed upon discovery that no policy guidlines on the handling of petitions existed.

11. Bylaws Committee Report (pp. 45-50) - V. Haldeman

Attached is the Bylaws Committee report on Unassociated FTE. The report will be presented at the June meeting but, in accordance with the provisions of the Senate's Bylaws, voting will not take place until the October Senate meeting.

12. Faculty Economic Welfare Committee (pp. 51-57) - Van Volk

Attached are several sets of statistics prepared by the FEWC for the Senate's information. As noted in Chrm. Volk's Memo, the FEWC is asking Senate approval for distribution of the information.

13. Graduate Council (pp. 58-61) - A. Messersmith

The Graduate Council proposes to amend the policy of awarding all degrees at the June Commencement to award graduate degrees at the end of each of the four terms. Senate action is necessary. The report is attached.

B. Reports from the Executive Committee

1. Faculty Reviews and Appeals Committee Appointees

The Executive Committee has appointed, subject to Senate confirmation, Fred Obermiller, Agricultural and Resource Economics, and Bob Fuquay, Political Science, for three-year terms ending June 30, 1986. One position remains to be appointed.

2. Administrative Appointments Committee Appointees

The Executive Committee has appointed, subject to Senate confirmation, Patricia Wells, Business, and Charles Smith, Engineering, to three year terms, ending June 30, 1986, on the Administrative Appointments Committee. One position yet to be appointed.

3. Annual Reports of Senate Committees/Councils

All Senate committees and councils are expected to report annually to the Senate, and to describe their work for the year. These reports are particularly important for committees/councils that do not make regular reports to the Senate. Below is a list of reports that are attached. In most instances, the reports are for the information of the Senate, and committee chairmen may not be present at the meeting. Questions regarding one of the reports should be directed to the chairman (prior to the meeting through the departmental affiliation), or to the Senate President, if appropriate. For committees/councils which operate right up to the June 30 ending date, the reports will be presented as part of the October "Reports to the Faculty Senate."

a. Graduate Admissions Comm. (Ron Cameron, Botany, chrm.)(pp.62-72)
b. Faculty Recognition & Awards Comm. (Margy Woodburn, H.Ec.,(p.73) chairman)
c. Research Council (Jo Ann Leong, chrm.) (pp. 74-75)

4. Interinstitutional Faculty Senate (IFS) Meeting

The IFS met on May 20 and 21 in Klamath Falls. IFS Senators representing OSU were Thurston Doler, Wil Gamble, and Glenn Klein. Senator Gamble will report on the work of the IFS.

5. Faculty Day Reminder

Faculty Day for 1983 will be held on Friday, September 16, at the Stewart LaSells Center. The program is tentatively set to begin at 8:30 a.m., and is expected to last until 10:15. It will be followed by an informal coffee hour in the main lobby. The Faculty Day Program will be highlighed by presentation of several Faculty awards, as well as Greetings from Chancellor Davis. Several sessions of interest to Faculty are being planned for the afternoon. Additional information was contained in the May 26 Staff Newsletter, including a listing of the college/school meetings.

6. Faculty Committee on Facilities, Siting, and Space

At the direction of the Senate, the Executive Committee has requested the Committee on Committees to review the matter of establishing a Faculty committee on facilities, siting, and space, and to make a recommendation to the Senate. That review is currently in process, but it is not expected that the Committee on Committees will make its recommendation until the October meeting.

7. Faculty Senate Committee/Council Appointees

The Executive Committee has completed the process of appointing members and chairmen to all of the Faculty Senate committees and councils. The Executive Secretary is in the process of contacting those who will be asked to serve.

8. Search Committee Updates

Reports on pertinent and appropriate information concerning the Search Committees currently in operation will be presented to the Senate.

9. Faculty Panels for Hearing Committees (pp. 76, 77)

Attached is a copy of the Teller's Report from the May 5 election of a Faculty Panel. The ten individuals receiving the highest number of votes will comprise the Panel; the other individuals are alternates.

10. AR 20; Revised Wording (pp. 78-80)

The Dean of Faculty pointed out to the Executive Committee an omission in the wording of the Revised AR 20 adopted by the Senate earlier this year. The corrected wording is noted here for the Senate's information, and will be contained in the various publications with the next editions.

11. Association of Oregon Faculties Meeting

The State AOF meeting was held on Saturday, May 4, in Eugene. A report on items of interest to OSU Faculty will be presented.

C. Reports from the Executive Office

D. New Business

Curriculum Coordination Oregon State University Corvallis, Oregon 97331 (503) 754-3711

May 17, 1983

TO: Richard Scanlan, President
Faculty Senate

FROM: Doug Stennett, Chairman
Curriculum Council

The Curriculum Council, at its May 17 meeting, approved the attached program changes in Hotel, Restaurant and Tourism Management which is administered jointly by the School of Business and the School of Home Economics.

These changes involve a new track in Tourism Management and a related title revision. The proposal also requires a change in prefix from HRM to HRTM and approval of two new courses (HRTM 300 and HRTM 400). The new HRTM courses require 0.25 FTE increase for the program $7500 plus OPE ($2353.50). These funds will be obtained through intra-university transfer of resources.

The Curriculum Counfil recommends approval.

DS/kls

OREGON STATE UNIVERSITY

SCHOOL OF BUSINESS

AND

SCHOOL OF HOME ECONOMICS

PROGRAM IN HOTEL, RESTAURANT, AND TOURISM MANAGEMENT

The existing undergraduate major in Hotel and Restaurant Management currently includes the subject of tourism as an integral part of the program. Graduates are prepared to enter the tourism industry, which is now the third largest industry in the State of Oregon. The Schools of Business and Home Economics propose that an additional emphasis on tourism be incorporated into the existing program. Two changes in the program are requested. These changes would become effective upon approval by the appropriate state agencies.

Change of Title: A change in the program title from Hotel and Restaurant Management to Hotel, Restaurant, and Tourism Management is proposed.

Variation in the Course of Study: A change in the existing course of study would provide opportunities for students interested in tourism management. A set of common courses, 59 hours, will be required of all majors. Students will select one of two tracks: Hotel and Restaurant Management or Tourism Management. The Hotel and Restaurant Management track consists of 46 hours in addition to the common 59 hours (total major hours = 105). The coursework in this track is unchanged from the existing major requirements. The Tourism track consists of 35 hours of coursework from a variety of departments in addition to the common requirements (total major hours = 94). This track varies from the existing major requirements by substituting tourism-related courses for the restaurant and institution management courses.

Course Changes and New Course Requests: To reflect the change in title, the existing HRM course prefix is to become HRTM. Twelve courses bearing the HRM prefix will be affected.

Two new courses, HRTM 300, Principles of Tourism, 3 hours, and HRTM 400, Tourism Marketing and Research, 4 hours, are being proposed. These would be required of all students selecting the tourism management track.

HOTEL, RESTAURANT, AND TOURISM MANAGEMENT MAJOR

Two Tracks of Study

COMMON COURSES

HRTM	105 (3)	BA	131 (4)
HRTM	106 (3)	BA	211 (4)
HRTM	215 (4)	BA	226 (4)
HRTM	230 (1)	BA	235 (4)
HRTM	460 (4)	BA	302 (4)
Ec	213 (4)	BA	312 (4)
Ec	214 (4)	BA	313 (4)
		BA	361 (4)
		BA	495 (4)

Practicum Requirement: 600 hours working in related occupations. Total, Common Courses: 59

HOTEL AND RESTAURANT TRACK

HRTM	350 (4)	Mb	130 (3)
HRTM	360 (4)	FN	215 (5)
HRTM	406 (3)	FN	225 (4)
HRTM	450 (4)	FN	313 (3)
		CT	250 (3)
		IM	311 (4)
		IM	441 (3)
		IM	442 (3)
		FST	421 (3)

Specific Hotel and Restaurant Track Courses: 46

Total Major: 105

TOURISM TRACK

HRTM	300 (3)*	Ec	414 (4)
HRTM	400 (4)*	Ec	463 (3)
		RR	251 (4)
		RR	321 (4)
		RR	381 (3)
		Geog	107x(3)**
		BA	467 (3)
		BA	478 (4)

Specific Tourism Track Courses: 35

Total Major: 94

* New Courses

** Currently Geog 207. Title and number to be changed for 1984-85. Temporary "X" title and number change for 1983-84.

TOURISM MANAGEMENT TRACK

WITHIN THE

HOTEL, RESTAURANT, AND TOURISM MANAGEMENT PROGRAM (HRTM)

Freshman

Introduction to Hotel & Restaurant Management					HRTM 105		3
Hotel & Restaurant Organization					HRTM 106		3
Introduction to Economic Geography					Geog 107x		3
Introduction to Business Data Processing					*BA 131		4
Mathematics	Mth 101		Mth 162		Mth 163		12
Written & Oral Communication			Wr 121		Sp 112		6
Physical Education (1)			(2)		(3)		3
Arts/Humanities Electives							3
Free Electives					and		11
							48

Sophomore

Financial Accounting					*BA 211		4
Principles of Economics	Ec 213				Ec 214		8
Financial Controls for Hotels & Restaurants					HRTM 215		4
Business Law					*BA 226		4
Hotel Law					HRTM 230		1
Quantitative Business Methods					*BA 235		4
Resource Recreation Management					RR 251		4
Science Electives					and		3
Arts/Humanities Electives					and		3
Free Electives							13
Practice Requirement**							0
							48

Junior

Principles of Tourism					HRTM 300		3
Management Processes					*BA 302		4
Marketing					*BA 312		4
Finance					*BA 313		4
Marketing Hospitality Services					HRTM 360		4
Organizational Behavior					*BA 361		4
Technical Report Writing					Wr 327		3
Social Behavior & Resource Management					RR 321		4
Resource Recreation Planning					RR 381		3
Arts/Humanities Electives							3
Free Electives (1)			(2)		(3)		12
Practice Requirement**							0
							48

4

TOURISM MANAGEMENT TRACK (CONTINUED)

Senior

Tourism Marketing & Research	HRTM 400	_____	4
Lodging Management	HRTM 460	_____	4
Marketing Research	BA 478	_____	4
Business and Its Environment	*BA 495	_____	4
Regional Economics	Ec 414	_____	4
Transportation Economics	Ec 463	_____	3
Personnel Management	BA 467	_____	3
Arts/Humanities Electives	_____	_____	3
Free Electives (1)_____ _____ (2)_____ _____	(3)_____	_____	19
	(4) _____	_____	
			48

*Courses marked * may not be taken on an S/U basis.

**Practice Requirement: 600 total working hours in related occupations required for graduation.

SUMMARY OF ESTIMATED COSTS AND SOURCES OF FUNDS FOR PROPOSED PROGRAM

Program Hotel, Restaurant and Tourism Management

Institution Oregon State University

I. Resources Required	First Year		Second Year		Third Year		Fourth Year	
A. Personnel	Amount	FTE	Amount	FTE	Amount	FTE	Amount	FTE
1. Faculty	$7500	.25	$		$		$	
2. ~~Graduate Assistants~~ OPE	$2353.50		$		$		$	
3. Support Personnel	$		$		$		$	
4. Fellowships & Scholarships	$		$		$		$	
TOTAL	$9853.50*		$		$		$	
Percentage of Total from State Funds	100 %		%		%		%	

B. Other Resources	Amount	Amount	Amount	Amount
1. Library	$	$	$	$
2. Supplies & Services	$	$	$	$
3. Movable Equipment	$	$	$	$
TOTAL	$	$	$	$
Percentage of Total from State Funds	%	%	%	%

C. Physical Facilities	Amount	Amount	Amount	Amount
Construction of New Space or Major Renovation	$	$	$	$
Percentage of Total from State Funds	%	%	%	%

GRAND TOTAL	$9853.50	$	$	$
Percentage of Total from State Funds	100 %	%	%	%

II. Source of Funds	Amount	Amount	Amount	Amount
A. State Funds--Going-level Budg.	$9853.50	$	$	$
B. State Funds--Special Approp.	$	$	$	$
C. Federal Funds	$	$	$	$
D. Other Grants	$	$	$	$
E. Fees, sales, etc.	$	$	$	$
F. Other	$	$	$	$
TOTAL	$9853.50*	$	$	$

*Source of funds: Intra-University transfer of resources

SCHOOL OF BUSINESS
SCHOOL OF HOME ECONOMICS

HOTEL, RESTAURANT, AND TOURISM MANAGEMENT

The two proposed courses are required courses for students following the Tourism track in the Hotel, Restaurant, and Tourism Management major. In addition, students from other majors who meet the prerequisites may enroll. During 1983-84, they will be offered on the temporary "X" basis; and a permanent status for 1984-85 is proposed. The expected source of FTE for these two courses is to be an intra-University transfer of resources.

New Courses:

HRTM 300. Principles of Tourism. 3 hours. 3 (1)

Local, regional, national, and international aspects of tourism, including infrastructure and travel delivery systems. Organization and operation of agencies serving the leisure and business travel needs of individuals and groups.

This course is necessary to serve as one of two core courses in the Tourism concentration to be offered by the Hotel, Restaurant, and Tourism Management Program. As demonstrated by the increased emphasis being placed on tourism by government at all levels (federal, state, and municipal), the need exists to educate and further study the effects of tourism on social, cultural, and economic structures.

HRTM 400. Tourism Marketing and Research. 4 hours. 3 (1 1/3)

Identification and understanding of tourism demand. Emphasis on examining methods for measuring tourism response functions and on proper utilization of marketing research techniques toward developing an effective marketing program.

This course is necessary to serve as one of two core courses in the Tourism concentration to be offered by the Hotel, Restaurant, and Tourism Management Program. Materials to be covered in this course are designed to equip the student with an understanding of marketing concepts and processes instrumental to their preparation for entry into positions in the tourism industry.

Change in Prefix:

A change in the HRM prefix to HRTM is proposed. The following existing courses would be affected: HRM 105, HRM 106, HRM 199, HRM 215, HRM 230, HRM 350, HRM 360, HRM 405, HRM 406, HRM 407, HRM 450, and HRM 460.

School of Pharmacy Oregon State University Corvallis, Oregon 97331-3507 (503) 754-3725

May 17, 1983

To: Faculty Senate Executive Committee

From: Budgets and Fiscal Planning Committee

Leo Parks
Lois McGill
M. McKimmy
Ze'ev Orzech
Pat Wells
Rich Dietz
John Logan
Steve Rohde
John H. Block, Chairman

Subject: Schools of Business and Home Economics: Program in Hotel, Restaurant, and Tourism Management

There are four parts to this request:

1. Change in title whereby "Tourism" is added to the name of the program.

2. Change in the requirements whereby there will be 59 core hours followed by the student selecting either the Hotel and Restaurant Management track (46 additional hours) or the Tourism Management track (35 additional hours).

3. Change in the existing prefix from HRM to HRTM.

4. Addition of two new courses for a total of seven new credits which would be required of all students selecting the Tourism Management track.

Discussion: The Budgets and Fiscal Planning Committee did not have time to fully evaluate the fiscal impact of this proposal and submit its report to the Executive Committee by May 19. Preliminary information was given to the Chairman on May 12. Budgetary information (see below) was not available until May 17. It should be noted that the standard Category I format was not followed. This document

normally would contain evidence of need, relationship to existing programs, and estimated budgets.

It is the Committee's understanding that this program is a response to the legislative request to support the tourism industry in Oregon. It has the support of the Chancellor's and the OSU Executive's offices.

The following fiscal information can be gleaned from the data sheets accompanying the two new courses and a letter from Deans Earl Goddard and Betty Hawthorne to Dr. Douglass Stennett, Chairman, University Curriculum Council.

Library: The Library holdings are "barely adequate to support this proposal". But the costs to bring the Library's holdings up to standard for this program appear to be minimal and include $60 for books and $35 per year for subscriptions.

Staffing: It will require an additional 0.25 FTE to teach the two new courses. The estimated annual cost is $7,500 plus associated OPE. The source of the required additional salary funding is stated to be "Intra-University transfer of resources". Based on information available the morning of May 17, this "transfer of resources" may come from programs which do not realize their projected 1983-84 enrollments and will not need to hire temporary part time instructors.

Conclusion: The Program in Hotel, Restaurant and Tourism Management will require additional funds to support two new courses. Based on currently available information, the source of these funds will be from existing University programs. A modest reallocation or increase in the Library's acquisition budget also will be required.

c: Dr. Douglass Stennett
Dean Earl Goddard
Dean Betty Hawthorne

Graduate School Oregon State University Corvallis, Oregon 97331 (503) 754-4881

May 17, 1983

MEMO TO: Faculty Senate
Executive Committee

FROM: Lyle D. Calvin, Dean LDC

SUBJECT: Guidelines for the Conduct of
Off-Campus Educational Programs

The attached revision of the Guidelines has been approved by the Graduate Council and the Curriculum Council. We are forwarding it to you for action.

If you have any questions, please call me at Ext. 4881.

mc

5/17/83 DRAFT

GUIDELINES FOR THE CONDUCT OF OFF-CAMPUS EDUCATIONAL PROGRAMS

Introduction

A responsibility of Oregon State University is to fulfill the educational needs of the people of Oregon. Many citizens needing higher education may be constrained by social, economic, or geographic factors from participating in the educational programs offered on the campuses of the state colleges and universities. Oregon State University attempts to accommodate such "place-bound" people and is likely to expand significantly the offering of appropriate sound educational programs, to be known as "off-campus" programs. Following are the guidelines for their development and administration.

The description "off-campus" refers to those regular credit courses and academic programs of Oregon State University that are offered off-campus to non-traditional, placebound students. Off-campus programs are defined by the degree program (degree and major), the location of the program, and the period of time for which the program is effective. Off-campus does not refer to those regular Oregon State University courses offered away from the Corvallis campus because of special requirements for teaching sites, e.g., student teaching, internships, practicums, and clerkships. Whereas the appropriate schools and departments of Oregon State University will have the academic responsibility of and the control over the off-campus courses and programs, the University's Division of Continuing Education may administer them. OSU faculty or, when necessary, additional instructors selected and approved by the appropriate campus academic units will comprise the instructional staff for these off-campus offerings. ~~Since these~~ Courses taken by students in approved off-campus programs are regular Oregon State University courses, ~~credit for them is~~ and are not to be identified as "transfer credit." Off-campus programs differ from their campus-based counterparts only in their students, location, and--in some instances--instructional staff.

Off-campus programs are presently limited to baccalaureate and Master's degree programs.

GUIDELINES FOR OSU OFF-CAMPUS PROGRAMS

ASSESSMENT OF NEEDS

A thorough assessment to determine local off-campus educational requirements and Oregon State University's ability to satisfy those local requirements from its existing curriculum will be made before any off-campus program is established. A full assessment of needs must be made for any off-campus program in which a different degree program or a different location is proposed. If a graduate program already approved as an off-campus program is proposed at a new location, approval can be granted by the Graduate Council. If only the period of time (either a continuation or reactivation ~~in a new period of time~~ within a 5-year period) is to be changed, approval can be granted by the Graduate Council for graduate programs.

Explanation: The assessment comprises both a determination of the general educational need of potential off-campus student populations and the identification of actual course requirements for such groups. ~~The assessment activities are the responsibility of representatives of the OSU Division of Continuing Education and of the appropriate campus-based academic units.~~ The assessment activities are the responsibility of the appropriate campus-based academic unit and of the Division of Continuing Education for those programs to be administered through the Division of Continuing Education. Assessments are required to determine the number of admissible students for the potential program, the University curriculum which best fits local needs, and the degree of local interest sufficient to maintain the potential program on a self-support basis.

FINANCIAL SUPPORT

Off-campus programs shall be established and continued only so long as ~~when~~ there is a clear indication that the program can be financially self-supporting.

Explanation: ~~No~~ State-allocated funds are not ordinarily used ~~have been set aside~~ for the support of off-campus courses or academic programs. ~~Resources to support such programs must derive from local individuals or agencies.~~ In most cases, funds for individual courses will derive from student tuition or local individuals or agencies. Other resources will normally be provided by local educational institutions or agencies.

SITE EVALUATION AND SELECTION

The geographic distribution of students, the adequacy of off-campus facilities, and the feasibility of the participation of regular campus-based faculty to meet course needs must be seriously considered in the selection of off-campus sites.

Explanation: Identification of adequate off-campus facilities is part of the assessment program. The adequacy of such facilities will be determined by the campus-based academic unit responsible for the academic quality of the program. Sites selected for off-campus courses will include instructional facilities, materials, and equipment commensurate ~~to campus-based sites~~. to those used in the campus-based program.

In appraisal of off-campus facilities, special attention should be paid to the quality of locally available library resources. The OSU Library shall evaluate the off-campus library resources. If necessary, off-campus collections must be expanded by the resources of the off-campus programs and local educational institutions or agencies. Normally, classrooms and laboratory facilities are provided by local educational institutions.

PROGRAM DESIGN

Degree requirements, including curriculum, shall follow as closely as possible those for campus-based programs. Establishment of programs and their coursework will satisfy the same requirements and follow the same procedure for approval as those for campus-based programs.

Explanation: Degree programs offered through the University's off-campus program are regular Oregon State programs. Therefore, coursework should follow the order and content of that in campus-based curricula. There will be no difference in required coursework between campus-based and off-campus programs.

~~No off-campus program will be established prior to the submission and approval of a program proposal.~~ Although no off-campus program can be considered established prior to the formal approval of a program proposal, courses ~~can~~ may be given ~~which may~~ to assist in a needs assessment in a particular area. ~~Any courses taken prior to approval, however, must be counted as transfer credit and will not count towards the residency requirement.~~ Any courses taken prior to approval of the off-campus program and to admission to the program are treated as transfer courses on the student's program of study. A program proposal will follow the format and procedure currently used for Category I curriculum requests, except that proposals may be brought to the Faculty Senate at any time of the year. It will also include a tentative schedule of classes and a description of instructional staff. The OSU Division of Continuing Education may assist in the preparation of such program proposals.

~~All courses to be included offered in an off-campus program are approved by campus based academic units and the Curriculum Council prior to their offering. Forms for course approvals are available in the Office of the OSU Division of Continuing Education.~~

~~Off-campus graduate courses taken prior to the approval of an off-campus graduate degree program for that geographical area will not be applied to the residency requirement.~~

Upon entry into the program, students are required to sign a statement which acknowledges the self-support character of the program and of the University's right to terminate the program. Students in an off-campus program can, however, transfer at any time to the corresponding on-campus program.

PROGRAM EVALUATION

Quality of programs and the appropriateness of coursework to local educational needs are significant aspects of off-campus programs. They are the responsibility of campus-based academic units. Off-campus ~~coursework~~ programs will be offered only so long as actual educational needs exist, instructional staff is available, and the quality of the program can be maintained.

Explanation: A written statement of program evaluation is made annually by the campus-based academic unit, and is submitted to the appropriate academic dean and to the Dean of Undergraduate Studies or the Dean of the Graduate School for their review and approval for continuation of the program. All courses in an off-campus program are evaluated by students. The OSU Division of Continuing Education will administer the students' evaluation at the request of the academic unit. Periodic reviews of off-campus programs will also be made by the Graduate Council.

FACULTY

All faculty involved in off-campus programs shall be approved and reviewed by campus-based academic units.

Explanation: Regular campus-based faculty may participate in off-campus programs on either an in-load or over-load basis. ~~Generally, off-campus courses will require more of the faculty members' time than on campus courses. Other duties of the faculty shall be adjusted to compensate for this difference. An Instructor Approval Form must be submitted for regular faculty teaching outside their normal instructional area.~~

Adjunct faculty are approved by the appropriate campus-based units. The same criteria apply in appointment to adjunct status as for regular faculty appointments. Instructor and course evaluations conducted by DCE should be forwarded to the appropriate academic unit. ~~Representatives of campus-based academic units will interview potential adjunct faculty members prior to submission of formal nominations. Campus-based academic units will review the instructional activities of adjunct staff.~~

Adjunct faculty may be approved (a) to teach only one specific course during a single academic year, (b) to teach a set of specified courses within a given discipline for up to five years, or (c) to teach ~~the majority of~~ any courses in a given discipline for up to five years. Adjunct faculty appointments are subject to the same review procedures as regular faculty.

ADMINISTRATIVE SERVICES

Courses and programs remain the academic responsibility of campus-based academic units. Administrative services will be provided by the OSU Division of Continuing Education at the request of the academic unit.

Explanation: Administrative services include: advertisements; registration; collection and disbursement of tuition fees; preparation of class lists and grade cards; preparation of program proposals, course approval requests, instructor approval requests; liaison with local educational institutions; and other general administrative activities required by such programs.

ADMISSION POLICIES AND ACADEMIC REGULATIONS

All admission policies and academic regulations governing campus-based programs shall apply to off-campus programs unless otherwise specified.

ACADEMIC RECORDS

It shall be the responsibility of the OSU Registrar to ~~develop and~~ maintain permanent academic records for all students admitted to ~~formal~~ any ~~programs~~ of the University's off-campus programs.

Explanation: Classes in off-campus programs are regular university courses and official academic records for students admitted to off-campus programs will be maintained ~~by the OSU Registrar.~~ "DCE" will not be used on official University student academic records, but transcripts will identify off-campus coursework.

ADVISING

Students formally enrolled in off-campus programs shall be assigned an advisor from the regular University instructional staff and shall confer with their advisors at least twice during the academic year.

Explanation: Off-campus program proposals will provide for regular, on-site advising that integrates the activities of OSU head advisors, OSU academic advisors, and local advisors, if any, approved by the academic units.

DEGREE REQUIREMENTS

Degree requirements for off-campus programs shall be the same as for on-campus programs, except:

(a) BACCALAUREATE RESIDENCY: Degree-seeking students in off-campus baccalaureate programs must complete a minimum of 45 term hours of coursework, taught by members of the regular campus-based OSU faculty. Of those 45 hours, a minimum of 15 term hours of upper-division credit courses in a student's major field(s) must be included.

(b) ~~GRADUATE RESIDENCY: A majority At least half of the total graduate credit hours included in a student's approved program must be taught by regular campus-based University faculty. Off-campus courses taken prior to off-campus program approval and or prior to the student's being admitted to Graduate School will not count as residency.~~

(b) GRADUATE RESIDENCY: Masters Programs:

At least half of the total graduate credit hours included in a student's approved program of study must be taught by regular campus-based University faculty. Off-campus courses taken prior to off-campus program approval and prior to the student's admission to Graduate School can be counted to meet the above requirement, although they cannot be used to meet the normal 30 hour requirement after admission.

Office of the Registrar Oregon State University Corvallis, Oregon 97331 (503) 754-4331

May 6, 1983

TO: Dr. Richard A. Scanlan, President
Faculty Senate

FROM: Wallace E. Gibbs WEG
Registrar and Director of Admissions

SUBJECT: Faculty Senate Consideration of Degree Candidates

If appropriate, I will be happy to be in attendance at the Faculty Senate meeting on Thursday, June 2, 1983 to present the recommended lists of degree candidates in the following categories:

1. Senior Honor Students

   As approved by the Faculty Senate on April 1, 1971, the designation "with highest scholarship" will be conferred by the Faculty Senate upon those students graduating with a cumulative GPA of 3.75 or better and who have been in attendance at Oregon State University for at least two regular academic years. The designation "with high scholarship" will be conferred upon students with a cumulative GPA of 3.25, but less than 3.75, and who have been in attendance for at least two regular academic years. These notations will be shown on the Commencement program, the diploma, and transcripts of the student's permanent academic record.

2. Baccalaureate Degree Candidates

   Those students verified as having completed all academic/college/school and departmental requirements by the academic dean, and institutional requirements by the Registrar's Office. These candidates are to be approved by the Academic Requirements Committee for recommendation to the Faculty Senate.

3. Advanced Degree Candidates

   Those graduate students who have completed degree requirements satisfactory to the Graduate Council for recommendation to the Faculty Senate.

As has been confirmed to the faculty and staff, Spring Term grades for graduating students are to be turned in by noon on Tuesday, May 31, 1983.

cc: Dean David B. Nicodemus
Dean Lyle D. Calvin
Ralph H. Reiley, Jr.

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754 4344

May 23, 1983

EXECUTIVE COMMITTEE RESOLUTION:

Whereas, the Bylaws of the Oregon State University Faculty Senate state that: "The Executive Committee of the Faculty Senate shall determine each autumn the full-time-equivalent staff members having rank of instructor or higher in each School or College, and shall establish the number of representatives and their apportionment on the basis of one representative for each fourteen (14) full-time-equivalent staff members or major fraction thereof."

And Whereas, the Executive Committee of the Faculty Senate has expressed its desire to follow the Resolution of the Faculty Senate on the question of whether the rank of Research Assistant should be included among the ranks of "instructor or higher" referred to in the Bylaws.

BE IT RESOLVED, that the rank of Research Assistant be included in the ranks of "Instructor or Above" referred to in Article V, Section I: "Apportionment."

* * * * * * * * * * * * * * * * * * * *

(Attached for the Senate's information is a copy of the current wording of the Administrative Rules section defining "Academic Rank; see p.31)

Oregon State University is an Affirmative Action/Equal Opportunity Employer

Department of
Soil Science

Oregon State University

Corvallis, Oregon 97331 (503) 754-2441

May 5, 1983

MEMORANDUM

TO: Dick Scanlan, President
Faculty Senate

FROM: Larry Boersma, Chairman LB
Faculty Status Committee

SUBJECT: Representation for Research Assistants in the Faculty Senate

The Faculty Status Committee (FSC) has considered the request for representation and voting rights in the Faculty Senate made by Research Assistants employed by Oregon State University. The request was made by attached memorandum, dated 21 March, 1983, from the Research Assistant Committee to you. We considered this request according to your instruction of 1 April, 1983.

The Faculty Status Committee has discussed the issues pertaining to the faculty status of RA's on several occasions during the past few years. The most recent discussion was during the 1981-1982 academic year, specifically during the Spring Semester of 1982. These discussions were summarized in the attached memorandum, dated 16 June, 1982, from the Faculty Status Committee to the Executive Committee of the Faculty Senate. The memorandum represented the concensus of the FSC but was not formally voted on.

The Faculty Status Committee evaluates the issue as follows:

1. The Research Assistant rank is both a faculty rank and part of the academic ranks of the University as defined by the Oregon State Board of Higher Education Administrative Rules, Section 580-20-005.

2. The Oregon State University Faculty Handbook includes the Research Assistant with academic ranks (p. 23, OSU Faculty Handbook).

3. The Oregon State University Research Handbook includes the Research Assistant with the academic ranks (p. 61, OSU Research Handbook).

4. Changes in the apportionment of Senate seats following from inclusion of Research Assistants in Faculty Units, indicated in attached chart, are based on best present estimates. The number in parentheses is the unit representation with the inclusion of Research Assistants.

5. Rationale against representation of Research Assistants in the Faculty Senate has been based on considerations such as:

> ".....Faculty Senate representation based upon independent responsibility for teaching, research, and/or public service should continue. The inclusion of research or senior research assistants in Faculty Senate representation would be including a group that is thought to be mostly outside of the appropriate faculty group. However, this is not to be taken to mean that research and senior research assistants do not have rights of access to many Faculty Senate committees - they do."

Our interpretation of existing documents is that Research Assistants are classified as faculty and therefore should have representation in the Faculty Senate. At the same time the opinion exists that Research Assistants constitute a group outside of the appropriate faculty.

The Faculty Senate has the authority to formulate and use its own definitions of "Faculty." It is our conclusion that the Executive Committee of the Faculty Senate should place this issue before the Senate and resolve it by discussion and formal vote on the motion:

> "be it resolved that Research Assistants should have full representation in the Faculty Senate."

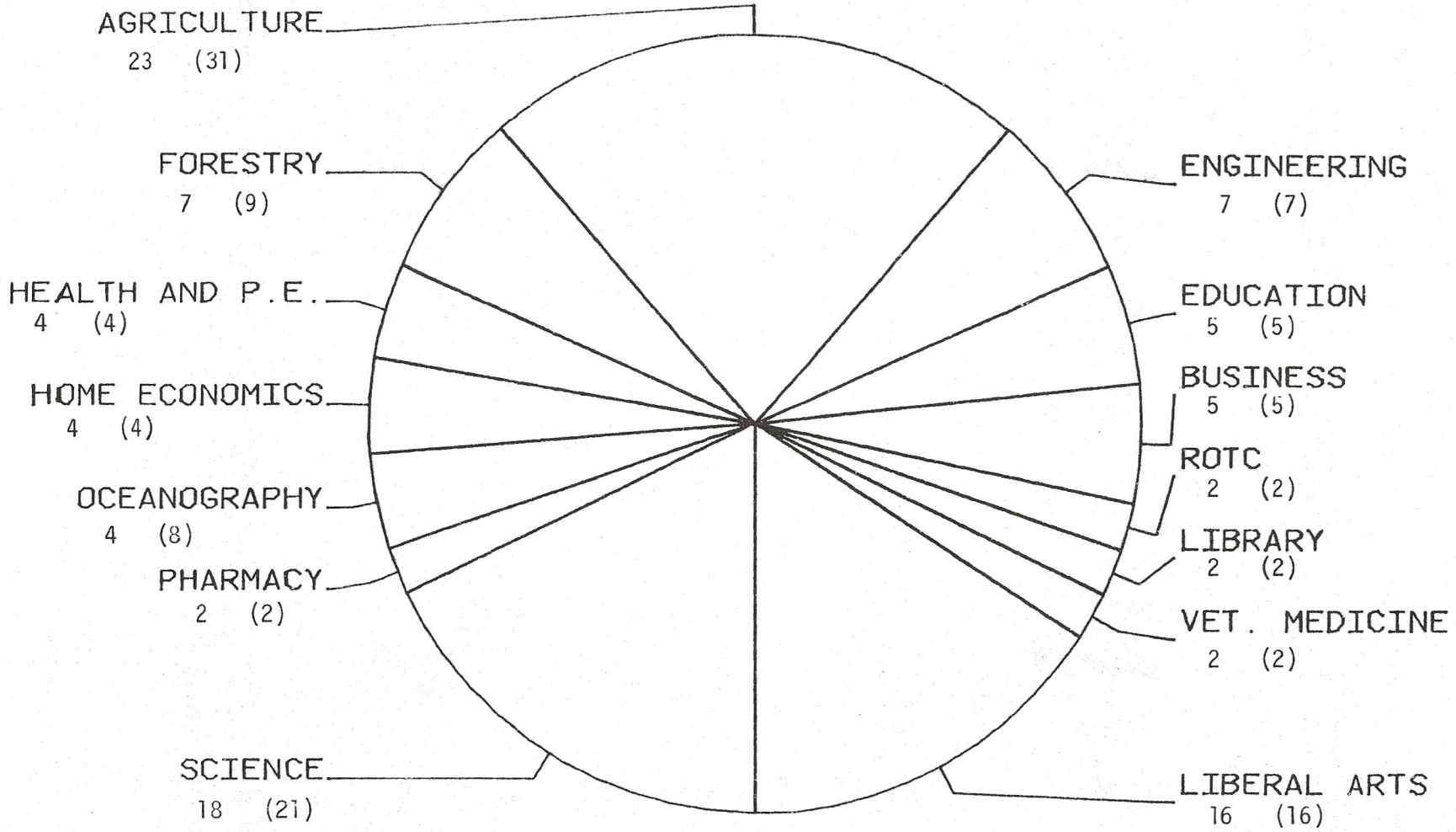
The Faculty Status Committee does not make a recommendation regarding the motion. The FSC is too small a group to be considered a representative unit of the Senate.

/sq
Enc.

cc: Faculty Status Committee

1. June 16, 1982. Memo from FSC to Executive Committee.
2. March 21, 1983. Memo from Research Assistant Committee to Executive Committee.
3. Chart showing present and projected composition of Faculty Senate.

FACULTY SENATE MEMBERSHIP
JANUARY 13, 1983



School of Forestry Oregon State University Corvallis, Oregon 97331

March 21, 1983

MEMO TO: Richard Scanlan, President
Faculty Senate

FROM: The Research Assistant Committee Pam Henderson

SUBJECT: VOTING RIGHTS FOR RESEARCH ASSISTANTS

On behalf of members of the rank of Research Assistant, the Research Assistant Committee would like to petition the Faculty Senate to grant voting rights in the Faculty Senate for all those employed in the rank of Research Assistant. We base this request on the following arguments.

ARGUMENTS

1. The Research Assistant rank is both a faculty rank and part of the academic ranks of the University as defined by the Oregon State Board of Higher Education Administrative Rules, section 580-20-005 (1).

This is further acknowledged in the OSU Faculty Handbook (p. 23 and p. 8 of the Appendix entitled OSU Faculty Staffing Plan), and the OSU Research Handbook (p. 61). 1/ No one has to our knowledge made a ruling as to which rank is "higher", Research Assistant or Instructor. Going strictly by the wording used in the Board's rules, Research Assistant comes before Instructor in the listing of ranks. Dean Nicodemus indicated to the Research Assistant Committee that the ranks of Research Assistant and Instructor are to be considered about the same, with neither higher nor lower than the other. 2/ The Faculty Senate has chosen to use the phrase "Instructor and above" to exclude Research Assistants, but there is no formal support for using this as a definition of faculty.

Two recent legal rulings have further confirmed that Research Assistants at OSU are academic faculty: 1) Judge Frye ruled that Research Assistants are faculty for the class action suit currently before her; and ii) the Employment Relations Board recently ruled, for the second time, that Research Assistants belong in any OSU faculty bargaining unit. 3/

1/ A copy of all reference material indexed in this memorandum has been supplied to the President of the Faculty Senate under separate cover.

2/ RAU Handbook, February 1981

3/ Employment Relations Board: Conclusions of Law, January 1983

2. The aims of the Faculty Senate include a) study and preparation of recommendations to the President of OSU concerning faculty welfare, and b) provision of the means through which any matter of general interest to the faculty may be brought for discussion and appropriate action. 4/

It is unfair to deny Research Assistants voting representation in these decisions, especially since the Senate claims to represent the faculty. Research Assistants are hired as faculty. 5/ The Senate is the only body on campus where such items concerning faculty welfare and working conditions are discussed. Therefore, our only choice for representation is in the Faculty Senate. We do not have the option, as some faculty members have indicated, to become classified.

3. There are some apparent inconsistencies in the way voting rights are currently allocated. The inequity felt by the Research Assistants centers around the fact that a faculty member employed in any other rank, no matter what his or her actual job, is automatically included in all academic affairs. Research Assistants, no matter how 'academic' their job, are excluded.

Some of the reasons given in the past for excluding Research Assistants from the Faculty Senate are:

a) that they are temporary staff. This also applies to most Research Associates, fixed-term Instructors, and visiting faculty. In fact, about half of the 300 or so Research Assistants may be expected to stay at OSU for more than 3 years. A quarter will continue for much longer up to 20 years. 6/

b) that they are not academic because they do not have Ph.D.s. Many Instructors do not have Ph.D.s. Some Assistant Professors do not have Ph.D.s. 7/ Yet they can vote. The Research Assistant is required to have an academic background. Half have master's degrees in their field. The rest have bachelor's degrees. Many have years of research experience. Their work must conform to the high academic standards of good research.

c) that they are not academic because they do not teach. This applies also to Research Associates, many on the "Senior Research" type of appointment, many in IRAM, Counseling Services, EOP, the Library, and those in administrative positions who hold faculty ranks.

d) that they are graduate students. Graduate students in other ranks, notably Instructors, are not necessarily excluded from voting. In fact, the vast majority of research assistants are not graduate students. 8/

4/ Faculty Senate Bylaws, Article II, Sec. 2, (b) and (c)
5/ Some sample Job Descriptions for Research Assistants
6/ Research Assistant First Survey, March 26, 1980, p.3
7/ OSUFA Objections to Preliminary Findings for ERB, December 1982, p.3
8/ RAU Handbook, p.2

e) that the Research Assistant rank is a "catch-all" rank. On the contrary, recent surveys show clearly that most Research Assistants fall into the category of working on "active research". 9/ They are usually hired as part of a research team, and perform a vital and needed role in accomplishing OSU's research programs. This might be compared to the hiring of fixed-term Instructors to fulfil many teaching and teaching support functions. About 13% 10/ of the Research Assistant rank is employed in some kind of administrative capacity, which is no different from all the other faculty ranks. Administrative or 'non-regular' faculty are found in all ranks.

The AAUP brief presented at the recent ERB hearings said it well: "Every characteristic attributed to research assistants which would purportedly separate them from the remainder of the faculty, some members of the remainder of the faculty also share". 11/

4. Not being included in the Faculty Senate has a direct detrimental affect on the welfare and working conditions of those in the Research Assistant rank.

Because we are not included in the Faculty Senate, we are not regarded as faculty. This perception is widespread on campus and leads to a lower status and poor morale among Research Assistants. Yet, as evidenced in testimony given by Principal Investigators at the ERB hearings, Research Assistants often work alongside Instructors and Research Associates on research projects on an equal basis. 12/

Any time the questions of "faculty" arises, we have to defend our right to be included, otherwise we tend to be automatically excluded. We at OSU do not know who the "faculty" is, and seem to constantly seek to re-define what has already been defined by the Board.

Confusion arises over whether certain faculty privileges and welfare items extend to Research Assistants. For example, is the Faculty Economic & Welfare Committee looking after Research Assistant interests? Is the Faculty Review & Appeals Committee the right body to look into Research Assistant grievances? Can Research Assistants apply for faculty travel and development awards?

Mail addressed generally to all faculty does not usually find its way to Research Assistants.

The impression is often given to those outside the University (i.e. banks, loan officers) that we are temporary, not faculty, or that we are graduate students.

9/ RAU Handbook, p.2
10/ Research Assistant First Survey, March 26, 1980, p.1
11/ AAUP Post-Hearing Brief to ERB, October 1982, p.12
12/ OSUFA Post-Hearing Brief to ERB, October 1982, p.13-14

We are excluded from participating in Faculty Forum matters through presentation of papers, even though these sessions typically tend to be about welfare items.

We are excluded from supporting the faculty lobbyist.

5. Giving Research Assistants the vote would not in our estimation cause any major change in the operation of the Senate. Their numbers are not sufficient to sway any voting pattern. If they desire to run for senator, they would require the support of other ranks of faculty.

We are aware of some difficulties - reapportionment being one. However, continuing to disenfranchise some 300 faculty members does not seem equitable.

WHAT IS A RESEARCH ASSISTANT

Surveys sponsored by the Dean of Research in 1980 and 1981, together with testimony given at the recent ERB hearings in late 1982 and early 1983, show clearly that Research Assistants perform a vital role in the conduct of research at OSU. They are hired in the same manner as other faculty members from a regional or national search. Many of the job descriptions ask for a master's degree in the field along with research experience. While not hired to lead research, Research Assistants work with minimal supervision, are expected to use their own judgment and make independent decisions to accomplish the work, whether it is design of research, collection of data, or supervising a continuing project while the Principal Investigator is gone (often for as long as a sabbatical). The Research Assistant is often expected to do no less than a Research Associate or Instructor on the same project.

Research Assistants may be found supervising others, instructing graduate students in the methodology of research, and providing continuity to research projects. They are called upon to present papers on behalf of OSU at scientific meetings. Some have published papers as first author. Some initiate projects, especially in the area of contract research, and are able to generate funds to carry out the work. Some, because of their experience or unique talents, assist in teaching. Many act as liaison with the public and are often the public's first contact with the University for research information. 13/

Research Assistants have academic backgrounds and interests, and expect to conduct their work in line with the highest academic standards.

13/ OSUFA Post-Hearing Brief to ERB, October 1982, pp. 12-20

REQUEST

We ask that voting rights in the Faculty Senate be granted to Research Assistants. We ask that this matter be considered seriously on the basis of facts, not out of bias or misconception. Some of the many questions to be considered are:

What defines a "faculty member?"
Why was the Research Assistant rank established by the Board as a faculty rank?
Is OSU fulfilling the Board's intent?
How and why do OSU and the Board differ in definition of faculty?
What is the actual role of Research Assistants at OSU compared to their perceived role?
Why have Research Assistants been excluded from the Senate, and are those reasons still valid?

The Research Assistant Committee believes that the perceptions about Research Assistants have not kept pace with the actualities. We believe that the time has come for the Faculty Senate to re-think the exclusion of Research Assistants, and to take a hard look at the facts. Research Assistants <u>are</u> here at OSU, they are performing as faculty in a wide variety of research and support services, and we believe that it is time to recognize them as faculty members by erasing the exclusions and including them in the Faculty Senate.

DIVISION 20

ACADEMIC CLASSIFICATION AND COMPENSATION

Classification

Academic Rank

580-20-005 (1) Acadamic ranks shall consist of graduate rank and faculty rank. Graduate ranks are graduate teaching assistant, graduate research assistant, and fellow. Faculty ranks are instructor, senior instructor, research assistant, research associate, lecturer assistant professor, associate professor, and professor. Faculty rank will not be given to graduate students.

(2) The following definitions of the graduate rank of fellow and of the less common nonprofessional faculty ranks shall govern their use:

(a) "Fellow": This rank may be used in a variety of cases where individuals are associated with the institution for limited periods of time for their further training or experience; they may or may not be required to provide services to the institution. The rank may be used for both pre- and post-doctoral fellowships.

(b) "Research Associate and Senior Research Associate": These ranks may be used for staff appointees in the conduct and direction of independent research. Such appointees will normally hold the doctoral degree or the highest degree appropriate to the field in which the research is being conducted.

(c) "Senior Instructor": This rank may be used for the appointment or promotion of staff members who have special skills or experience needed in the instructional program of the institution, but who would not normally be appointed or promoted to professorial ranks. Promotion to the rank of senior instructor will not be made effective before the end of the third year of service. Appointment or promotion to the rank of senior instructor may be made with or without indefinite tenure. Appointment to this rank does not preclude subsequent advancement in rank under appropriate conditions.

(d) "Research Assistant and Senior Research Assistant": These ranks may be used for staff appointees engaged in the conduct of research under supervision. Such appointees will hold a degree appropriate to the field in which the research is being conducted.

(e) "Lecturer": This rank may be used for appointments of faculty members for part-time service who have limited formal academic preparation but whose professional achievements are such that their expected salary would equal that paid to persons with professorial rank.

(3) The adjectives "adjunct" or "visiting" may be joined to academic ranks in those cases in which the institution wishes to draw upon the skills of certain persons in the community or in other educational, industrial, or governmental institutions for help in carrying forward teaching, research, or service commitments (e.g., doctors, dentists, lawyers, psychiatrists, professors, or administrators at other academic or governmental institutions, public school teachers, or administrators.)

(4) Academic rank is assigned to staff members in the unclassified academic service whether the type of service is teaching, research, extension, administration, or other service. Deans, Vice Presidents, Presidents, Chancellor, and Vice Chancellors shall have the academic rank of professor.

Stat. Auth.: ORS Ch. 351
Hist: HEB 3-1978, f. & ef. 6-5-78; HEB 9-1979, f. & ef. 8-22-79

Compensation

Compensation Plan for Academic Staff

580-20-010 (1) Pursuant to state law, the principles of a compensation plan are established for the academic staff as set out below. Pay ranges shall be established for the various academic ranks with due consideration given to relative responsibilities of each rank, prevailing rates of pay in other universities, colleges, and elsewhere for similar responsibilities, availability of a competent professional staff, living costs, and other pertinent information.

(2) Minimum and maximum rates and such intermediate rates considered necessary and equitable shall be established for the various academic ranks and positions, provided, however, that exceptions may be allowed as circumstances require. Normally the established minimum pay rate for a rank shall be paid upon appointment. It is permissible in the interest of the state to make an appointment above or below the minimum rate for the academic rank. Similarly, the salary of an individual may be above or below the prescribed normal maximum for the academic rank. Normally academic staff members shall be paid at one of the rates set forth in the pay ranges, subject to availability of funds and the exception noted above.

(3) Salary increases are not automatic. Increases shall be recommended only for staff members demonstrating high standards of work performance. Increases shall normally be effective beginning with the fiscal year following completion of one year's service.

(4) Implementation and amendments to the plan shall be based on recommendation of the Chancellor after consultation with the Presidents and Division Heads.

Stat. Auth.: ORS Ch. 351
Hist: HEB 3-1978, f. & ef. 6-5-78

Compensation Plan for Classified Staff

580-20-015 Compensation of classified employes including fringe benefits and other conditions and terms of employment shall be according to the rates and regulations in the state compensation plan, or by collective bargaining agreement, as appropriate.

Stat. Auth.: ORS Ch. 351
Hist: HEB 3-1978, f. & ef. 6-5-78

Payment of Academic Staff Compensation

580-20-020 Salaries of all Board academic staff, with the rank of instructor or above, employed on an academic year basis, unless authorized otherwise by the Chancellor, shall be paid as follows: One-eighteenth of the annual salary shall be paid at the end of September of each year, one-ninth at the end of each succeeding month to and including May, and one-eighteenth at the close of the fiscal year.

Stat. Auth.: ORS Ch. 351
Hist: HEB 3-1978, f. & ef. 6-5-78

Additional Pay to Full-Time Staff

580-20-025 Institutions and divisions are authorized to provide payment in addition to regular salaries when, at the request of the home institution or division or another Department institution or division, a staff member provides substantial service over and above the regular services expected.

Stat. Auth.: ORS Ch. 351
Hist: HEB 3-1978, f. & ef. 6-5-78

Perquisites

580-20-030 When employes receive perquisites, such as living quarters or meals, in addition to cash salary, proper

II. Faculty Status

ACADEMIC RANK

The academic ranks granted and used at OSU are as follows:

Faculty Rank

Professor

Associate Professor

Assistant Professor

Senior Instructor

Instructor

Research Associate (see paragraph 22.64, OSU Business Manual)

Research Assistant-Unclassified (see paragraph 22.63 OSU Business Manual)

Graduate Rank

Graduate Teaching Assistant

Graduate Research Assistant (see paragraph 22.132 OSU Business Manual)

KINDS OF APPOINTMENTS--FIXED TERM AND TENURE-RELATED (AR580-21-100)

Appointments authorized in the several institutions of the State System are of two kinds: fixed-term appointments and tenure-related appointments (annual tenure and indefinite tenure).

Fixed-term Appointments

Fixed-term appointments are appointments for a specified period of time, as set forth in the notice of appointment. The faculty member thus appointed is not on the tenure track and the timely notice provisions do not apply.

Fixed-term appointments may be made and are renewable at the discretion of the institutional executive.

School of Engineering Oregon State University Corvallis, Oregon 97331-2409 (503) 754-4525

June 16, 1982*

TO: Faculty Senate Executive Committee

FROM: Faculty Status Committee S. A. Stone/kjh

SUBJECT: Research Assistants

1. Senior Research Assistant Use
2. Faculty Senate Representation
3. Faculty Senate Committee Representation

1. The Faculty Status Committee recommends that the rank of Senior Research Assistant as provided in the Administrative Rules [580-20-005(2(b)] be activated at OSU. This rank is to be used to recognize meritorious performance in research.

2. The Faculty Status Committee has debated this year (1981-82) and last year (1980-81) the issue of Faculty Senate representation for research assistants. No formal action has been taken; however, the Committee has exposed some of the points of the issue.

3. The Faculty Status Committee recommends that the Executive Committee place research assistants on appropriate Faculty Senate committees just as students are placed on committees, i.e., each year from nominations supplied by the group involved.

History and Rational

The Faculty Status Committee has discussed the issue of Research Assistant (RA) faculty and their faculty status. Discussions are both recent, during this past month, and last year, 1980-81. Regardless of the time of the discussion, the Faculty Status Committee has been unwilling to view this faculty group as "regular" faculty. The reasons for this view are stated, in part, below.

*Date of original memorandum. Reissued on July 29, 1982 to correct minor errors.

Oregon State University is an Affirmative Action/Equal Opportunity Employer and Complies with Section 504 of the Rehabilitation Act of 1973

The Administrative Rules place research assistants and senior research assistants among the nonprofessional faculty ranks. (It is possible the Administrative Rules were to read nonprofessorial faculty and not nonprofessional.) They are defined as "staff appointees engaged in the conduct of research under supervision." No mention is made of their being engaged in any other activity.

The compensation of academic staff is also addressed in the Administrative Rules. Research assistants and senior research assistants are compensated in the same general manner as are others within the faculty ranks. They are unclassified employees of the State and are not covered by the compensation plan for classified employees.

At OSU, people in faculty ranks do not all have the same rights or responsibilities. Graduate faculty status is not granted to all faculty of professorial rank as an example. There are both rights and responsibilities associated with graduate faculty status.

Faculty Senate representation is based upon the number of faculty rank people who are professors, associate professors, assistant professors, senior instructors, instructors, senior research associates, and research associates. Those in the aforementioned ranks who are visiting or adjunct are excluded from the count.

The overwhelming majority of the individuals in the above ranks are involved in research, teaching and/or public service for which they are responsible. Their education, training and/or experience is such that they are expected to initiate, carry on and complete their work in the above areas independently.

Senior research assistants and research assistants are not expected to initiate, carry on and complete research, teaching and/or public service independently. Some do; however, the majority do not nor are they expected to do so.

At this point, two observations are clear. First, senior research assistants and research assistants do not have the same rights and responsibilities as other faculty. Second, senior research assistants and research assistants are not expected to do the same jobs done by other faculty. This latter observation is probably the key for Faculty Senate's purposes in terms of representation.

It is true that some research assistant positions have people doing similar, if not the same, work as is done by professorial faculty. However, this situation is <u>not the usual</u> case for research assistants or senior research assistants. On the other hand, some professorial faculty positions have people doing similar, if not the same, work as is done by research or senior research assistants. But, this is <u>not the usual</u> case for professorial faculty.

The conclusion drawn from the above is that Faculty Senate representation being based upon independent responsibility for teaching, research, and/or public service should continue. The inclusion of research or senior research assistants in Faculty Senate representation would be including a group that is predominately thought to be outside of the appropriate faculty group. However, this is not to be taken to mean that research and senior research assistants do not have rights of access to many Faculty Senate committees--they do.

If students have interests and can contribute to Faculty Senate committees, research assistants have interests and can contribute to Faculty Senate committees also. True, not every committee should have students or research assistants, but some committees need representation from these groups. This representation should be scheduled for research assistants just as it is for students. The Executive Committee could do this just as they do for students by asking the appropriate research assistants' group for names. Suggested committees on which research and senior research assistants could serve are Budgets and Fiscal Planning, Faculty Economic Welfare, Faculty Reviews and Appeals, Faculty Status and Retirement.

The involvement of research and senior research assistants on the above committees would serve the needs of this faculty group. This representation would not conflict with their freedom to be graduate students, to participate in research as their rank mandates, or to function as is appropriate to their rank. As faculty, they do need representation in those areas that are economic and status related.

kjh

Office of the Registrar Oregon State University Corvallis, Oregon 97331 (503) 754-4331

May 5, 1983

TO: Dr. David B. Nicodemus
Dean of Faculty

FROM: Dr. Phillip C. Magnusson, Chairman
Registration and Scheduling Committee

SUBJECT: Recommended Changes in Registration Policies and Procedures

The attached summary reflects the recommendations of the Registration and Scheduling Committee for changes in registration and scheduling policies and procedures. These recommendations are the result of committee activity during the 1982-83 academic year. In addition to monitoring the university's registration and scheduling systems, additional items were considered by the committee and, in some cases, will lead to further activity next year.

It is my understanding that these recommendations will be considered by the Council of Deans. Please let me know if I can be of further help. Thank you.

CHANGES IN REGISTRATION POLICIES AND PROCEDURES

(To be effective Fall Term, 1983)

A. Proposed for Permanent Policy (after trial during 1982-83)

1. Change of Program Fees

It is recommended that fees in the amount of $1/course add, $3/change of S/U grading status, and $5/course drop be continued in effect for all changes of program after original registration for a term. Exceptions for which there would be no charge include the following:

a. Course adds approved in the regular ways to exceed the 19-hour limit.

b. Courses necessary to add to obtain a complete schedule as originally requested. (Applicable in cases other than where optional physical education activity and writing courses were not scheduled as a result of original registration requests).

c. Section changes requested in writing by an academic department for university (not personal) reasons.

2. Increase in Late Registration/Fee Payment Fees

a. Proposal

Permanently change the Oregon State University late registration/fee payment fee from $5 for the first day late plus $1 for each additional day, to $10 for the first day late plus $2 for each additional day. (The latter amounts are authorized as maximums by OSSHE fee policy.)

b. Rationale

(1) The impact of $5 + $1/day is not nearly as great or as effective now as when it was implemented for the 1962-63 academic year.

Ex. - Undergraduate tuition levels (OSU)/year

	1962-63	1982-83
Resident	$ 300	$1,356
Nonresident	$ 630	$3,981

(2) It is even more critical now than in 1962-63 that students be on campus and in class from the first day of each term to help maximize scarce (and dwindling) institutional resources and for their own personal academic benefit.

c. Summary

It is assumed that the following circumstances will continue to be appropriate for consideration of part or all of the late fees being waived:

(1) Cases where admission, readmission, or eligibility for registration/ fee payment was delayed by the institution's policies or procedures.

(2) Abnormal or emergency factors clearly outside the control of the student.

The policies outlined in #1 and 2 above were in effect on a trial basis during the 1982-83 academic year. The Committee believes the experience in each case justifies permanent approval.

B. Continuation on a Trial Basis

1. Special Schedule in Certain Business Administration Courses

Dean Goddard's request, as endorsed during 1981-82 by the Registration and Scheduling Committee, follows:

We request permission for a one-year trial for a special scheduling time arrangement for certain business administration courses, all of which have multiple sections. In effect, this request could also be expressed as a request for certain classrooms now considered to be general purpose classrooms to be temporarily re-classified as laboratory classrooms.

We have a number of business administration courses which involve the use of cases, experimental exercises, or the presentation of complex materials where the usual 50 or 70 minute schedule is simply too short.

We would like to try a special room and time scheduling arrangement which would permit us to offer courses on a two-hour meeting basis, by utilizing MW and WF meeting times since we do not have enough capacity in Bexell Hall to schedule all the proposed two-hour courses on a UH basis. We would be able to do this and fully utilize all classrooms by the simple expedient of scheduling class sections in groups of three and rooms in groups of two. The "package" scheduling arrangement would involve scheduling one of the three class sections in two different rooms, but this would present no problems because the rooms are essentially identical and would probably be close to each other.

The proposed schedule pattern would be as follows:

		Days		
Time	Classroom	M	W	F
7:30-9:30 AM	A	1	1	3
	B	1	1	3
9:30-11:20 AM	C	2	3	2
	D	2	3	2

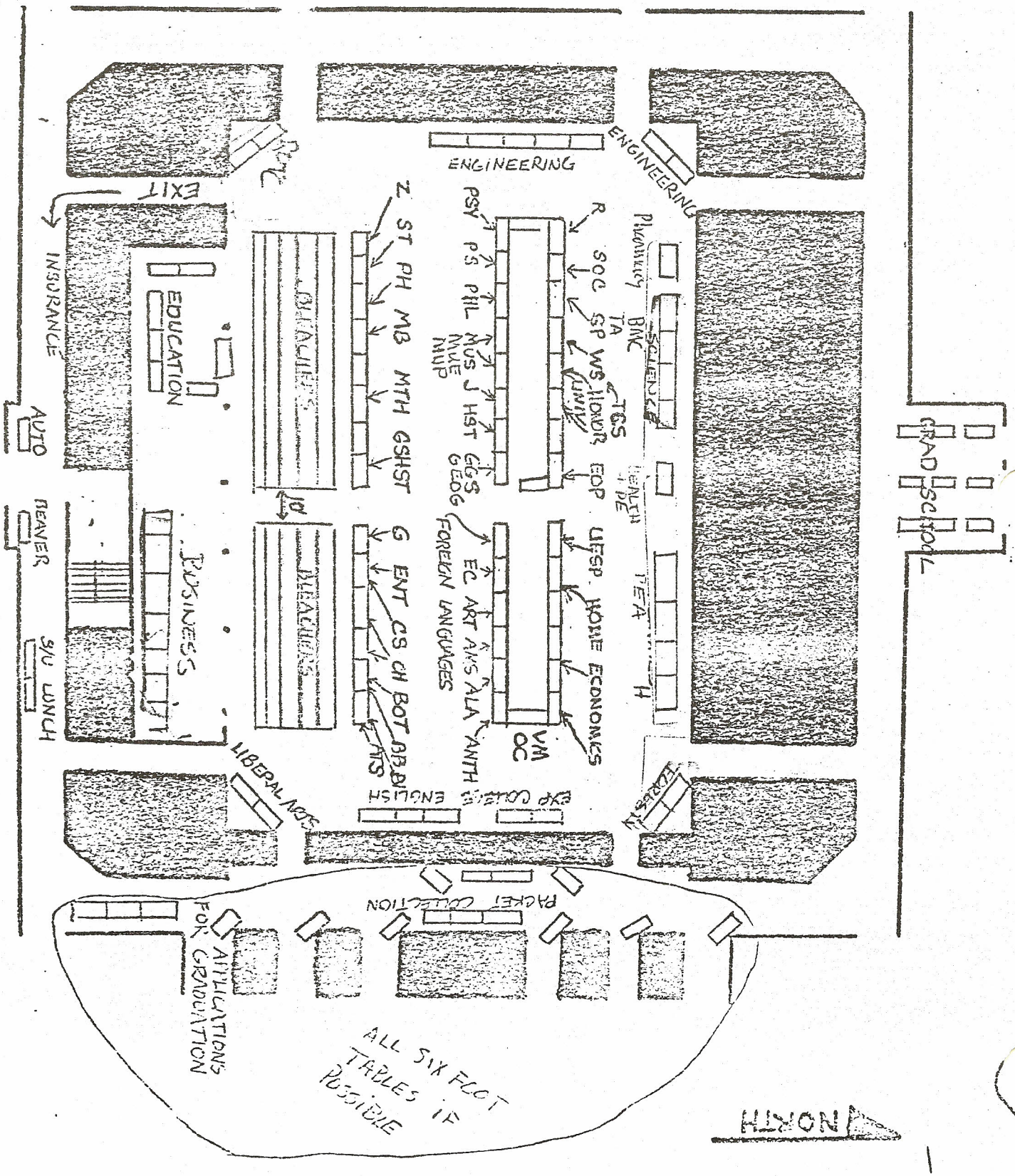
Course Numbers: 1, 2, 3

This policy was approved for a one-year trial during 1982-83. The committee recommends review for one more year.

C. Proposed for a One-Year Trial

1. Changes in Physical Setup - Registration/Pre-Registration Days (Gill Coliseum)

It has become increasingly apparent that a change in location for Gill Coliseum Registration/Pre-Registration Day activities for the School of Business would be desirable. To accomplish this, other academic units would be affected. The attached chart is a draft of the revised setup. Please note that the units directly involved in the change would be Business, Science, Forestry, and ROTC (all).


ENGINEERING
ENGINEERING
EXIT
INSURANCE
EDUCATION
AUTO
BEAVER
BUSINESS
S/U LUNCH
BLEACHERS
BLEACHERS
10'
Z ST PH MB MTH GSHST
G ENT CS CH BOT BB BI
ATS
PSY PS PHL MUS MUE MUP J HST GGS GEOG
R SOC SP WS HONOR TGS UNIV EOP
EC ART ANS ALA ANTH
FOREIGN LANGUAGES
UESP HOME ECONOMICS
VM OC
PHARMACY
BMC
TA
SCIENCE
HEALTH PE
PEA
H
GRAD SCHOOL
LIBERAL ARTS
EXP COLLEGE
ENGLISH
FORESTRY
PACKET COLLECTION
APPLICATIONS FOR GRADUATION
ALL SIX FOOT TABLES IF POSSIBLE
NORTH

Extension Education Oregon State University Corvallis, Oregon 97331

May 13, 1983

TO: Richard Scanlan, President, Faculty Senate

FROM: Committee on Committees

RE: Final Committee Report

Although we have more committee meetings, this will be our final report of 1982-83. After consulting with the Graduate Dean, the Chairman and members of the Graduate Admissions Committee, the Graduate Council, the Curriculum Council, and the Budgets and Fiscal Planning Committee, we make the following recommendations for change in the standing rules for Faculty Senate Committees and Councils.

1. Graduate Council
   a. Delete the last sentence which reads "The administrator administering the Graduate School shall serve as a non-voting, ex-officio member of the council" and substitute the following sentence: "The Dean/Administrator of the Graduate School shall be a non-voting member, the Associate and/or Assistant Dean(s) shall be ex-officio, non-voting member(s), and the Chairman of the Graduate Admissions Committee shall be a liaison member, non-voting, on the Graduate Council."

2. Graduate Admissions Committee
   a. Insert the word "graduate" between the words eight and faculty in the last line.

   b. Add the following sentence: "The Chairman of the Graduate Admissions Committee shall be a liaison member, non-voting, on the Graduate Council."

3. Curriculum Council
   a. Add the following sentence: "A member of the Budgets and Fiscal Planning Committee, appointed by its chairman, shall serve as a liaison member, non-voting, on the Curriculum Council."

4. Budgets and Fiscal Planning Committee
   a. Delete "ex-officio member without vote" and insert "liaison member, non-voting" in the last sentence of this committee's guidelines.

Preliminary reviews have begun on the University Honors Program and the International Education Committees, but the final review will be completed next year.

As charged by the Senate at the May meeting, we are also meeting to discuss the formation of a new committee on facilities planning, siting, etc. We have scheduled a meeting with Vice-President Parsons and Director Bucy to discuss such a committee. However, we do not feel that we will be able to have any proposal ready before sometime next Fall or Winter.

For the Committee on Committee Members, Glenn Klein, Chair.

cc: Committee on Committee Members:
Faculty: Victor Brookes, Suzanne Badenhop, Harold Dorn, David Eiseman, David Shoemaker
Students: Dan Bowman, Lyle Page

MTR

PROPOSED REVISIONS TO THE FACULTY SENATE'S STANDING RULES FOR COMMITTEES AND COUNCILS

The Committee on Committees has proposed revisions to the Standing Rules of four Senate Committees/Councils. New material is underlined; material to be deleted is dashed through.

Graduate Council:

The Graduate Council has jurisdiction over the policies and procedures of graduate work. The actual formulation of departmental graduate programs and the development and direction of the programs of individual students are the responsibilities of the departments; however, no department has authority to waive or supersede the general rules of the Graduate Council. The Council consists of graduate Faculty member representing each College and School, appointed by the Executive Committee. The Chairman shall be a Faculty member with immediate prior experience on the Council, appointed annually by the Executive Committee. ~~The Administrator administering the Graduate School shall serve as a non-voting, Ex-Officio member of the Council.~~ The Dean/Administrator of the Graduate School shall be a non-voting member, the Associate and/or Assistant Dean(s) shall be Ex-Officio, non-voting member(s), and the Chairman of the Graduate Admissions Committee shall be a Liaison member, non-voting, on the Graduate Council.

Graduate Admissions Committee:

Admission to the Graduate School is determined by the Committee on Graduate Admissions. Candidates are considered on the basis of the undergraduate record and the preparation for graduate work, with special reference to the particular field desired. The Committee consists of eight Graduate Faculty members, with the Director of Admissions, ex-officio. The Chairman of the Graduate Admissions Committee shall be a Liaison member, non-voting, on the Graduate Council.

Curriculum Council:

The Curriculum Council reviews the University curricula in an effort to implement the long-range educational mission of the University. After careful study, it recommends the introduction of new programs or changes in existing ones. It makes recommendations regarding major curricular changes proposed by the Colleges and Schools of the University. It attempts by coordination to bring about a suitable and rational balance of programs. It delegates to the Committee's Executive Secretary responsibility for administering minor curricular changes and formulates policy for guidance. The Committee consists of seven Faculty, two Student members, and the Curriculum Coordinator, Ex-Officio, who serves as Executive Secretary. A member of the Budgets & Fiscal Planning Committee, appointed by its Chairman, shall serve as a Liaison member, non-voting, on the Curriculum Council.

Budgets & Fiscal Planning Committee:

The Budgets & Fiscal Planning Committee assists the Faculty Senate in development of recommendations to the President regarding the University's budget and fiscal priorities. The Committee reviews the adequacy of resources allocated to existing programs and the fiscal implications of proposed changes in programs, enrollment, and budgetary priorities and procedures. The Committee consults with administrative officers of the University and is empowered to make recommendations to them during the preparation of the Institution's budget. The Committee consists of six Faculty and three Student members.

A Member of the Budgets & Fiscal Planning Committee, appointed by its Chairman, shall be ~~an Ex-Officio member, without vote~~ Liaison member, non-voting, on the Curriculum Council.

Curriculum Coordination Oregon State University Corvallis, Oregon 97331 (503) 754-3711

April 25, 1983

TO: Richard Scanlan, President
Faculty Senate

FROM: ad hoc Committee to Investigate
Petition Policies/Practices

Doug Stennett, Chairman
Jonathan King
Michael Giblin
Gary Tiedeman

The Committee has investigated the current policies and practices for processing petitions concerning the general education requirements. It is clear to the committee that individual colleges and schools have assumed the responsibility for monitoring students' progress in meeting the general education requirements. It is also clear that the head adviser of each academic unit bears the primary responsibility for assuring compliance before the dean of the unit certifies the student has met the requirements.

However, the procedures for petitioning for substitution of courses for the written and oral English communication requirement, as outlined in the June, 1977, memo by Stuart Knapp (then Dean of Undergraduate Studies), have created confusion. This memo stated:

> As a program for all students, the general education requirement should be handled within the purview of the University. The Academic Requirements Committee routinely handles petitions relative to graduation requirements and, in the interest of simplicity, particularly for students, should continue to do so. The Academic Requirements Committee should handle petitions for waiver of hours directly. In the case of substitution of courses for Science and CLA requirements, the Academic Requirements Committee should send the petitions, bearing the signature of the dean of the major school, to the Dean of CLA or the Dean of Science for review and approval, or to the Chairman of the University Curriculum Committee (now the Curriculum Council) for communication deviations.
>
> In this way, the present system of review and appeal can be utilized without establishing a separate, and confusing, system for a single graduation requirement.

This committee proposes the following policies and procedures be implemented in an attempt to minimize the confusion, streamline the process, and assure uniform application of the written and oral English communication requirement:

The Curriculum Council should be charged with generating a list of non-OSU courses which meet the intent of the written and oral English communication requirement.

The equivalency list should be distributed to head advisers by the Office of Curriculum Coordination.

A student must petition the Academic Requirements Committee if a course that he/she wishes to apply toward the written and oral English communication requirement does not appear on the equivalency list.

The student should be advised to obtain a petition form, for both waiver and substitution of courses for the written and oral English communication requirement, from the Registrar's Office, complete it, and submit it to the Dean of the College of Liberal Arts for comment (not the Curriculum Council), and then to the Academic Requirements Committee for action.

The Curriculum Council should retain its responsibility for determining what OSU disciplines and/or courses will satisfy the written and oral English communication requirement without necessity of petition.

The Academic Requirements Committee should provide an annual report to the Curriculum Council, summarizing ARC actions on petitions for substitutions of courses for the written and oral English communication requirement.

The annual ARC report will provide the basis by which the Curriculum Council revises and distributes the equivalency list.

The Committee encountered some confusion regarding which speech communication courses satisfy the general education requirements.

This committee reminds the Faculty Senate and head advisers that no speech communication courses satisfy the social science requirement; however, theatre arts and motion picture/cinematography courses in speech communication satisfy the humanities and/or arts requirement.

DS/cjj

School of
Home Economics

Oregon State University

Corvallis, Oregon 97331 (503) 754-3551

May 13, 1983

TO: Richard Scalan, President
Faculty Senate

FROM: Faculty Senate Bylaws Committee
Virginia Haldeman, Chairman Virginia A. Haldeman
H.P. Adams
Lynn Hallgren
Murray Laver
Kermit Rohde
Bruce Shepard

RE: Proposed Bylaws Revision to Accommodate Senate Representation for Unassociated Faculty

Late in 1981 a request was made to the Faculty Senate to form a special voting unit comprised of Undergraduate Studies Support Services personnel. The Faculty Senate Bylaws Committee was directed to investigate this matter and to report back to the Senate.

Initially, Dean Nicodemus and Dean Kuipers were consulted in order to determine the concerns underlying this request. It was found that the problem of Senate representation is much broader than that posed by the Undergraduate Studies Support Services personnel and is experienced by most "unassociated faculty."

The term "unassociated faculty" comes from a memorandum from the Faculty Senate. Each fall term this memorandum to members of the OSU Faculty explains that some faculty members must take the initiative if they wish to vote. These are the faculty members who hold appointments with "unassociated FTE or otherwise without FTE in one of the fourteen units which elect Senate members." Faculty members in administrative service areas or departments such as student services and general administration who are engaged in instruction, research, or extension work are included in this group of unassociated faculty. Each of these faculty members must select a school or college with which to be associated in order to participate in Senate elections. This means that faculty members with "unassociated FTE" who wish to be nominated for senator or wish to vote, must apply in writing for affiliation with a unit to the dean or director of that unit. This application must be renewed <u>every year.</u>

The fourteen voting units are: the twelve colleges and schools, the library, and the combined ROTC departments. Based on its total assigned FTE (budgeted FTE + "appropriate fraction of Unassociated FTE") each of the fourteen voting units elects one Faculty Senator for each 14 FTE. The "appropriate fraction" of so-called "Unassociated FTE" comes from programs and centers which support research and instruction, but are not voting units. A partial list of these programs and centers include:

Computational Services
Counseling Center
Environmental Remote Sensing Applications Laboratory
Honors Program
International Education
Educational Opportunities Program
Department of Information
Women's Study Program

From the preliminary investigation, the committee concluded that:

1) Some faculty not "associated with" traditional schools or colleges have been accommodated for purposes of Faculty Senate representation (i.e., ROTC and the Library).

2) Other faculty not associated with traditional schools or colleges must on an annual basis, select an academic unit to be associated with for voting purposes only.

3) This situation has created barriers to participation in faculty governance.

During spring term 1982, a survey questionnaire was developed by the Bylaws Committee and mailed to the 76 identified unassociated faculty members. Questions were designed to assess opinions and feelings about Faculty Senate participation, representation, and voting rights. Opinions about the formation of a special voting unit were also solicited. Thirty-two questionnaires were returned (no follow-up was attempted). Of those who responded:

1) 89% favored the creation of a voting unit composed of unassociated faculty.

2) 50% had <u>never</u> received a ballot to vote for Faculty Senators or Senate President elect.

3) 90% had never been nominated for senator.

4) 37% had chosen to associate with a unit for voting purposes.

These results were reported to the Faculty Senate on November 4, 1982 with a recommendation to create a voting unit composed of all unassociated faculty. After extensive discussion the senate passed the following notion:

> "Moved, that the Bylaws Committee prepare proposed amendments in the appropriate bylaws sections which would accommodate an unassociated faculty unit."

After due committee deliberation and consultation with the Faculty Senate Executive Committee, Dean Nicodemus, and representatives from the unassociated faculty, revisions in the bylaws were developed to accommodate the formation of an unassociated faculty unit. The requested proposed revision of the Bylaws is attached. The Faculty Senate Bylaws Committee recommends adoption.

c: Dean Nicodemus
Dean Kuipers

Attachment

VH/slw

PROPOSED BYLAWS REVISION

ARTICLE V: MEMBER NOMINATIONS AND ELECTIONS

Sec. I. Apportionment. The elected members of the Faculty Senate, exclusive of the Senate President and Senate President-Elect, shall be apportioned in the following manner:

Each School, College, the Library, the combined ROTC staff, and the unaffiliated academic staff are apportionment groups. The Executive Committee of the Faculty Senate shall determine each autumn the full-time-equivalent staff members having rank of instructor or higher in each School or College apportionment group and shall establish the number of representatives and their apportionment on the basis of one representative for each 14 full-time-equivalent staff members or major fraction thereof. ~~Apportionment shall be based on the budgeted staff FTE (full-time-equivalent) at the start of each fiscal year.~~ However, each apportionment group shall have at least one Faculty Senate member.

The "Notice of Appointment" will be the basis for determining the FTE of each faculty member and for determining whether a faculty member holds academic rank in more than one apportionment group.

The apportionment groups are: each School, College, the Library, the combined ROTC staff, the unaffiliated academic staff, and other groups the Faculty Senate may choose to create as provided herein. The unaffiliated academic staff are those faculty identified by the Executive Committee of the Faculty Senate who hold academic rank, as determined by the "Notice of Appointment", but have no FTE in any other apportionment group. Groups of unassociated faculty may request representation as a separate apportionment group. Creation of additional apportionment groups requires a two-thirds vote of the members present at any regular Faculty Senate meeting and would become effective at the next subsequent annual apportionment.

In determination of representation of each ~~School or College~~ apportionment group, all staff members who hold ~~on the campus holding~~ academic rank in only one such group shall be included in that group, whether engaged in instructional, research, or extension work, and the apportionment determined accordingly. ~~Specifically~~, Agricultural Research or Extension staff members

shall be included with the School of Agriculture, Home Economics Research or Extension staff members shall be included with the School of Home Economics, Engineering or Forestry Research staff members with the Schools of Engineering or Forestry, etc.

~~By mutual consent of the Deans involved, academic staff members not coming under the provisions stated above shall be assigned to a School or College for purposes of apportioning and of electing representatives to the Faculty Senate. Division of Continuing Education staff members on the campus shall be included with the School or College most appropriate to their fields or functions. Staff members not otherwise included in that School or College may for purposes of apportionment and voting select the School or College with which they wish to be attached, after which they will be included in that School or College. Such staff members shall have the same privileges as members of the group to which they have been assigned.~~

Each fall, the Executive Committee of the Faculty Senate will request that unassociated faculty and faculty with academic appointments in more than one apportionment group state that group with which they wish to be associated for purposes of apportionment and voting. These faculty will have, with respect to this document, the same privileges as other members of the group they select. Those faculty who do not respond to the annual request of the Executive Committee will be included in the apportionment group they most recently selected. Those faculty who have never selected an apportionment group will be assigned to that apportionment group that has the greatest portion of their FTE.

Sec. 2. Voting. All academic staff members on campus with rank of instructor or higher shall be eligible to vote in the nomination and election of elected members.

Sec. 3. Nominations Procedure. There shall be at least two nominees for each membership position to be filed. Nominations shall be by written, secret ballot. Nominations shall be conducted by campus mail or in a meeting of the group about to elect a member of the Faculty Senate. The

Dean, Director, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the nominations. The Dean of Faculty or someone appointed by that officer, together with the incumbent elected representatives of the group, shall conduct the nominations for unaffiliated academic staff. Those conducting nominations ~~They~~ shall: (a) make public the list of staff members eligible for election; (b) request that each staff member make one nomination for the position; and (c) count the ballots and publish the names of the nominees.

Sec. 4. Election Procedure. Election shall take place during the Fall Term. Election ballots shall be counted and election results made public within one week after the list of nominees' names has been made available.

Election shall be by written, secret ballot and shall be conducted by campus mail or in a meeting of the group about to elect a member of the Faculty Senate. The Dean or Director, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the election. The Dean of Faculty or someone appointed by that officer, together with the incumbent elected representatives of the group, shall conduct the election for the unaffiliated academic staff. ~~They~~ Those conducting elections shall: (a) request that each staff member cast one vote for the position to be filled; (b) count the ballots, notify the person who has been elected, and forward the name of the person elected to the Executive Secretary of the Faculty Senate.

Agricultural Experiment Station
Oregon State University
Corvallis, Oregon 97331 (503) 754-4251

May 20, 1983

MEMO TO: Richard Scanlan, Faculty Senate President

FROM: V.V. Volk, Faculty Economic Welfare Committee Vin Volk

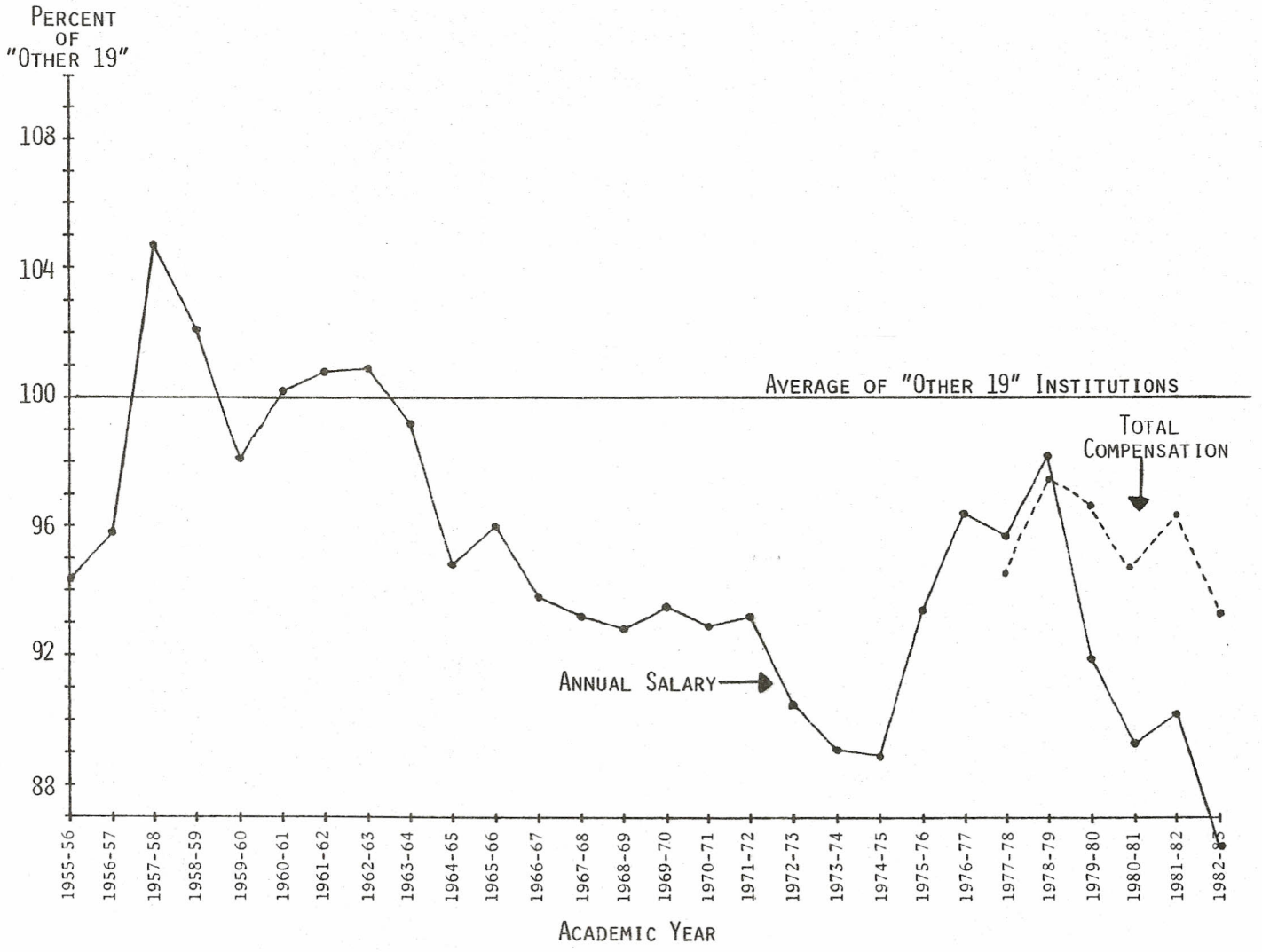
SUBJECT: Salary Comparison Data Information

Motion: The Faculty Economic Welfare Committee recommends that the attached tables and figures, which compare OSU faculty salaries in various ways, be sent to the President, Chancellor, IFS, and the State Board of Higher Education.

Oregon State University faculty salaries continue to lag behind the average of our "other 19" institution comparators. If one assumes that faculty salaries at the "other 19" institutions increase by 7.0% on July 1, 1983, faculty salaries at Oregon State University would have to increase by 17.2%, 7.8% and 10.2% for Professors, Associate Professors, and Assistant Professors, respectively, for OSU faculty to have salaries equal to the average of the "other 19" institutions. The calculations are based on salaries of faculty on a 9-month appointment with greater than 50% teaching responsibility.

VV:jb
enclosures
cc: FEWC

FIGURE 1. COMPARISON: AVERAGE ANNUAL SALARIES AND TOTAL COMPENSATION
OREGON PROFESSORS (UO-OSU) VS PROFESSORS AT "OTHER 19" INSTITUTIONS
SOURCE OF DATA: OREGON STATE SYSTEM OF HIGHER EDUCATION (TEACHING STAFF, 9 MONTH APPOINTMENTS)



OSU FACULTY ECONOMIC WELFARE COMMITTEE, 5/19/83

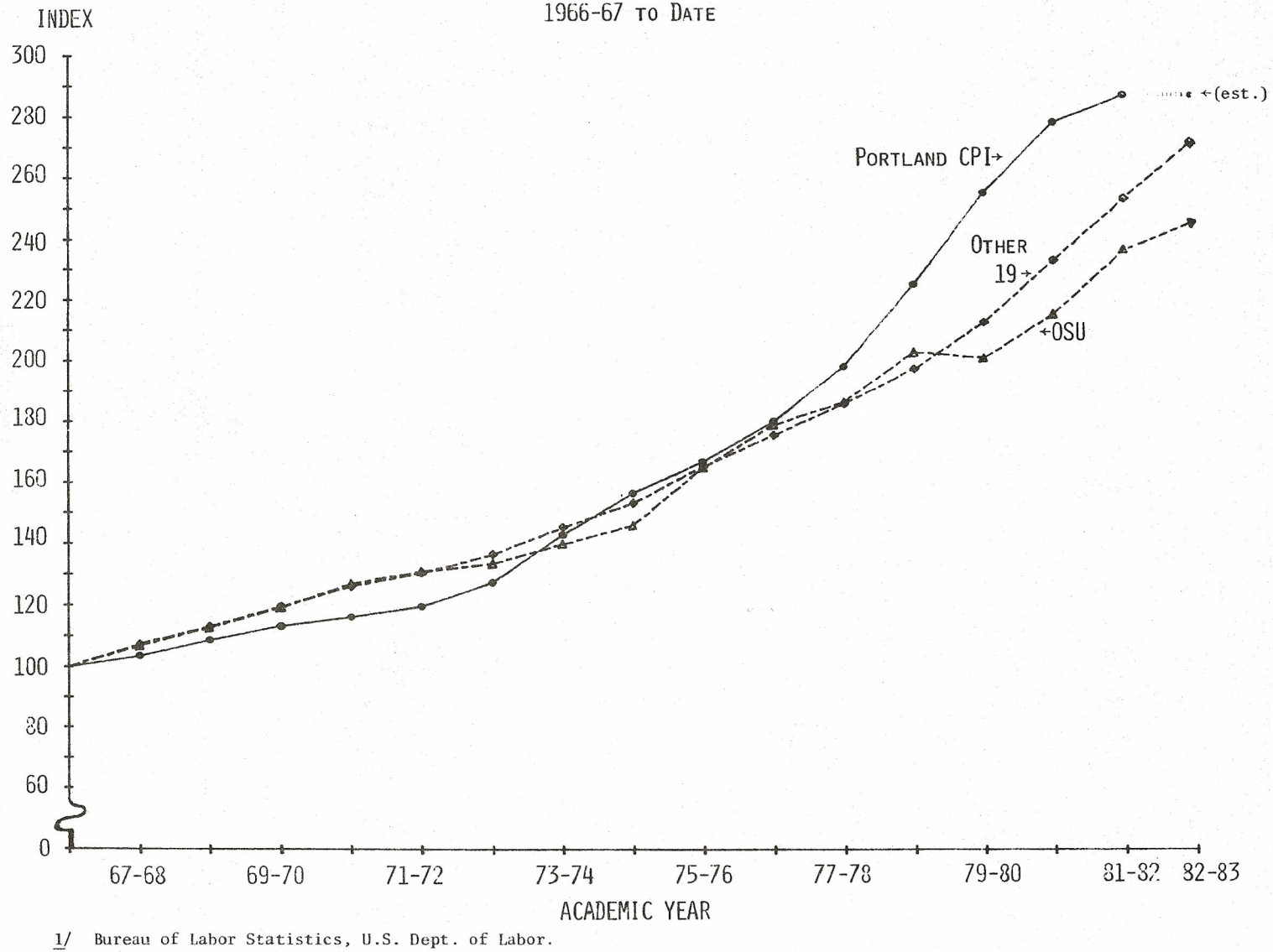
Table 1. Comparisons of Average Annual Academic Salaries in Oregon (UO and OSU combined) with 19 Other Institutions-1955 to date, by Academic Rank; and Comparison of Total Compensation (Salary plus fringe benefits) 1977 to date[1]
UNIVERSITY SALARY COMPARISONS

Year	Professor			Associate Professor			Assistant Professor			Instructor			All Ranks		
	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.	UO-OSU Average	Other 19 Average	UO-OSU as % of 19 Ave.
1955-56	$ 7,843	$ 8,320	94.3%	$ 6,218	$ 6,345	98.0%	$ 5,019	$ 5,264	95.3%	$ 4,190	$ 4,239	98.8%	----------not available----------		
1956-57	8,268	8,627	95.8%	6,588	6,559	100.4%	5,317	5,414	98.2%	4,431	4,383	101.1%	----------not available----------		
1957-58	10,065	9,614	104.7%	7,808	7,319	106.7%	6,268	6,054	103.5%	5,073	4,893	103.7%	$ 7,410	$ 7,120	104.1%
1958-59	10,033	9,830	102.1%	7,763	7,451	104.2%	6,203	6,181	100.4%	5,017	5,017	100.0%	7,275	7,284	99.9%
1959-60	10,358	10,560	98.1%	7,937	7,974	99.5%	6,392	6,596	96.9%	5,188	5,313	97.6%	7,590	7,465	101.7%
1960-61	10,911	10,892	100.2%	8,222	8,249	99.7%	6,576	6,843	96.1%	5,273	5,486	96.1%	7,889	8,200	96.2%
1961-62	11,695	11,606	100.8%	8,849	8,773	100.9%	7,082	7,244	97.8%	5,724	5,767	99.3%	8,601	8,728	98.5%
1962-63	12,212	12,105	100.9%	9,121	9,180	99.4%	7,359	7,594	96.9%	5,814	6,028	96.4%	8,986	9,163	98.1%
1963-64	12,778	12,886	99.2%	9,757	9,678	100.8%	7,807	7,973	97.9%	6,174	6,260	98.6%	9,466	9,678	97.8%
1964-65	12,964	13,672	94.8%	9,838	10,203	96.4%	7,912	8,353	94.7%	6,349	6,518	97.4%	9,693	10,221	94.8%
1965-66	14,126	14,709	96.0%	10,681	10,927	97.7%	8,588	8,927	96.2%	6,723	6,880	97.7%	10,741	10,949	98.1%
1966-67	14,464	15,426	93.8%	11,147	11,454	97.3%	9,053	9,465	95.6%	7,046	7,308	96.4%	10,995	11,479	95.8%
1967-68	15,339	16,455	93.2%	11,736	12,208	96.1%	9,786	10,082	97.1%	7,706	7,830	98.4%	11,766	12,325	95.5%
1968-69	16,087	17,331	92.8%	12,247	12,833	95.4%	10,320	10,574	97.6%	8,016	8,296	96.6%	12,467	12,978	96.1%
1969-70	17,089	18,271	93.5%	12,924	13,494	95.8%	10,800	11,149	96.9%	8,593	8,737	98.4%	13,160	13,715	96.0%
1970-71	17,793	19,150	92.9%	13,649	14,115	96.7%	11,428	11,692	97.7%	8,960	9,161	97.8%	13,970	14,455	96.6%
1971-72	18,220	19,551	93.2%	14,023	14,436	97.1%	11,732	11,986	97.9%	9,609	9,577	100.3%	14,458	14,963	96.6%
1972-73	18,380	20,311	90.5%	14,268	14,974	95.3%	11,983	12,418	96.5%	9,714	9,849	98.6%	14,843	15,659	94.8%
1973-74	19,020	21,358	89.1%	14,887	15,685	94.9%	12,794	13,008	98.4%	10,191	10,253	99.4%	15,508	16,668	93.0%
1974-75	19,862	22,349	88.9%	15,540	16,402	94.7%	13,057	13,664	95.6%	10,939	10,932	100.1%	16,110	17,576	91.7%
1975-76	22,527	24,106	93.4%	17,386	17,762	97.9%	14,596	14,698	99.3%	11,660	12,037	96.9%	18,067	18,986	95.2%
1976-77	24,513	25,419	96.4%	18,883	18,748	100.7%	15,604	15,404	101.3%	12,686	12,482	101.6%	19,705	20,162	97.7%
1977-78	25,713	26,860	95.7%	19,694	19,716	99.9%	16,190	16,188	100.0%	13,105	13,015	100.7%	20,499	21,353	96.0%
1978-79	27,742	28,256	98.2%	21,290	20,703	102.8%	17,257	16,994	101.5%	14,145	13,837	102.2%	22,150	22,670	97.7%
1979-80	27,825	30,292	91.9%	21,199	22,177	95.6%	17,211	18,200	94.6%	13,885	14,903	93.2%	22,104	24,434	90.5%
1980-81	29,454	32,974	89.3%	22,790	24,049	94.8%	18,601	19,849	93.7%	15,103	16,159	93.5%	23,687	26,762	88.5%
1981-82	32.205	35,705	90.2%	24,726	26,099	94.7%	20,081	21,678	92.6%	15,914	17,918	88.8%	25,697	29,085	88.4%
1982-83	32,723	37,965	86.2%	25,364	27,857	91.1%	20,958	23,282	90.0%	16,584	19,575	84.7%	26,448	31,225	84.7%
				UNIVERSITY TOTAL COMPENSATION COMPARISON											
1977-78	29,249	30,978	94.4%	22,760	23,111	98.5%	18,853	19,087	98.8%	15,374	15,326	100.3%	23,574	25,000	94.3%
1978-79	32,385	33,217	97.5%	25,243	24,701	102.2%	20,805	20,377	102.1%	17,175	16,557	103.7%	26,183	26,600	98.4%
1979-80	34,778	35,920	96.8%	26,860	26,779	100.4%	21,945	21,961	99.9%	17,834	17,951	99.3%	27,881	29,169	95.6%
1980-81	37,195	39,219	94.8%	29,172	28,989	100.6%	23,953	23,964	100.0%	19,513	19,537	99.9%	30,178	32,016	94.3%
1981-82	41,331	42,739	96.7%	31,968	31,676	100.9%	26,151	26,376	99.1%	20,934	21,889	95.6%	33,184	35,027	94.7%
1982-83	42,684	45,649	93.5%	33,427	33,967	98.4%	27,844	28,490	97.7%	22,296	23,958	93.1%	34,774	37,718	92.2%

[1] Source of data: Oregon State System of Higher Education. Statistics represent teaching staff on 9-month appointments. The "other 19" Institutions with which the State Board of Higher Education compares salaries at the University of Oregon and Oregon State University are as follows: Universities of California, Colorado, Idaho, Illinois, Indiana, Iowa, Iowa State, Michigan, Michigan State, Minnesota, Montana, North Carolina, Ohio State, Purdue, Texas, Utah, Washington, Washington State, and Wisconsin.

OSU Faculty Economic Welfare Committee, 5/19/83.

FIGURE 2. HISTORICAL INDEX OF TRENDS IN THE PORTLAND CPI;[1/] ANNUAL SALARIES OF "ALL RANKS" IN BOTH THE "OTHER 19" INSTITUTIONS[2/] AND OREGON STATE UNIVERSITY[3/]



1/ Bureau of Labor Statistics, U.S. Dept. of Labor.

2/ Oregon Department of Higher Education, OSSHE.

3/ Office of Budgets, Oregon State University.

OSU FACULTY ECONOMIC WELFARE COMMITTEE, 5/19/83

Table 2. 1983-84 Projected Comparison of Average Annual Salaries, and Average Annual Total Compensation (salary plus fringe benefits) at Oregon State University,--and at the "Other 19" Institutions, by Academic Rank (Full-time faculty on 9-month appointments).[1]

Academic Rank	(1) The "Other 19" Institutions 1982-83[2]	(2) The "Other 19" Institutions Projected 1983-84[3]	(3) Oregon State University Fall Term 1982-83	(4) Oregon State University Projected 1983-84 including 7.2% increase as of 6/30/83	(5) Projected difference between OSU and "Other 19" institutions as of July 1, 1983	(6) Additional % increases needed for 1983-84 to bring OSU averages up to projected averages of the "Other 19"
		Col. (1) + 7.0%		Col. (3) + 7.2%	Cols. (4) and (2)	Col. (2) ÷ Col. (4)
Professor	$37,965 S 7,684 F $45,649 T	$40,622 S 8,222 F $48,844 T	$32,346 S 9,943 F $42,289 T	$34,675 S 10,659 F $45,334 T	$ -5,947 S +2,437 F $ -3,510 T	+ 17.2% S none F + 7.7% T
Associate Professor	$27,857 S 6,110 F $33,967 T	$29,807 S 6,538 F $36,345 T	$25,794 S 8,184 F $33,978 T	$27,651 S 8,773 F $36,424 T	$ -2,156 S +2,235 F $ + 79 T	+ 7.8% S none F + 0.0% T
Assistant Professor	$23,282 S 5,208 F $28,490 T	$24,912 S 5,572 F $30,484 T	$21,097 S 6,923 F $28,020 T	$22,616 S 7,421 F $30,037 T	$ -2,296 S +1,849 F $ - 447 T	+ 10.2% S none F + 1.5% T
Instructor	$19,575 S 4,383 F $23,958 T	$20,945 S 4,690 F $25,635 T	$16,261 S 5,625 F $21,886 T	$17,432 S 6,030 F $23,462 T	$ -3,513 S +1,340 F $ -2,173 T	+ 20.2% S none F + 9.3% T
All Ranks[4]	$31,225 S 6,493 F $37,718 T	$33,411 S 6,947 F $40,358 T	$26,032 S 8,248 F $34,280 T	$27,906 S 8,842 F $36,748 T	$ -5,505 S +1,895 F $ -3,610 T	+ 19.7% S none F + 9.8% T

[1] Source of data: Oregon Department of Higher Education, OSSHE; and Budget Office, Oregon State University.

[2] S = Salary; F = Fringe Benefits; T = Total Compensation.

[3] Estimated at 7.0% increase above 1982-83. (Average annual increase over last 10 years has been 7.2%; and the increase for 1982-83 over 1981-82 was 7.4%.)

[4] The "All Ranks" classification is an average figure weighted by the relative number of faculty in each academic rank.

OSU Faculty Economic Welfare Committee, May 19, 1983.

Table 3. 1982-83 Academic Staff Statistics, Showing Average Annual Salaries, Fringe Benefits, and Total Compensation at the "Other 19" Institutions; Oregon State University, University of Oregon,--both Separately, and Combined; by Academic Rank. Source of data: State Department of Higher Education, OSSHE./1

Academic Rank	"Other 19"	Oregon State University			University of Oregon			OSU and UO, Combined		
	Average	Number	Average	% of "Other 19"	Number	Average	% of "Other 19"	Number	Average	% of "Other 19"
Annual Salaries										
Professor	$ 37,965	189	$ 32,346	85.2%	243	$ 33,015	87.0%	432	$ 32,723	86.2%
Associate Professor	27,857	181	25,794	92.6%	171	24,909	89.4%	352	25,364	91.1%
Assistant Professor	23,282	142	21,097	90.6%	126	20,801	89.3%	268	20,958	90.0%
Instructor	19,575	46	16,261	83.1%	41	16,947	86.6%	87	16,584	84.7%
All Ranks	$ 31,225	558	26,032	83.4%	581	26,847	86.0%	1139	26,448	84.7%
Annual Fringe Benefits										
Professor	$ 7,684	189	$ 9,943	129.4%	243	$ 9,975	129.8%	432	$ 9,961	129.6%
Associate Professor	6,110	181	8,184	133.9%	171	7,934	129.9%	352	8,063	132.0%
Assistant Professor	5,208	142	6,923	132.9%	126	6,844	131.4%	268	6,886	132.2%
Instructor	4,383	46	5,625	128.3%	41	5,809	132.5%	87	5,712	130.3%
All Ranks	$ 6,493	558	8,248	127.0%	581	8,401	129.4%	1139	8,326	128.2%
Annual Total Compensation										
Professor	$ 45,649	189	$ 42,289	92.6%	243	$ 42,990	94.2%	432	$ 42,684	93.5%
Associate Professor	33,967	181	33,978	100.0%	171	32,843	96.7%	352	33,427	98.4%
Assistant Professor	28,490	142	28,020	98.4%	126	27,645	97.0%	268	27,844	97.7%
Instructor	23,958	46	21,886	91.4%	41	22,756	95.0%	87	22,296	93.1%
All Ranks	$ 37,718	558	34,280	90.9%	581	35,248	90.8%	1139	34,774	92.2%

/1 Full-time teaching faculty on 9-month appointments, budgeted 50% or more to Resident Instruction. (HEGIS data).

OSU Faculty Economic Welfare Committee, May 6, 1983

Oregon State University

Table A. Comparison of 1981-82 and 1982-83 Average Annual Salaries for Various Schools and Colleges
(9-month equivalents as of 2/26/82 for 1981-82 and 12/31/82 for 1982-83)/1

Full Professor						Associate Professor						Assistant Professor					
School or College	1981-82		1982-83		Salary Change	School or College	1981-82		1982-83		Salary Change	School or College	1981-82		1982-83		Salary Change
	FTE	Salary	FTE	Salary			FTE	Salary	FTE	Salary			FTE	Salary	FTE	Salary	
Vet. Medicine	3.80	$40,768	3.61	$42,906	+ 5.2%	Vet. Medicine	4.03	$32,670	5.88	$35,768	+ 9.5%	Vet. Medicine	9.38	$28,735	10.10	$29,555	+ 2.9%
Engineering	33.36	34,196	35.17	37,863	+10.7%	Engineering	29.03	26,993	28.06	30,083	+11.4%	Engineering	14.72	23,672	13.33	26,258	+10.9%
Business	14.08	35,166	14.62	36,448	+ 3.6%	Business	18.68	27,710	17.97	29,085	+ 5.0%	Business	11.44	24,431	12.22	25,871	+ 5.9%
Forestry	11.18	34,471	10.94	36,288	+ 5.3%	Oceanography	7.59	26,326	7.06	26,935	+ 2.3%	Oceanography	4.61	22,190	8.14	22,489	+ 1.3%
Oceanography	9.11	35,214	11.51	35,687	+ 1.3%	Ag. (Exp. Sta.)	39.30	25,508	45.03	26,521	+ 4.0%	For. Res. Lab.	9.31	21,772	8.41	22,453	+ 3.1%
Home Economics	6.14	34,601	7.46	34,643	+ 0.1%	Forestry	7.49	25,916	7.16	26,476	+ 2.2%	Ag. (Exp. Sta.)	30.20	21,875	20.37	22,395	+ 2.4%
Health & Phys. Ed.	11.72	33,071	10.77	34,603	+ 4.6%	Education	16.40	24,770	15.15	26,090	+ 5.3%	Pharmacy	5.00	21,587	6.00	21,953	+ 1.7%
Science	93.08	33,504	93.37	34,463	+ 2.9%	Home Economics	12.72	24,992	11.35	25,973	+ 3.9%	Ag. (Res. Instr.)	9.79	21,902	4.96	21,680	- 1.0%
Ag. (Res. Instr.)	24.41	32,756	27.73	34,243	+ 4.5%	Pharmacy	7.15	24,226	7.96	25,431	+ 5.0%	Home Economics	11.50	20,056	8.91	21,464	+ 7.0%
Pharmacy	7.47	32,655	7.47	34,132	+ 4.5%	Ag. (Res. Instr.)	13.02	24,345	18.20	25,423	+ 4.4%	Forestry	5.15	21,589	3.29	21,368	- 1.0%
Ag. (Exp. Sta.)	77.73	31,649	79.99	33,372	+ 5.4%	For. Res. Lab.	11.34	25,074	9.74	25,403	+ 1.3%	Health & Phys. Ed.	8.98	20,283	7.89	20,927	+ 3.2%
Education	15.79	30,514	13.82	32,631	+ 6.9%	Health & Phys. Ed.	20.19	24,218	19.22	25,348	+ 4.7%	Science	32.99	19,635	34.73	20,762	+ 5.7%
For. Res. Lab.	12.52	31,697	9.60	32,377	+ 2.1%	Science	45.82	24,549	42.51	25,338	+ 3.2%	Education	14.44	20,178	13.74	20,625	+ 2.2%
Ag. (Ext. Serv.)	63.44	30,732	66.64	32,201	+ 4.8%	Ag. (Ext. Serv.)	81.30	23,916	86.72	24,724	+ 3.4%	Ag. (Ext. Serv.)	91.79	18,844	83.93	19,697	+ 4.5%
Liberal Arts	68.93	29,609	63.66	30,641	+ 3.5%	Liberal Arts	62.04	23,760	58.75	24,643	+ 3.7%	Liberal Arts	48.53	18,830	52.97	18,758	- 0.4%
All University	All	$32,735	All	$34,270	+ 4.7%	All University	All	$25,025	All	$26,047	+ 4.1%	All University	All	$20,564	All	$21,327	+ 3.7%

Important Note: Schools and Colleges are listed in the order they ranked in 1982-83.

/1 12-month salaries were converted to a 9-month equivalent through use of conversion factor of 1.22. This tabulation represents all academic staff including President, Deans, Directors, Department Heads, Department Chairmen, etc. None of the administrative staff has been excluded.

Source of data: Office of Budgets, Oregon State University

OSU Faculty Economic Welfare Committee, May 10, 1983

Graduate School Oregon State University Corvallis, Oregon 97331 (503) 754-4881

May 23, 1983

Richard Scanlan, President
Faculty Senate
Oregon State University
Campus

Dear Dick:

On behalf of the Graduate Council and based on the action taken by the Council on May 12, 1983, the following motion is proposed for Faculty Senate consideration:

Resolved: That diplomas be issued to graduate students four times a year relative to the quarter in which their degree is completed.

To implement this:

1.) There will continue to be only one formal commencement each year to be held in June.

2.) Present Spring term deadlines will remain in effect. Deadlines for the other three terms will be established by the Graduate School.

3.) A graduate student who completes a degree within the established Spring term deadline will receive his/her diploma at Commencement. A graduate student who completes a degree within the established deadline for Summer, Fall, or Winter term will receive his/her diploma within a reasonable length of time after the end of that term.

4.) Diplomas will be printed four times a year with four different dates, indicating the term in which the degree was completed.

5.) Graduate students who receive diplomas at the end of Summer, Fall, or Winter terms would be allowed and encouraged to attend the following June Commencement for formal recognition.

6.) The June Commencement Bulletin would list all graduate students who received diplomas subsequent to the last commencement.

My letter to you dated May 18, 1983 provides some background material for this motion and raises some additional questions. For example, would or should this procedure also apply to undergraduates? Is the Faculty Senate prepared to approve degree lists four times a year rather than the present annual approval? If a student who had received a diploma at the end of a previous term elected to attend the June Commencement, what document would he/she be given? Would this change adversely alter the present significance of the June Commencement?

Since this motion has some potential far-reaching effects, it might be appropriate for other pertinent Senate committees to study it before final adoption.

Sincerely,

John C. Ringle
Associate Dean

JCR:jt

cc: Ann Messersmith, Institution Management

Graduate School Oregon State University Corvallis, Oregon 97331 (503) 754-4881

May 18, 1983

Richard Scanlan, President
Faculty Senate
Oregon State University
Campus

Dear Dick:

At the May 12, 1983 meeting, the Graduate Council approved two procedural changes which should be brought to your attention. The first item is one which I believe is an appropriate agenda item for the Executive Committee to consider. The second item appears to need no further action and is included for your information.

1. Awarding of diplomas four times a year

The Graduate Council approved the awarding of diplomas to graduate students at the end of each quarter. Any graduate student completing degree requirements during Summer, Fall or Winter terms would receive his/her diploma within a reasonable length of time (probably 4 to 8 weeks) after the end of that term. Early finals and early grades would not be in effect during Summer, Fall or Winter terms. The present system of early finals and early grades would be retained for students who are completing degree requirements in Spring term and who desire to attend the commencement in June. There would still be only one formal commencement each year in June in which the actual diplomas are awarded to the students attending.

The impetus for this change was to make the diplomas available sooner to the graduating students. Many foreign students who are returning home need their diploma as "proof of degree received", with the result that students have been declared ineligible for certain jobs and/or paid a lower salary until the diploma was received. The University of Oregon, Portland State University, the University of Washington, and Washington State University all issue diplomas at the end of each term. W. E. Gibbs attended the Council meeting and provided some insight into this problem, and he agreed that diplomas could be printed and issued four times a year at a minimal increase in effort and expense.

There are several questions still to be resolved before this procedure could be implemented. Would (or should) this procedure also apply to undergraduates? If a student actually received his/her diploma at the end of a term other than

Spring, would he/she be allowed to attend the June commencement? If so, what document would be given the student since he/she has already received the diploma? When should the new procedure be implemented?

Since this proposed change has more potential far-reaching effects (e.g., changes to commencement procedures and interaction with undergraduates), it may well be an appropriate agenda item for the Senate and/or other Senate committees.

2. Change in processing procedure for graduate admission applications

The Graduate Council approved a change in the order in which graduate admission applications are processed.

At present, all graduate applicants are sent to the Graduate Admissions Committee (GAC) if they have an ungraded undergraduate background or their GPA on the last 90 hours of undergraduate coursework was between 2.50 and 3.00. If the GAC rejects an applicant, the major department has one week to appeal, with appeals going back to the GAC. An applicant whose undergraduate last 90 hour GPA was below 2.50 is not routinely reviewed by the GAC. The major department is notified that unless they appeal within one week, the applicant will be sent a rejection notice. Appeals again go to the GAC.

The action taken by the Graduate Council would change the procedure to the following: the major department would be notified that any applicant with an ungraded undergraduate background or those whose GPA on the last 90 hours of undergraduate coursework was below 3.00 would be sent a rejection notice unless the department appeals within two weeks. Appeals from the major department would be sent to the GAC for review. Otherwise, the present procedure remains unchanged.

The advantage of this change is that the GAC would be reviewing fewer cases each year and more attention could be devoted to each one. The GAC would only be reviewing applicants who were recommended by the major department. At present, the GAC reviews and approves many applicants only to find that the major department then rejects the applicant. A potential disadvantage to this change is that the GAC becomes more of an adversary of the major department in that the GAC has to rule objectively on applicants that it knows the major department wants.

Since this change involves no change in graduate admission criteria nor any change in the basic duties of the GAC, it appears that no further action is necessary by the Executive Committee.

Sincerely,

John C. Ringle
Associate Dean

cc: Ann Messersmith, Inst. Mg.
W. E. Gibbs, Registrar

May, 1983

Report of the Graduate Admissions Committee
1981-1983

The Graduate Admissions Committee, of the Faculty Senate has met every Tuesday, except one, for the past two years. The committee of eight faculty members has reviewed approximately 1,100 student files per year (Table 1). Students are evaluated whos record for the last 90 hours is below the 3.00 GPA required for graduate admissions or the 2.5 GPA necessary for admissions to a post-bac program.

About one third of the applicants are admitted by the committee (Table 1). Table 2 lists the number of students accepted by the committee according to departments during 4 months of 1982. Of those accepted by the committee, the number accepted by the departments varied greatly. Some departments do not accept any of those students coming from the Graduate Admissions Committee while other departments appear to accept all students that are acceptable to the University. Overall, about 50 percent of those passed by the Graduate Admissions Committee are accepted by the departments. Obviously not all of these students actually register at Oregon State University. The Graduate Admissions Committee does not have any data on the number of these students that eventually complete a graduate degree from Oregon State University.

Since the committee bases its evaluation on the information in the student's file in the Admissions Office the committee does not necessarily have all of the pertinent information. If it is obvious that more information is needed the committee may ask for: 1) grades of work in progress, 2) letters of recommendation, 3) letter from major professor or current administration, and/or 4) test scores. Even so, some committee decisions do not seem logical to some faculty members and cases are appealed to the committee. The number of appeals is usually less than ten percent of the original cases. In order to accommodate departments, the notice of committee action is sent to the department one week before the student is notified. This allows the department to appeal before a rejection notice is mailed to the student. Since additional information is frequently supplied with a departmental appeal they are usually successful. (Department appeals are more frequently successful than student appeals.) As an extra effort an appeal situation is evaluated by different committee members than those that made the original evaluation. Thus, each time a student's folder is evaluated, it is done by a different members of the committee, provided we don't run out of committee members.

As of July 9, 1982, when a department appeals a case and the committee rejects the appeal the chairman of the committee provides a written statement to the department (chairman) giving the reasons that the student was rejected. In almost all cases this has brought the situation to a successful conclusion. However, a second aspect of the problem has not been resolved. As recently

Table 1.

Graduate Admissions Committee Actions
(July--June)

Month	1980-81 C*	1980-81 A*	1981-82 C*	1981-82 A*	1982-83 C*	1982-83 A*
July	89	59	55	26	65	27
August	81	38	100	31	81	28
September	82	22	79	31	60	24
October	55	18	74	21	39	7
November	49	15	44	5	59	15
December	81	25	53	16	55	21
January	90	32	76	28	68	25
February	101	22	102	21	109	29
March	134	42	190	59	159	54
April	170	52	161	49		
May	135	41	104	39		
June	136	41	103	34		
TOTAL	1203	407	1141	360		

*C = Cases; A = Approved

Table 2.

Four Months Admission of Students by Graduate Admissions Committee 1982

Number of Students Applied	Number of Students Approved	Majors
		College of Science:
8	0	Computer Science
7	5	Chemistry
5	1	Physics
4	3	General Science
6	5	Geology
4	1	Mathematics
2	2	Biochemistry
1	1	Genetics
4	0	Botany & Plant Pathology
2	0	Zoology
10	5	School of Business:
		School of Engineering:
3	3	Mechanical Engin.
13	3	Electrical Engin.
7	1	Industrial Engin.
5	3	Civil Engin.
		College of Agriculture Science:
3	3	Ag. Economics
4	3	Fisheries
3	3	Soils
2	2	Rangeland
1	1	General Agriculture
3	0	Crop Science
1	0	Poultry
		School of Home Economics:
1	1	Foods & Nutrition
1	1	Family Life
30	12	School of Education:
4	2	Science Education
		School of Forestry:
1	1	Forest Products
3	2	Forest Management
9	2	School of Oceanography:
		College of Liberal Arts:
5	4	Geography
1	1	Speech
1	1	Journalism
1	0	History
3	3	School of Pharmacy

as five years ago an occasional appeal case was taken by either a student or a faculty member to the Dean of the Graduate School. In a few instances this resulted in the student being admitted by the Dean of the Graduate School. To the knowledge of the committee students admitted by this process averaged less than one per year. Recently this method of admission has increased dramatically (Table 3, 3a, 3b, 3c), and there have been three additional cases since April 1st. This raises many questions, some of which have been discussed with Dean Calvin, some with the Committee on Committee and some have not been formally discussed.

1. Who has the authority to admit graduate students?
    a. Dean of the Graduate School
    b. Graduate School Administrators
    c. Graduate Council
    d. Graduate Admissions Committee
    e. Admissions
    f. Department
    g. Individual Faculty

Currently we appear to be working with a combination of a, b, c, and d. Not all cases are even sent to the same of the above four so it is difficult to determine what is university policy.

2. What is university policy on the admissions of minorities? Are they to be admitted with a lower GPA? How much lower? What is a minority student?

3. What is the university policy on the use of TOEFL scores for foreign students? What do we do when students say that they can't take the TOEFL exam? Is 500 a satisfactory score on TOEFL for doing graduate work at Oregon State University? (It is lower than many universities.) Should students that are going to receive a teaching assistantship be requested, or required to take the new (1982) TOEFL Test of Spoken English? Should this be a departmental, school or university requirement?

4. What is university policy on admitting students to graduate school that do not have the equivalent degree to our BA or BS degree? (Table 3b) Who decides?

5. Should we adhere to the 90 hour 3.00 GPA for students that have completed a Masters degree at an accredited university? It is difficult to justify rejecting a student on his undergraduate grades when he has already completed a Masters degree. Should acceptance of those with a M.S. degree be decided by the department?

6. What should be the relationship between the Graduate Admissions Committee and the Graduate Council?

7. Should committee operating procedures be changed? Are we evaluating the correct information in the best manner?

Table 3.

Students Admitted by the Graduate School
Either Before or After Committee Consideration

1981-82

		Through 4/6/82	4/7/82 Through Sept., 1982	Total 1981-82
Physics	-	7	4	11
AR EC	-	2		2
Forest Science	-	2		2
Geology	-	2		2
Computer Science	-	2		2
Electrical & Computer Eng.	-	2	1	3
Chemistry	-	1	1	2
Business Administration	-	1	1	2
Counseling	-	1		1
Civil Engineering	-	1	1	2
Industrial Engineering	-	1		1
Zoology	-	1		1
Wildlife	-	1		1
		24		
Interdisciplinary Studies			1	1
Mechanical Engineering			1	1
Education				
General			1	1
Adult			1	1
Industrial			1	1
Agriculture (General)			1	1
Business (MBA)			1	1
Nuclear Engineering			1	1
Poultry Science			1	1
			17	41

Table 3a.

GENERAL

1981-82

	Name	Action	Problem
1.	REIFF, Jay E. Chemistry	Calvin - 3/24/82 FT, 1982	Rejected by GAC - 2/16/82 3/3/82, 3/9/82 - 2.89 GPA
2.	UNRUH, Melissa N. AR Ec	Ringle - 3/5/82 WT, 1982	Rejected by GAC - 1/19/82 2/3/82, 2/9/82 - 2.41 GPA
3.	BENION, Demetrius Bus. Admin Minority	Ringle - 3/25/82 FT, 1982	Automatic reject - 2.14 GPA
4.	FOSS, Delores T. Counseling Minority	Ringle - 2/16/82 ST, 1982	Automatic reject - 2.35 GPA
5.	SCHAFER, Bruce F. Civil Eng.	Ringle - 3/25/82 ST, 1982	Rejected by GAC - 3/9/82 3/16/82 - 2.45 GPA
6.	CAPTO-ARTEGA, Miguel J. Forestry Science	Ringle - 8/4/81 WT, 1982	Rejected by GAC - 6/23/81 (TOEFL 463 - 1981, 493 - 1978) DNM WT, 1982 Admitted ST, 1982 (TOEFL - 557)
7.	ILA, Daryush Physics	Ringle - 3/3/82 FT, 1982	Rejected by GAC - 12/1/81 2/16/82
	Through 4/6/82		Addendum to 4/6/82 Summary
8.	SOMERS, Todd C. Chemistry	Calvin - 5/12/82 FT, 1982	Rejected by GAC - 4/20/82, 4/27/82
9.	PARIKH, Neil A. Civil Engineering Monority	Calvin - 5/28/82 FT, 1982	Rejected by GAC - 5/18/82
10.	LUVERT, Arbella Education	Ringle - 7/14/82 SuT & FT, 1982	Rejected by GAC - 2/10/81
11.	TUCK, Brian V. Agriculture	Ringle - 7/22/82 FT, 1982	Rejected by GAC - 4/27/82
12.	RAKPHOWGPHAIROD, Vinai Poultry Science	Ringle - 8/6/82 FT, 1982	Rejected by GAC - 7/13/82
13.	LOUDON, Stuart D. Adult Education	Calvin - 8/31/82 FT, 1982	Rejected by GAC - 8/17/82 8/17/82

Table 3a Continued.

	Name	Action	Problem
14.	QUIRINO, Jacques Business	Ringle - 9/10/82 FT, 1982	Rejected by GAC - 8/11/81, (PB) 9/23/81, 8/3/82
15.	TUFTS, Raymond B. Ind. Education	Ringle - 9/20/82 FT, 1982	Rejected by GAC - 7/20/82 Deferred - 8/10/82
16.	STROUS, Tanzadeh Nuclear Engineering	Calvin - 9/28/82 FT, 1982	Rejected by GAC - 4/27/82 9/21/82

Through opening of FT, 1982

GERMAN

1981-82

	Name	Action	Problem
1.	BOPP, Juliana H. AR Ec	Ringle - 2/8/82 FT, 1982	No degree equated to our B.S.
2.	HOFFNER, Walter Geology	Ringle - 2/8/82 FT, 1982	"
3.	HUETTL, Reinhard F. Forest Science	Ringle - 6/9/81 WT, 1982	"
4.	MARTINEK, Gerhard Physics	Ringle - 3/25/82 FT, 1982	"
5.	WEISNER, Thomas P. Ind. Engr.	Ringle - 2/22/82 FT, 1982	"
6.	BLANEKENHORN, Wolf Zoology	Ringle - 1/20/82 FT, 1982	"
7.	BACK, Ude Physics	Ringle - 1/22/82 FT, 1982	"
*8.	DAUSMANN, Peter Computer Science	Ringle - 1/20/82 FT, 1982 Rejected by Dept. - 2/11/82 Ringle/Durham - 3/3/82 (Special)	"
9.	FINKBEINER, Bernd E. Physics	Ringle - 1/20/82 FT, 1982	"
10.	HAISEH, Hansiorg Elec & Comp Engr	Ringle - 1/20/82 FT, 1982	"
*11.	KOHLOFF, Stephan Computer Science	Ringle - 1/20/82 FT, 1982 Rejected by Dept. - 2/11/82 Ringle/Durham - 3/3/82 (Special)	"
12.	SANDER, Martin P. Geology	Ringle - 1/20/82 FT, 1982	"
13.	SPEE, Rene F. Elec Engr	Ringle - 1/20/82 FT, 1982	"
*14.	TITTEL, Marina Wildlife	Ringle - 1/20/82 FT, 1982 No grad rec. Ringle/Durham - 3/3/82 (Special)	"

Through 4/6/82

Addendum to
4/6/82 Summary

Table 3b Continued.

GERMAN

	Name	Action	Problem
15.	MULLER, Angelika History & Political Science (MAIS)	Ringle - 2/8/82 FT, 1982	No Degree equated to our B.S. (Vordiplom)
16.	REININGER, Thomas Physics	Ringle - 2/8/82 FT, 1982	"
17.	HACKER, Rolf F. Physics	Ringle - 2/8/82 FT, 1982	"
18.	TEICH, Werner G. Physics	Ringle - 2/8/82 FT, 1982	"
19.	MERGL, Edmund Physics	Ringle - 2/8/82 FT, 1982	"
20.	HEILIG, Thomas Electrical Engineering	Ringle - 4/19/82 FT, 1982	"
21.	PFEIFFER, Nikolas Mechanical Engineering	Ringle - 9/24/82 FT, 1982	"

Through opening of FT, 1982

Table 3c.

PEOPLE'S REPUBLIC OF CHINA

1981-82

	Name	Action	Problem
1.	CAO, You Sheng Physics	Ringle - 4/2/82 FT, 1982	TOEFL
2.	LI, Lingzhou Physics	Ringle - 4/2/82 FT, 1982	TOEFL
3.	XU, Haoxun Physics	Ringle - 4/2/82 FT, 1982	TOEFL

Through 4/6/82

Through opening of FT, 1982

8. The current agreement on admission of students to the MBA program should be evaluated. Can each school have its own graduate admissions policy?

9. Should the 24 hour "rule" be maintained, modified, or terminated? Are 24 hours necessary to evaluate a student's academic ability? Are all courses equally useful in assessing the student's ability? Should "blanket" number courses be considered? Should all courses taken during the 24 hours be undergraduate level (100-400) or, conversely, all graduate courses?

These and other questions remain unresolved. While none of them are critical to the operation of the University, their resolution would probably lead to a clearer understanding of admissions policies and reduce the occasional friction between the Graduate School, the committee and university faculty members.

The Graduate Admissions Committee
Donald Campbell '83
M. T. AliNiazee '83
David R. Brauner '84
Loren Davis '84
John Yoke '85
Dave Chilcote '85
Pat Wheeler '85
Ron Cameron '83 Chairman RRC

School of
Home Economics

Oregon State University

Corvallis, Oregon 97331 (503) 754-3551

April 19, 1983

TO: Dick Scanlon, Faculty Senate President

FROM: Margy Woodburn, Chairman, Faculty Recognition and Awards Committee
Ralph Quatrano, Botany
Mark Sponenburgh, Art

SUBJECT: 1982-83 Annual Report

(1) The committee is charged with (a) recommending nominees to the Faculty Senate for receipt of the OSU Distinguished Service Awards at Commencement, (b) recommending a nominee to President MacVicar for receipt of the OSU Alumni Association Distinguished Professor award to be made at Faculty Day and (c) distributing announcements for the Elizabeth P. Ritchie Distinguished Professor Award and the committee chairman serving on the nominee selection committee which is chaired by the Dean of Undergraduate Studies.

(2) All functions were successfully carried out.

(3) The committee reviewed in advance and met to select Distinguished Service Award nominees and again to select the OSU Distinguished Professor nominee (subsequent to this report).

(4) The committee chairman reported Distinguished Service Award recommendations (three individuals and one couple) to the Faculty Senate April 7, 1983.

(5) There are no recommendations for 1983-84.

MW:kc

Research Office Oregon State University Corvallis, Oregon 97331-2135 (503) 754-3437

April 12, 1983

MEMORANDUM

TO: Executive Committee of the Faculty Senate

FROM: Jo-Ann C. Leong, Chair, Research Council

SUBJECT: Research Council Activities, July 1, 1982, to date

The purpose of the Research Council is to promote, stimulate, and facilitate research activity at Oregon State University. The Council does this by advising the Dean of Research concerning the dissemination of information, by providing advice on research policies, and by reviewing requests for funds from the Institutional Public Health Service Grant and the General Research Fund. In addition, the Council reviews recommendations for support from the College of Liberal Arts research program.

During the period July 1, 1982, to date, the Research Council reviewed 49 requests for support. Of these requests, 39 were approved for funding at a total of $136,447. The source of funds and amounts provided are indicated below.

Source of Funds	Number of Grants	Total Amount
Public Health Service Institutional Grant	14	$69,265
General Research Fund	14	39,434
CLA Research Fund	11	27,748

The Public Health Service Institutional Grant has been renewed for April 1, 1983, to March 31, 1984; the grant amounting to approximately $104,000. This particular grant is a formula grant awarded on the basis of project funds assigned to Oregon State University on a competitive basis. Funds from the PHS Institutional Grant are monitored by the Research Council; they may be used for

activities which can be clearly shown to be in support of health-related research.

Members of Research Council	Year of Termination
A. J. Ferro, Microbiology	Indefinite
W. H. Foote, Agricultural Experiment Station	Indefinite
J. C. Leong, Microbiology (Chair)	1983
D. S. Fullerton, Pharmacy	1983
M. Matsumoto, Veterinary Medicine	1983
N. I. Bishop, Botany	1984
D. R. Buhler, Agricultural Chemistry	1984
D. D. Simmons, Psychology	1984
M. Cutler, Physics	1985
S. Levi, Oceanography	1985
P. K. Bhattacharya, Electrical Engineering	1985

mep

BALLOT

TELLER'S REPORT OF MAY 5, 1983 SENATE MEETING

May 5, 1983

Election of Panel for Faculty Hearing Committees:

In accordance with procedures adopted by the Faculty Senate on December 3 1970, and amended most recently in May 1982, a new "Panel B" is to be elected to serve from July 1, 1983 through June 30, 1987. The Panel to be elected will be designated as Panel B and will replace current Panel B (which becomes Panel A when the current Panel A retires on June 30).

VOTE FOR NO MORE THAN 10 NAMES in the list of nominees below (these nominees were presented to the Senate on April 7, 1983. Since that time two additional nominations were made by letter to the Senate c/o the President.

(5) 1. 26 BEUTER, JOHN H., Professor, Forestry

(13) 2. 18 BUCY, DAVID, Associate Professor, Planning & Institutional Research

(10) 3. 21 CARPENTER, JUDY K., Instructor, H&PE

(14) 4. 17 CONRAD, DIANA K., Associate Professor, Admissions

(6) 5. 25 DOST, FRANK N., Professor, Extension

(16) 6. 15 ENGEL, HAROLD, Associate Professor, Veterinary Medicine

(11) 7. 20 FLATH, ARNOLD, Professor, Physical Education

(22) 8. 7 GRADIN, JOSEPH L., Research Assistant, Veterinary Medicine

(12) 9. 18 GRIGGS, LAWRENCE, Assistant Professor, Educational Opportunities Program

(8) 10. 23 HALL, HELEN, Assistant Professor, Home Ec. Education

(17) 11. 13 HANCOCK, DANIL R., Associate Professor (RSR), General Science

(18) 12. 12 HARRISON, WILLIAM, Associate Professor, Business

(21) 13. 8 KARCHESY, JOSEPH, Research Associate, Agricultural Chemistry

(15) 14. 16 KINCH, MICHAEL, Associate Professor, Library

(2) 15. 36 KLEIN, GLENN, Professor, Extension Education

(4) 16. 29 KNAPP, J. GILBERT, Associate Professor, Music

(1) 17. 44 LEMAN, NANCY, Instructor, English

(20) 18. 8 LUNNER, MARILYN , Associate Professor, Extension

(19) 19. 11 MATSON, WALTER E., Professor, Extension

(23) 20. 7 NEWCOMB, GENE, Research Associate, Botany/Agricultural Experiment Station

(3) 21. 30 PIEPMEIER, ED, Professor, Chemistry

(24) 22. 7 RUFF, ROBERT E., Research Assistant, Veterinary Medicine

(7) 23. 25 SCHROEDER, WARREN, Professor, Civil Engineering

(9) 24. 23 SUTHERLAND, CHARLES, Associate Professor, Forest Management

The ten nominees receiving the highest number of votes shall constitute the new Panel. Those receiving the next highest number of votes will be designated as alternates to serve if replacements are needed.

Faculty Senate Office
May 5, 1983

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754 4344

May 23, 1983

FACULTY PANELS FOR HEARING COMMITTEES:

The current Panel B. becomes Panel A. on July 1, 1983; the listings below indicate the status of the Panels as of that date, July 1. The Panel B. indicated is the new Panel elected at the May 5, 1983 Senate meeting.

Panel A. (term ends 6/30/85)	Panel B. (term ends 6/30/87)
Kenneth L. Beals	Nancy Leman
Robert H. Birdsall	Glenn Klein
Marlan G. Carlson	Ed Piepmeier
Roswitha G. Hopkins	J. Gilbert Knapp
John P. King	John H. Beuter
Gloria A. Levine	Frank N. Dost
Mary E. Phillips	Warren Schroeder
Kenneth E. Rowe	Helen Hall
Robert L. Smith	Charles Sutherland
Lester B. Strickler	Judy K. Carpenter

(Alternates)
(Listed in the order they would be called to serve if needed)

Daniel J. Brown	Arnold Flath
Clayton A. Paulson	Lawrence Griggs
Malcolm Daniels	David Bucy
Terry L. Miller	Diana K. Conrad
Allan H. Doerksen	Michael Kinch
E. Steve Woodard	Harold Engel
Joseph E. Nixon	Danil R. Hancock
Roman A. Schmitt	William Harrison
James E. Anderson	Walter E. Matson
William J. Robertson	Marilyn Lunner
Thomas H. Luba	Joseph Karchesy
	Joseph L. Gradin
	Gene Newcomb
	Robert E. Ruff

FSO--5/23/83

Oregon State University is an Affirmative Action/Equal Opportunity Employer

OREGON STATE UNIVERSITY CORVALLIS, OREGON 97331

OFFICE OF THE DEAN OF FACULTY

March 16, 1983

To: Executive Committee of the Faculty Senate
Richard Scanlan, Senate President

From: D. B. Nicodemus

Subject: Editorial revision of AR 20. Repeated Courses

Attached is a memorandum dated February 11, 1983 from the Office of the Registrar which calls our attention to an omission of a parenthetical phrase in AR 20, "(unless that grade is E, I, W, N, or U)" in line 2 of part c.

In my opinion, the proposed correction may be considered an editorial change. If the executive committee concurs, I recommend that this change be reported to the Faculty Senate at the April or May meeting so that if there are no objections, the change may be made in the 1983-84 Schedule of Classes.

:dm

cc: Peter Freeman
W. E. Gibbs

Attachment

Office of the Registrar Oregon State University Corvallis, Oregon 97331 (503) 754-4331

February 11, 1983

TO: W.E. Gibbs

FROM: Ralph H. Reiley, Jr., Assistant Registrar

SUBJECT: Academic Regulation 20

In the scramble to clean up the language of AR 20 covered by the ambiguous "footnote" in the 1981-82 Schedule of Classes, the parenthetical phrase "(Unless that grade is E, I, W, N, or U)" was omitted.

As you recall, the old AR 20 speaks to administrative procedures to be followed in the case of repeated courses -- "If any course is repeated by a student, only the last grade earned (Unless the grade is...) shall be used to compute the grade point average, etc.". New AR 20 is couched in different language. It adds two paragraphs which address restrictions on repeating courses and procedures for granting exceptions to the restrictions. The administrative procedures for dealing with repeated courses remain the same as old AR 20 and are contained in the third paragraph of the revised regulation.

In all of the discussions, memoranda, letters, and Senate reports there is no indication that there was ever any intent to delete or change any of the long established procedures for handling legitimate repeat courses. As a matter of fact, the Senate only addressed the restrictions and exceptions aspects in the revision of AR 20.

My conclusion is that the omission of the phrase was editorial or inadvertant. Therefore, the phrase should be included in the 1983-84 edition of the Schedule of Classes as an editorial insertion rather than be handled as a substantive change in the Academic Regulation requiring Senate action. I have attached copies of "old" and "new" AR 20 for your convenience.

It is understood that the Academic Regulations Committee is reviewing the administrative procedures for processing repeated courses. Should revision be forthcoming, then the recommendation contained in the previous paragraph should be modified accordingly.

saf

1981-82

20. *Repeated courses*

If any course is repeated by a student, only the grade last earned (unless that grade is E, I, W, N, or U) shall be used to compute the grade-point average. Any previous grade(s) in that course will be lined through on the student's permanent record. A course previously passed, when repeated, does not add term credits toward graduation. If an immediate recomputation of the GPA is desired, it is the student's responsibility to complete the appropriate form at the Registrar's Office. Otherwise, the GPA may not be adjusted until time of graduation audit.*

* The following additional policy will be effective winter term 1982 on a trial basis for the remainder of the 1981-82 academic year: A course may be repeated only once by a student earning a grade other than A, B, C, S, or P. Exceptions may be requested by presenting an official student petition to the Office of the Registrar. Such a petition shall bear the recommendation of the dean of the student's college or school and the dean of the college or school and head of the department in which the course is offered.

1982-83

20. *Repeated courses*

a. Students receiving a grade of A, B, C, S, or P in a course may not repeat that course. Students receiving a grade of D, F, U, or N in a course may repeat that course once. (Recognized repeatable courses, such as activity courses, research, seminars, and selected topics, do not come under this restriction.)

b. Exceptions may be requested by presenting an Official Student Petition to the Office of the Registrar. Such a petition shall bear three recommendations: the dean of the student's college or school, the dean of the college or school in which the course is offered, and the head of the department in which the course is offered.

c. If any course is repeated by a student (in accord with *a.* above), only the grade last earned shall be used to compute the grade-point average. Any previous grade(s) in that course will be lined through on the student's permanent record. A course previously passed, when repeated, does not add term credits toward graduation. If an immediate recomputation of the GPA is needed, it is the student's responsibility to complete the appropriate form at the Registrar's Office. Otherwise, the GPA may not be adjusted until the time of graduation audit.

(UNless THAT GRADE IS E, I, W, N or U)

Department of
Agricultural Chemistry

Oregon State University

Corvallis, Oregon 97331

(503) 754-3791

May 24, 1983

Professor Richard A. Scanlan
President, Faculty Senate
Oregon State University
CAMPUS

Dear Dick,

Enclosed please find a final draft of the proposal to establish a Center for Gene Research and Biotechnology at Oregon State University. May I request that it be included in the agenda for consideration by the Senate at its meeting on 2 June 1983.

The proposal was generated by a committee of scientists (L.R. Brown, Microbiology; W.E. Kronstad, Crop Science; D.I. Mills, Botany & Plant Pathology; D.W.S. Mok, Horticulture; R.O. Morris, Agricultural Chemistry; R.S. Quatrano, Botany & Plant Pathology; H.W. Schaup, Biochemistry & Biophysics; F. Stormshak, Animal Science) representing molecular genetics and biotechnology interests on campus.

Sincerely yours,

Ray

R.O. Morris
Professor

Enclosure: Proposal

ROM:kd

APPLICATION FOR THE ESTABLISHMENT OF A CENTER FOR GENE RESEARCH AND BIOTECHNOLOGY AT OREGON STATE UNIVERSITY

1. Title: Center for Gene Research and Biotechnology

2. Organization and Location:

The Center for Gene Research and Biotechnology will be established as a multidisciplinary unit organized within the Research Office. Its members will be drawn from principal investigators who have active programs dealing with molecular genetics and biotechnology. Administration of the Center will involve two guiding bodies: a Committee of Scientists (COS), composed of eight scientists having active research programs in molecular genetics and/or biotechnology, and a Center Advisory Board (CAB), composed of those holding administrative appointments in departments or schools participating in Center activities.

The purpose of the COS is to provide direction and guidance in developing and maintaining a viable program and to ensure close coordination of the activities of the Center investigators. Members will be faculty who are actively engaged in conducting research in molecular genetics and/or biotechnology. One member, nominated by the COS, will be appointed by the Dean of Research to serve as Center Coordinator. The Coordinator will be responsible to the Dean on matters related to the Center.

The purpose of the CAB is to provide administrative guidance to the Center and to advise the Dean of Research on the overall direction of the Center. Members will be appropriate deans and department chairmen.

3. Objectives, Functions and Activities:

The Center will seek to strengthen research and teaching programs at Oregon State University which are concerned with the structure, organization, and expression of genetic material, and will assist programs which plan to apply basic information in this field to problems of practical importance. Because of the tradition of strength at OSU in the applied plant sciences, special emphasis will be placed upon research related to Agriculture and Forestry. Center programs will also seek to apply the techniques of molecular genetics to the Animal Sciences, Veterinary Medicine, Pharmacy and Marine Science. The practical components are intertwined with, and cannot exist without, strong commitment to basic research, which seeks to understand fundamental life processes.

Specifically the Center will:

- provide scientific leadership, focus and visibility in order to enhance Gene Research and Biotechnology programs at the University
- provide advice and recommendations to the University for the use of internal and external resources, such as institutional grants.
- facilitate communication among scientists to further their research in the broad areas of molecular genetics and biotechnology on campus and in the state system. The Center will also provide a source of expertise available to the public on questions relating to the application of biotechnology.

Five major research areas will be emphasized:

- Cell, Tissue and Embryo Culture
- Germplasm and Breeding
- Microbiology and Pathology
- Nitrogen Fixation
- Molecular Control of Gene Expression

Examples of investigations in these areas include:

- studies of natural and engineered vector systems and direct micro-injection for transferring genetic material into protoplasts and whole cells with the goal of transforming higher organisms
- identification of useful mutants through tissue and embryo culture to improve nutritional value, disease and herbicidal resistances
- identification of factors which control somatic embryogenesis in forest tree species
- genetic regulation of protein quality in cereals
- understanding the role of growth substances in influencing plant development and yield
- development of superior, high yielding crops, livestock, and poultry with improved qualities through the use of breeding strategies
- cloning and sequencing of genes of microorganisms controlling host-pathogen specificity
- improvement and modification of genomes of nitrogen-fixing bacteria and analysis of the genetic controls of nodulation and nitrogen transport in nitrogen-fixing plants
- determination of the structure, organization and sequence of genes that control developmental and physiological processes
- characterization of tumor-inducing genes in fish
- use of recombinant DNA technology to improve production of food and fiber
- development of vaccines against livestock diseases

The new research techniques and technologies have application in many biology-based areas of science and industry including crop and livestock agriculture, aquaculture, forestry, and animal nutrition and health, pharmaceutical and industrial biochemistry, microbiology and pest and disease management. Oregon State University has unique research strengths and potentials in these areas.

4. Resources:

Research and teaching resources exist in the programs of investigators in molecular genetics (15 FTE) and in biotechnology (23 FTE). They include programs (to give examples) as diverse as fundamental studies into nucleosome and virus structure through basic studies of wheat embryogenesis, breeding and pathology.

Facilities exist in current laboratories to carry out the present programs. As the Center develops, a central facility is envisioned which will house and maintain equipment for nucleic acid and peptide sequencing and synthesis, tissue culture, etc. This facility would be made available to investigators from sister institutions.

5. Funding Requirements:

Institutional funds will be provided in the amount of approximately $25,000 which may be used for released time for the Center Coordinator (0.25 FTE), a secretary (0.5 FTE), and supplies.

It is envisioned that major, expensive pieces of multi-user equipment (such as that for nucleic acid and peptide synthesis, cell sorting, tissue culture, etc.) will be needed to expand existing research programs and develop new areas of research. Funding for technical services necessary for maintenance and utilization of specific pieces of central equipment will be sought. Funding for equipment will be sought from federal granting agencies (such as the National Science Foundation, Public Health Service and Department of Defense), private foundations and the Research Office.

Funding will be sought from University sources (Deans of the respective colleges whose direct participation in the program is acknowledged) to supplement budgets for existing laboratory courses in recombinant DNA technology, and to initiate new laboratory courses (molecular genetics/biotechnology) to strengthen the training of senior/graduate level students. Workshops, conferences, seminars and enhanced library resources will be initiated as funds become available.

OSU recently received a two-year grant from the M. J. Murdock Charitable Trust in the amount of $545,000 for the establishment of a coordinated and expanded program in gene research. This represents outside recognition of OSU's expertise in, and commitment to, research aimed at understanding the structure, organization and expression of genes, and, to apply knowledge resulting from such investigations to solve practical problems in fields such as agriculture and forestry. Included in this grant are funds to support two faculty positions and approximately $100,000 for purchase of multiuser equipment, establishment of a visiting scientist/seminar program and support of pilot research projects.

Proposals are in preparation and will be submitted to private foundations, primarily to enhance graduate and postdoctoral training. The support of the OSU Foundation will be actively solicited to support central research equipment and facilities.

6. Relationship to Institutional Mission:

Two facets of the overall research activities of OSU make this proposal appropriate. There exists a substantial and productive group of faculty in the

Colleges of Science and Agricultural Science who use the techniques of molecular genetics and nucleic acid biochemistry in their own research. This group is composed primarily of basic researchers who are becoming ever more alert to opportunities for practical utilization of their research expertise. There also exists great strength in the traditional fields of applied biology, particularly in Agriculture and Forestry but also in Pharmacy, Veterinary Medicine, and Marine Sciences. Scientists in this second group are eager to apply molecular genetics to longstanding problems in their own disciplines. These two groups -- molecular biologists and applied plant and animal scientists -- represent a combination of resources unusual among Northwestern institutions.

The University of Oregon has a superb Institute of Molecular Biology, with strong programs in basic research. The Oregon Health Sciences University is planning to enlarge its own research efforts in molecular biology, with anticipated potential for biotechnical applications in medically related areas. Oregon State University is particularly well-suited to address the problems of interfacing basic gene research with agricultural and applied biological science. Major research programs exist in basic molecular genetics ($1.8 million in external grant support) and in biotechnology research (in excess of $930,000.00 of non-state grant support) among the faculty who will be associated with the Center. Additional new faculty are expected to further increase the level of external grant support on campus. New faculty will be recruited both on the basis of scientific excellence and with an eye towards their interest in application of genetic technology to agricultural problems. It is also important to emphasize that the developments outlined here will enhance the educational opportunities in all areas of life sciences, at both graduate and undergraduate levels.

The Center will enhance opportunities to focus efforts in gene research and biotechnology in a coordinated manner. This is consistent with a charge to OSU from the State Board of Higher Education.

> "To provide a general education... so that students will acquire the knowledge, skills and wisdom for an understanding of the scientific methology which has wrought a revolution in the ways of knowing and the extent and application of knowledge."

7. Long-Range Plans:

The past decade has witnessed an explosion in molecular genetics. It is abundantly clear that the methodologies which have emerged as a consequence of these rapid developments can be exploited in the development of new areas of biotechnology. During the initial years, the Center for Gene Research and Biotechnology will serve as a focal point where the expertise of molecular biologists and applied scientists can be brought together to develop new, coordinated research programs, and to expand existing studies. This initial phase will provide an opportunity to broaden the training of graduate students and postdoctoral fellows. It will also facilitate the procurement of external funds to support the new research programs and to strengthen the graduate and postdoctoral training programs.

Long-range plans will be developed to define and promote new areas of research, to support existing programs, to solicit funds from outside agencies for

new faculty and program support, and to assist the University teaching effort by development of courses (within appropriate departments) which emphasize the disciplines encompassed by gene research and biotechnology.

Approximately 8-10 faculty with expertise in areas of gene research and biotechnology will be added over the next 5-10 years, as positions become available.

Within five to ten years, the Center hopes to have attained some recognition for its creative research programs in molecular genetics, its utilization of genetic technology in agriculture, forestry and other disciplines, and its strong graduate and postdoctoral training programs. Concurrently, it hopes to participate in the application of knowledge which is emerging from basic research in molecular genetics. A major long-term goal of the Center is to ensure that the enormous potential which exists at Oregon State University for the application of these methodologies in agriculture, forestry, and other areas, will be realized.

FACULTY LISTING

NAME	TITLE	DEPARTMENT
Allen, T.C.	Professor	Botany & Plant Pathology
Armstrong, D.J.	Associate Professor	Botany & Plant Pathology
Bailey, G.S.	Associate Professor	Food Science
Beaudreau, G.S.	Professor	Agricultural Chemistry
Breen, P.J.	Associate Professor	Horticulture
Brown, L.R.	Associate Professor	Microbiology
Ching, T.-M.	Professor	Crop Science
Converse, R.H.	Professor	Botany/USDA
Craig, A.M.	Associate Professor	Veterinary Medicine
Durley, R.C.	Assistant Professor	Forest Science
Evans, H.J.	Professor	N. Fixation Laboratory
Ferro, A.J.	Associate Professor	Microbiology
Feyereisen, R.	Assistant Professor	Entomology
Gould, S.J.	Associate Professor	Chemistry
Haunold, A.	Professor	Crop Science/USDA
Heatherbell, D.A.	Associate Professor	Food Science
Hohenboken, W.D.	Professor	Animal Science
Kronstad, W.E.	Professor	Crop Science
Leong, J.C.	Associate Professor	Microbiology
Mathews, C.K.	Professor	Biochemistry & Biophysics
Metzger, R.J.	Professor	Crop Science/USDA
Mills, D.I.	Associate Professor	Botany & Plant Pathology
Mok, M.	Associate Professor	Horticulture
Mok, D.W.S.	Associate Professor	Horticulture
Morris, R.O.	Professor	Agricultural Chemistry
Mosley, A.R.	Associate Professor	Crop Science
Pearson, G.D.	Associate Professor	Biochemistry & Biophysics
Proebsting, W.M.	Associate Professor	Horticulture
Quatrano, R.S.	Professor	Botany & Plant Pathology
Rohrmann, G.F.	Assistant Professor	Agricultural Chemistry
Savage, T.F.	Associate Professor	Poultry Science
Schaup, H.W.	Associate Professor	Biochemistry & Biophysics
Seidler, R.J.	Professor	Microbiology
Shirk, P.D.	Assistant Professor	Zoology
Stormshak, F.	Professor	Animal Science
Trione, E.J.	Professor	Botany/USDA
VanHolde, K.E.	Professor	Biochemistry & Biophysics
Zaerr, J.B.	Professor	Forest Physiology/FRL

OREGON STATE UNIVERSITY
Faculty Senate Office

Corvallis, Oregon 97331
Social Science 107
9/27/83

REPORTS TO THE FACULTY SENATE
October 6, 1983

Agenda for the Senate Meeting: Thursday, October 6, 1983; 3:00 p.m., Stewart Center

The Agenda for the regular October 6 Senate meeting will include the reports and other items of business listed below. To be approved are the Minutes of the June 2 Senate meeting, as published in the Staff Newsletter Appendix.

A. Reports from the Faculty

1. Summer Term - Duane Andrews

The Director of Summer Term will report to the Senate on the 1983 Summer Term and projections for Summer Term 1984.

2. Joint Subcommittee to Study Faculty Compensation for Summer Term (pp. 5-9)

In response to a request from President MacVicar, the Executive Committee has appointed an Ad Hoc Committee on Summer Term Compensation, consisting of the Chairman of the Faculty Economic Welfare Committee, Robert Michael, and the Chairman of the Budgets and Fiscal Planning Committee, Robert Becker, as well as two other members of the FEWC and one from the B&FPC which are being appointed. The Chairman of the FEWC, Robert Michael, has been appointed Chairman of the Ad Hoc Committee. This will be a preliminary report. (See attached Memos)

3. Bylaws Committee Report (pp. 10-15) - V. Haldeman

Attached is the Bylaws Committee report on Unassociated FTE which was presented to the Senate in June. The Senate will be asked to vote on the proposed Bylaws revision at this meeting. A two-thirds vote of those present and voting is required to pass the Bylaws amendment.

4. Deans Search Committee Updates

Several Search Committees are currently working on Dean searches. The Chairmen will be invited to inform the Senate of the status of the search for the Director of Libraries (Ron Miner, Chrm.); the Dean of Home Economics (Art Gravatt, Chrm.); and Dean of Business (Dr. MacVicar, Acting Chrm.).

5. Apportionment of the Faculty Senate - Dean Nicodemus

Administrative constraints in recent years have made impossible the production of Apportionment charts for 1982 and 1983 in time for the Fall elections. An Apportionment Chart for 1983-84 is now in the offing, but may be completed too late for the current year's elections. The proposal is that, in event a new Chart is not completed for the current year, the Chart used in 1982 be presented for approval by the Senate at the

November 3 meeting. It is anticipated that an Apportionment Chart based on 1983 data will be completed for probable use in the fall of 1984.

6. Faculty Economic Welfare Committee (p. 16)

Attached is a corrected copy of a Salary Data Chart that was included in the June 2, 1983 Agenda. The correction has been indicated on the face of the chart.

B. Reports from the Executive Committee

1. Actions of the Faculty Senate (pp. 17-20)

Attached are two letters from President MacVicar in response to actions of the Faculty Senate from May and June 1983. Also attached is a letter reporting to the Senate action to be taken in the matter of Minors on Transcripts.

2. Annual Reports of Senate Committees & Councils

All Senate committees and councils are expected to report annually to the Senate, and to describe their work for the year. These reports are particularly important for committees/councils that do not make regular reports to the Senate. Two committee reports (written reports attached) are listed below. In most instances, the reports are for the information of the Senate, and committee chairmen may not be present at the meeting. Questions regarding either of the reports should be directed to the chairman, or the Senate President, if appropriate.

a. Graduate Council (Ann Messersmith, Chrm.)(pp. 21-24)
b. Student Recognition & Awards Committee (Charles Dailey, Chrm) (pp. 25-28)

3. Faculty Senate Committee/Council Appointments

The Executive Committee has made nearly all appointments of chairmen and members to the Senate's Committees and Councils. Student members have been identified and included on the new Roster, but local, current addresses and telephone numbers were not available at the time the Roster was prepared. The 1983-84 Roster of Faculty Senate Committee/Council memberships will be distributed at the October 6 meeting.

4. Senate Meetings for Fall Term

Scheduled Senate meetings for Fall 1983 are: November 3, November 17 (Special Curricular meeting), and December 8. All meetings for the 1983-84 year will be scheduled at 3:00 p.m.

5. Bylaws Revision

Faculty Senate Bylaws have been updated to include all revisions made through June 1983. As soon as action has been completed on the currently pending revision, a new document will be produced and transmitted to the Dean of Faculty for distribution as a revised Appendix to the Faculty Handbook.

6. Status of Proposed Faculty Committee on Facilities, Siting and Planning (pp. 29, 30)

The experience of dealing with the OSU-Heritage Annexation proposal last spring created impetus to form a new Faculty committee as named above. That option was set aside in favor of a one year trial liaison arrangement with the Campus Plan and Facilities Planning & Use Committees, with Executive Committee member Robert McMahon acting in the liaison role. See attached letter from Committee on Committees and a letter to Vice President Parsons.

7. Schedule of Elections of New Senate Officers, Senators, Inter-institutional Faculty Senators, and Executive Committee Members (p. 31)

The Executive Committee, upon concurrence of the Senate as to procedure, will prepare the Apportionment Table for presentation at the November 3 meeting. The Table provides the basis for election of new Senators in each college/school during the month of November. Plans for election of the President-Elect, IFS Representatives, and Executive Committee members will be the subject of Memoranda to be sent to all Faculty during the months of October and November. Attached is a letter to the Nominations Committee explaining the election of new Senate Officers and IFS representatives.

8. Social Security Overpayments; Possible Refunds (p. 32)

Attached is a letter and news item from Dean Bill Wilkins relating to possible refunds from Social Security overpayment. This matter is being referred to the Faculty Economic Welfare Committee for their review and investigation. The FEWC will report to the Senate at a later date on their findings.

9. 1983 Faculty Day Award (p. 33)

Attached is a letter from D. Curtis Mumford thanking the Senate for the Award presented to him on Faculty Day.

10. Status of Curricular Documents (p. 34-36)

Preliminary Category II documents have been distributed to Deans and Department Chairmen for review. Senators are urged to obtain a copy and submit their responses. The Faculty Senate also has copies available for loan. Attached is an Update from the Curriculum Coordinator indicating action taken on items discussed by the Senate during the fall of 1982.

11. Graduate Admissions Procedure Change (pp. 37, 38)

Attached are documents which explain a change in Graduate Admissions procedures. The new procedure will route directly to departments applications from applying graduate students whose qualifications are marginal. If they are acceptable to the department to which they are applying, the application will then go to the Graduate Admissions Committee. Students unacceptable to their desired department will not be admitted.

C. Reports from the Executive Office

1. Proposed Change in Faculty Health Ins. Eligibility (pp. 39, 40)

Attached is a letter from Vice President Parsons indicating Amendments which had been proposed to SEBB Rules. This is a proposal which was opposed by the FEWC and, although enacted, has now been overturned.

2. Custodial Contracting Out (pp. 41, 42)

Attached is a report from Vice President Parsons indicating to the Senate the final action taken in the "Contracting Out."

3. Status Report on Traffic Safety & Proposed Rules Governing Bicycle Operation (pp. 43-47)

Attached is a Status Report from Vice President Parsons on the subject of proposed Bicycle registration.

4. Report from President MacVicar

D. New Business

1. Motion re Bicycle Registration (p. 48)

Attached is a Motion from Professor Boris Becker asking the Senate to act against the newly-established policy of bicycle registration on campus. Since this motion is coming before the Senate through its regular Agenda, it can be acted upon as any other recommendation to the Senate (Objection to Consideration, Article X, Section 1, paragraph 2, will not apply).

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754 4344

July 25, 1983

M E M O R A N D U M

TO: President Robert MacVicar

FROM: Executive Committee of the Faculty Senate
Pete Fullerton, President-Elect
Thurston Doler, Executive Secretary

SUBJECT: Summer Term

The Executive Committee of the Faculty Senate shares your concern about the decrease in enrollment in Summer Term. We have had several discussions including one meeting with the Director of Summer Term. Our focus has centered on reduced enrollment, cancellation of classes, which resulted in the reduction of staff, and the coordination of summer class programs with other areas of the campus, such as student activities. The comments below may be helpful in increasing enrollment in 1984, and in delineating the major problems of 1983.

In human terms, the problems with Summer Term this year have left some faculty unexpectedly unemployed this summer, putting a financial strain on their families--not to mention their Deans and Department Heads/Chairs. Some faculty were put in an untenable teach/don't teach situation for several days until their classes were finally approved. This uncertainty can demoralize faculty and result in their looking elsewhere for summer work, thus potentially depriving the University of their future participation.

Students whose classes were cancelled were, in some cases, disappointed and angered by being deprived of the specific courses for which they came. This could result in their not gambling on summer classes at OSU next year.

Beyond the classroom to the campus as a whole, the campus seems to have little vitality and life this summer. (It is even difficult to buy a soft drink after 3:30 p.m.!) Much of the problem is certainly due to too few students. Nevertheless, the message of cancelled classes and minimal campus life will undoubtedly spread to potential students for next year. In contrast, our information is that UO and WOSC are not only up in summer enrollment, but that they have significant campus/community programs as well.

On the financial side, we understand that administrators have had to dip into reserves to take up the deficit for the summer. There is considerable concern among faculty that that deficit may have to be made up from regular departmental budgets during the regular year.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

The problems of this year's Summer Term could be amplified into a virtual disaster next year. We understand, for example, that for a time the School of Engineering had stated its intent to withdraw from participation in future Summer Terms. The enrollment of the Colleges of Liberal Arts and Science would certainly have been reduced by that action.

In short, we believe that future Summer Terms are very seriously threatened. The most imaginative effort by a diversity of the OSU and Corvallis community may be able to pull them out--faculty, students, businessmen, Civic leaders, and administrators working together. Most important, we believe that a healthy, stimulating and enjoyable Summer Term is essential to the overall vitality of this institution and the Corvallis community. Dropping Summer Term is not an option that the University can afford.

A successful Summer Term has both tangible and intangible benefits. It presents the appearance of a vital, active campus to visitors, prospective graduates, and undergraduates. It nurtures scholarship among faculty and students alike. It also makes use of otherwise "unused" building space and maintenance, and buffers overhead costs of dormitories, laboratories, libraries, and student facilities. It contributes to the economic vitality of the community (through student purchases, rentals, and the like), and those of the faculty.

Creative and imaginative planning are essential immediately to identify OSU's Summer Term problems and to chart a course for revitalization in 1984. We certainly do not profess to have delineated all possible solutions, but we offer the following suggestions:

1. Additional events and MU hours should be scheduled this summer if at all possible. Students need to leave the 1983 term with as positive an impression and memory as possible. Don Sanderson and George Stevens have taken the lead on this, and we applaud their good efforts.

    a. How about an "end of the term" special activity, e.g. a farewell barbecue or picnic in the MU quad in place of a regularly scheduled dorm meal? (Students with dorm cards would be free, the rest of us would pay.)

    b. Another idea is noon music on the MU quad. The MU Program Council and David Eiseman can give suggestions. They might also be able to line up musicians for the "farewell barbeque". If the MU quad has vitality and life, especially at noon hour, the whole campus seems more alive. (The regulation prohibiting music on the quad during class time needs to be revised.)

    c. Is there any chance that "coke and snack hours" in the MU can be extended after 3:30?

2. There should be intensive contact between our representatives and the directors of the UO and WOSC summer programs. What are the "secrets" of their reportedly more successful summer terms?

3. Students, administrators, and faculty should begin now to plan <u>together</u> how to maximize the 1984 Summer Term's attractiveness at affordable cost. The interrelated problems of low enrollment, minimal curriculum coordination, "dropped classes" and "cancelled summer employment <u>absolutely must be solved</u>. Let's attract more students and raise revenues, not just settle for the current poor enrollment and adjust expenses to accommodate.

a. Funding faculty salaries during the 1984 Summer Term will require considerable thought and planning. A set salary per credit hour system may work for some departments, but the salary rate must be high enough to attract good faculty and give them an equitable wage. The "bottom line" is that the 1984 Summer Term must be a viable, educationally stimulating program--not a stripped down, minimal quality model geared to mediocrity in the long run.

b. A set "salary per credit hour" system will not be applicable for some courses (e.g. Research, Thesis) and other Summer Term assignments. Flexibility will be necessary.

c. The entire time frame for Summer Term planning must be changed. The October date for submitting Summer Term courses precludes any effective planning and coordination--the cornerstones for a well attended program.

d. Student input is vital for effective planning. Students are our "market" and know best what Summer Term "product" they will buy. They should be included in all levels of program planning, coordination, and promotion. A survey, perhaps late in Fall Term, would help to determine student curricular interests, and to divulge their other concerns and problems which can suggest revised Summer Term structure and programs.

e. The Summer Term Bulletin might designate which courses will be offered irrespective of enrollment, and which ones could be cancelled if enrollment is minimal. The planning group needs to find out how other campuses in the US with successful summer programs handle these problems. How about early preregistration, say in April, as one option?

f. At least one regular course was dropped and a DCE course substituted this summer. This causes a variety of problems for students and should be avoided in the future.

4. This same planning group, working with the Barometer and Corvallis community leaders, should explore how a fun (for our young people), vital, and creative Summer Term can be renewed in 1984.

a. Encourage creative, inventive program development as part of the centralized 1984 planning--themes, displays, programs, rock concerts, more "on the quad" events, special workshops, films, and theater productions. OSU and Corvallis have to be viewed by young people as likely to be exciting, interesting, and fun during the 1984 summer.

b. Perhaps family programs in conjunction with the OSU Alumni Association, and with the various sports clinics (Avezzano's football, Miller's basketball, cheerleaders, etc.) could be scheduled. "While your son or daughter is at OSU, come along and take part in ...".

c. An exciting mix (on campus and in the community) of social opportunities, food services, and related components of Summer Term must be planned and promoted for 1984.

d. Perhaps the Summer Barometer could be published earlier in the week to better publicize events in the MU quad, and other mid-week activities on the campus.

e. And, as noted for this summer, music and activities on the MU quad are especially important--particularly at noon hours.

5. Ask all schools to give support to Summer Term for 1984--to give 1984 a chance for success.

The adverse impact and memory of this year's Summer Term will not be quickly reversed. The overall effort will likely take several years. It is crucial, however, that the "product" for 1984 be attractive and give confidence to students and faculty alike. The 1984 Summer Term must lay the foundation for a vital, self-supporting, and well-attended summer term in 1985 and beyond. 1984 may not achieve total self-support, but ineffective planning for 1984 could doom future Summer Terms altogether.

/cb
cc: Summer Term Dean's Meeting
T. Parsons, Vice President for Administration
G. Stevens, Associate Dean, Student Activities
S. Wolfard, President, ASOSU
B. Jarstad, President, MUPC

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

September 14, 1983

M E M O R A N D U M

To: Bob Michael, Chairman, Faculty Economic Welfare Committee
Bob Becker, Chairman, Budgets & Fiscal Planning Committee

From: Dick Scanlan, Senate President Dick Scanlan

Subjecy: Formation of a Joint Subcommittee to Study Faculty Compensation for Summer Term

As you know, the Oregon Legislature several years ago mandated that Summer Term Programs in the OSSHE must operate on a "pay for themselves" basis. In fact, however, the programs at OSU for Summer 1982 and Summer 1983 operated in the red. In light of this, President MacVicar has requested that a Faculty committee examine faculty compensation for Summer Term at OSU, with an eye toward reducing total expenditure for the Summer Term program.

At its meeting on September 13, 1983, the Executive Committee of the Faculty Senate decided to form a Joint Subcommittee to study and make a recommendation concerning Faculty compensation for Summer Term. Membership for the Joint Subcommittee will draw from the current members of the FEWC and the B&FPC. Bob Michael will chair the Joint Subcommittee and identify two additional members from the FEWC to serve on it. Bob Becker will serve on the Joint Subcommittee and will also identify one additional member from the B&FPC to serve.

The specific task for the Joint Subcommittee will be to study the "Faculty Compensation for Summer Term" question, and to recommend a Faculty Salary Compensation Plan for Summer Term 1984. The Joint Subcommittee is encouraged to contact the appropriate groups/people in order to arrive at the best possible recommendation.

We will need your recommendation by October 17, and we anticipate that the recommendation will be presented at the November 3 Faculty Senate meeting. In addition, we would like the Chairman of the Joint Subcommittee to present an Interim Report at the October 6 Faculty Senate meeting. The purpose of the Interim Report will be to alert Senators to this activity, and to seek their input.

The very best of luck in this assignment. If I can be of help, please let me know.

pc: President MacVicar, Dean Nicodemus, Duane Andrews, Pete Fullerton

Oregon State University is an Affirmative Action/Equal Opportunity Employer

School of
Home Economics

Oregon State University

Corvallis, Oregon 97331 (503) 754-3551

May 13, 1983

TO: Richard Scalan, President
Faculty Senate

FROM: Faculty Senate Bylaws Committee
Virginia Haldeman, Chairman Virginia A. Haldeman
H.P. Adams
Lynn Hallgren
Murray Laver
Kermit Rohde
Bruce Shepard

RE: Proposed Bylaws Revision to Accommodate Senate Representation for Unassociated Faculty

Late in 1981 a request was made to the Faculty Senate to form a special voting unit comprised of Undergraduate Studies Support Services personnel. The Faculty Senate Bylaws Committee was directed to investigate this matter and to report back to the Senate.

Initially, Dean Nicodemus and Dean Kuipers were consulted in order to determine the concerns underlying this request. It was found that the problem of Senate representation is much broader than that posed by the Undergraduate Studies Support Services personnel and is experienced by most "unassociated faculty."

The term "unassociated faculty" comes from a memorandum from the Faculty Senate. Each fall term this memorandum to members of the OSU Faculty explains that some faculty members must take the initiative if they wish to vote. These are the faculty members who hold appointments with "unassociated FTE or otherwise without FTE in one of the fourteen units which elect Senate members." Faculty members in administrative service areas or departments such as student services and general administration who are engaged in instruction, research, or extension work are included in this group of unassociated faculty. Each of these faculty members must select a school or college with which to be associated in order to participate in Senate elections. This means that faculty members with "unassociated FTE" who wish to be nominated for senator or wish to vote, must apply in writing for affiliation with a unit to the dean or director of that unit. This application must be renewed <u>every year.</u>

The fourteen voting units are: the twelve colleges and schools, the library, and the combined ROTC departments. Based on its total assigned FTE (budgeted FTE + "appropriate fraction of Unassociated FTE") each of the fourteen voting units elects one Faculty Senator for each 14 FTE. The "appropriate fraction" of so-called "Unassociated FTE" comes from programs and centers which support research and instruction, but are not voting units. A partial list of these programs and centers include:

Computational Services
Counseling Center
Environmental Remote Sensing Applications Laboratory
Honors Program
International Education
Educational Opportunities Program
Department of Information
Women's Study Program

From the preliminary investigation, the committee concluded that:

1) Some faculty not "associated with" traditional schools or colleges have been accommodated for purposes of Faculty Senate representation (i.e., ROTC and the Library).

2) Other faculty not associated with traditional schools or colleges must on an annual basis, select an academic unit to be associated with for voting purposes only.

3) This situation has created barriers to participation in faculty governance.

During spring term 1982, a survey questionnaire was developed by the Bylaws Committee and mailed to the 76 identified unassociated faculty members. Questions were designed to assess opinions and feelings about Faculty Senate participation, representation, and voting rights. Opinions about the formation of a special voting unit were also solicited. Thirty-two questionnaires were returned (no follow-up was attempted). Of those who responded:

1) 89% favored the creation of a voting unit composed of unassociated faculty.

2) 50% had never received a ballot to vote for Faculty Senators or Senate President elect.

3) 90% had never been nominated for senator.

4) 37% had chosen to associate with a unit for voting purposes.

These results were reported to the Faculty Senate on November 4, 1982 with a recommendation to create a voting unit composed of all unassociated faculty. After extensive discussion the senate passed the following notion:

> "Moved, that the Bylaws Committee prepare proposed amendments in the appropriate bylaws sections which would accommodate an unassociated faculty unit."

After due committee deliberation and consultation with the Faculty Senate Executive Committee, Dean Nicodemus, and representatives from the unassociated faculty, revisions in the bylaws were developed to accommodate the formation of an unassociated faculty unit. The requested proposed revision of the Bylaws is attached. The Faculty Senate Bylaws Committee recommends adoption.

c: Dean Nicodemus
Dean Kuipers

Attachment

VH/slw

PROPOSED BYLAWS REVISION

ARTICLE V: MEMBER NOMINATIONS AND ELECTIONS

Sec. I. Apportionment. The elected members of the Faculty Senate, exclusive of the Senate President and Senate President-Elect, shall be apportioned in the following manner:

Each School, College, the Library, the combined ROTC staff, and the unaffiliated academic staff are apportionment groups. The Executive Committee of the Faculty Senate shall determine each autumn the full-time-equivalent staff members having rank of instructor or higher in each School or College apportionment group and shall establish the number of representatives and their apportionment on the basis of one representative for each 14 full-time-equivalent staff members or major fraction thereof. ~~Apportionment shall be based on the budgeted staff FTE (full-time-equivalent) at the start of each fiscal year.~~ However, each apportionment group shall have at least one Faculty Senate member.

The "Notice of Appointment" will be the basis for determining the FTE of each faculty member and for determining whether a faculty member holds academic rank in more than one apportionment group.

The apportionment groups are: each School, College, the Library, the combined ROTC staff, the unaffiliated academic staff, and other groups the Faculty Senate may choose to create as provided herein. The unaffiliated academic staff are those faculty identified by the Executive Committee of the Faculty Senate who hold academic rank, as determined by the "Notice of Appointment", but have no FTE in any other apportionment group. Groups of unassociated faculty may request representation as a separate apportionment group. Creation of additional apportionment groups requires a two-thirds vote of the members present at any regular Faculty Senate meeting and would become effective at the next subsequent annual apportionment.

In determination of representation of each ~~School or College~~ apportionment group, all staff members who hold ~~on the campus holding~~ academic rank in only one such group shall be included in that group, whether engaged in instructional, research, or extension work, and the apportionment determined accordingly. ~~Specifically~~, Agricultural Research or Extension staff members

shall be included with the School of Agriculture, Home Economics Research or Extension staff members shall be included with the School of Home Economics, Engineering or Forestry Research staff members with the Schools of Engineering or Forestry, etc.

~~By mutual consent of the Deans involved, academic staff members not coming under the provisions stated above shall be assigned to a School or College for purposes of apportioning and of electing representatives to the Faculty Senate. Division of Continuing Education staff members on the campus shall be included with the School or College most appropriate to their fields or functions. Staff members not otherwise included in that School or College may for purposes of apportionment and voting select the School or College with which they wish to be attached, after which they will be included in that School or College. Such staff members shall have the same privileges as members of the group to which they have been assigned.~~

Each fall, the Executive Committee of the Faculty Senate will request that unassociated faculty and faculty with academic appointments in more than one apportionment group state that group with which they wish to be associated for purposes of apportionment and voting. These faculty will have, with respect to this document, the same privileges as other members of the group they select. Those faculty who do not respond to the annual request of the Executive Committee will be included in the apportionment group they most recently selected. Those faculty who have never selected an apportionment group will be assigned to that apportionment group that has the greatest portion of their FTE.

Sec. 2. Voting. All academic staff members on campus with rank of instructor or higher shall be eligible to vote in the nomination and election of elected members.

Sec. 3. Nominations Procedure. There shall be at least two nominees for each membership position to be filed. Nominations shall be by written, secret ballot. Nominations shall be conducted by campus mail or in a meeting of the group about to elect a member of the Faculty Senate. The

Dean, Director, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the nominations. The Dean of Faculty or someone appointed by that officer, together with the incumbent elected representatives of the group, shall conduct the nominations for unaffiliated academic staff. Those conducting nominations ~~They~~ shall: (a) make public the list of staff members eligible for election; (b) request that each staff member make one nomination for the position; and (c) count the ballots and publish the names of the nominees.

Sec. 4. Election Procedure. Election shall take place during the Fall Term. Election ballots shall be counted and election results made public within one week after the list of nominees' names has been made available.

Election shall be by written, secret ballot and shall be conducted by campus mail or in a meeting of the group about to elect a member of the Faculty Senate. The Dean or Director, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the election. The Dean of Faculty or someone appointed by that officer, together with the incumbent elected representatives of the group, shall conduct the election for the unaffiliated academic staff. ~~They~~ Those conducting elections shall: (a) request that each staff member cast one vote for the position to be filled; (b) count the ballots, notify the person who has been elected, and forward the name of the person elected to the Executive Secretary of the Faculty Senate.

1982-83 Academic Staff Statistics, Showing Average Annual Salaries, Fringe Benefits, and Total Compensation at the "Other 19" Institutions; Oregon State University, University of Oregon,--both Separately, and Combined; by Academic Rank. Source of data: State Department of Higher Education, OSSHE./1

Academic Rank	"Other 19"	Oregon State University			University of Oregon			OSU and UO, Combined		
	Average	Number	Average	% of "Other 19"	Number	Average	% of "Other 19"	Number	Average	% of "Other 19"
Annual Salaries										
Professor	$ 37,965	189	$ 32,346	85.2%	243	$ 33,015	87.0%	432	$ 32,723	86.2%
Associate Professor	27,857	181	25,794	92.6%	171	24,909	89.4%	352	25,364	91.1%
Assistant Professor	23,282	142	21,097	90.6%	126	20,801	89.3%	268	20,958	90.0%
Instructor	19,575	46	16,261	83.1%	41	16,947	86.6%	87	16,584	84.7%
All Ranks	$ 31,225	558	26,032	83.4%	581	26,847	86.0%	1139	26,448	84.7%
Annual Fringe Benefits										
Professor	$ 7,684	189	$ 9,943	129.4%	243	$ 9,975	129.8%	432	$ 9,961	129.6%
Associate Professor	6,110	181	8,184	133.9%	171	7,934	129.9%	352	8,063	132.0%
Assistant Professor	5,208	142	6,923	132.9%	126	6,844	131.4%	268	6,886	132.2%
Instructor	4,383	46	5,625	128.3%	41	5,809	132.5%	87	5,712	130.3%
All Ranks	$ 6,493	558	8,248	127.0%	581	8,401	129.4%	1139	8,326	128.2%
Annual Total Compensation										
Professor	$ 45,649	189	$ 42,289	92.6%	243	$ 42,990	94.2%	432	$ 42,684	93.5%
Associate Professor	33,967	181	33,978	100.0%	171	32,843	96.7%	352	33,427	98.4%
Assistant Professor	28,490	142	28,020	98.4%	126	27,645	97.0%	268	27,844	97.7%
Instructor	23,958	46	21,886	91.4%	41	22,756	95.0%	87	22,296	93.1%
All Ranks	$ 37,718	558	34,280	90.9%	581	35,248	93.5%	1139	34,774	92.2%

/1 Full-time teaching faculty on 9-month appointments, budgeted 50% or more to Resident Instruction. (HEGIS data).

OSU Faculty Economic Welfare Committee, May 6, 1983, revised.

Note: The "All Ranks" figure on the last line of the chart appeared in the June 1983 Agenda as 90.8. It is corrected on this chart. (see figure circled above)

Office of the President

Oregon State University

Corvallis, Oregon 97331-2128 (503) 754-4133

May 25, 1983

Dr. Richard Scanlan
President, Faculty Senate
Faculty Senate Office
Campus

My dear Dr. Scanlan:

This will acknowledge your memorandum of May 19, 1983, in which you report actions of the Faculty Senate on May 5, 1983.

With respect to the Faculty Economic Welfare Committee recommendations, I am pleased to indicate my approval that, effective with the salary increases that may become effective on July 1, 1983, these will be made available to all individuals who are on the payroll on that date. At the present time it is uncertain what level of salary adjustments will be approved by the 1983 Legislative Assembly, and it is my opinion that it will be after July 1 before the legislature makes a determination and even later than that before the Board of Higher Education establishes salary guidelines to implement whatever the legislature may have approved by way of funds.

I note that the committee is recommending that persons employed for summer term teaching be placed at the rate which exists at the beginning of the summer term, thus including neither the June 30, 1983, adjustments nor the July 1, 1983, adjustments when and if these are in fact made.

With respect to the recommendation that in 1984 and thereafter summer term compensation be based on the adjustments that would previously have been effective on September 16 rather than the historic tradition of paying at the rate that would have been in existence at the beginning of the summer term and with a multiplier of 1.22 times the 9-months rate for 9-months personnel, as you know, and as the Faculty Economic Welfare Committee was advised, we are by no means certain that it will be possible to achieve this objective with a summer session which must be fully self-supporting with respect to direct costs. Since about 90 percent of the total cost of the summer term is in personnel salaries, and most of that for faculty, there is a very real possibility that the institution will not be able to sustain this recommendation. I am, therefore, not approving this recommendation at the present time but will defer any decision on it until the conclusion of the summer term, 1983, at which time we will have much more adequate data upon which to base a judgment as to the feasibility of its implementation.

With respect to the recommendation that a separate Faculty Senate committee be appointed to deal with such issues as physical facilities siting and planning, I have some concern that this would be duplicating already existing committees on which the faculty is substantially represented. I think we must be careful in a time of austerity not to ask faculty to devote substantial time and effort to activities which are being undertaken by existing committees. I hope, therefore, that the Committee on Committees will examine the composition of the already existing committees that deal with these matters; and if they believe the faculty is not adequately represented on them, consider the possibility of recommending some modification in the composition of these committees rather than recommending the creation of an additional committee or committees of the Faculty Senate itself.

I am pleased to approve the recommendations of the ad hoc committee on the Division of Continuing Education, on residency, and on summer term for immediate implementation.

I am pleased to approve the modifications recommended by the Faculty Review and Appeals Committee in its policies and procedures.

Other items in your memorandum, I believe, were provided for information only and require no formal action by the Executive Office.

Very truly yours,

Robert MacVicar
President

RM:is

cc: Vice President Parsons
Dean Nicodemus

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

June 20, 1983

To: Dr. Richard Scanlan, President, Faculty Senate

From: Robert MacVicar, President

Subject: Actions of the Faculty Senate, June 2, 1983

I have reviewed your memorandum of June 9, 1983, in which you indicate actions taken by the Faculty Senate in their meeting of June 2, 1983.

Subject to the preparation in the appropriate format for Board action, I am deferring any formal approval of the modification in the program in Hotel and Restaurant Management. However, I have no doubt that when the document is prepared in accordance with Board guidelines, it will have my approval.

The Curriculum Council/Graduate Council report recommending revised guidelines for off-campus programs has my approval.

At such time as a formal proposal for the creation of a Center for Gene Research and Biotechnology is presented to me in the appropriate format for Board action, I have no doubt that I will forward it to the Board but am deferring action at the present time.

The action to create a "D. Curtis Mumford Faculty Services Award" seems to me to be appropriately a matter for Senate action and one that does not require Executive Office approval.

The action to modify the conferring of degrees from once a year to four times per year for graduate degrees raises questions, some of which were discussed in the Senate debate which preceded the action. In my opinion, it would be appropriate to defer action on this particular recommendation until the various officers of the Associated Students of Oregon State University have an opportunity to consider the impact that this decision would be likely to have on the commencement program and the issue of whether if graduate students are to be afforded the opportunity to receive their degrees four times per year, undergraduates should be extended the same privilege. I have brought this to the attention of Ms. Wolfard, and I presume that she will be pursuing the matter with the appropriate officers and agencies of student government.

I am most pleased to approve the recommendations of the Ad Hoc Committee to Investigate Petitions, Policies/Practices regarding the Uniform Application of the Written and Oral English Communication Requirements.

RM:is

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

September 21, 1983

Dr. Richard Scanlan
President, Faculty Senate
Faculty Senate Office
Campus

My dear Dr. Scanlan:

After much consideration of the problems inherent in the formal entering of minors on the transcripts of students at Oregon State University, I have come to the conclusion that while there are significant problems, there may be advantages to the student if the formal minor is indicated on the record.

I have, therefore, asked the Registrar to implement the approval of this addition to the academic record, effective with the graduating class of June, 1984. The Registrar will devise an appropriate means of controlling this process with the general guidelines as follows:

1. Students will be expected to indicate the intended minor or area of concentration at the time of making application for a baccalaureate degree. This is normally done the first term a student has senior class standing, and by regulation (AR 26h) must be submitted no later than the first week of the term preceding the one in which the degree is to be completed.

2. Confirmation of minors and areas of concentration must be made by the academic dean before the student's baccalaureate degree has been conferred.

3. The wording of approved minors and areas of concentration should be monitored on a regular basis by a designated OSU office or staff member.

It is my intention that this additional burden would be implemented only at the specific request of the student, thus implementing the basic premise that I outlined above--namely, that in those cases in which the student believes it would be helpful to them to have this as a matter of the formal academic record we would conform to their wishes.

Very truly yours,

Robert MacVicar
President

cc: W. E. Gibbs

Graduate School Oregon State University Corvallis, Oregon 97331 (503) 754-4881

June 16, 1983

TO: Richard Scanlan
President, Faculty Senate

FROM: Ann M. Messersmith AM
Chairperson, Graduate Council

SUBJECT: Annual Report 1982-83

The Graduate Council met regularly the second and fourth Thursday of each month that the University was in session during the fall, winter and spring terms. Members of the Graduate Council for 1982-83 were:

Anderson, Gordon W.	Health
Boehlert, George	Oceanography
Gardner, John A.	Physics
Grigsby, Tom E.	Adult Education
Hermann, Freya	Pharmacy
Lavender, Denis P.	Forest Science
Mattson, Donald E.	Veterinary Medicine
McDowell, Edward D.	Industrial Engineering
Messersmith, Ann M.	Institution Management
Rettig, Bruce	Ag & Resource Economics
Smotherman, William	Psychology
Stonehill, Arthur	Business

Additional members were:

Lyle Calvin, Dean, Graduate School, Ex Officio--non-voting
John Ringle, Associate Dean, Graduate School, Graduate School Representative
Sandra Suttie, Acting Associate Dean, Graduate School, Graduate School Representative
Sylvia Lee, Liaison, University Curriculum Committee

Major activities of the Graduate Council:

. Review and action on other curricular Category I and Category II proposals. All council members were involved in proposal review.

- Council members were assigned to the following sub committees:
  - Graduate Faculty Review
  - DCE Campus Involvement
  - Graduate Program Review
  - Graduate Review Teams
    - (1) General Science
    - (2) Genetics
    - (3) Agriculture & Resource Economics
    - (4) General Home Economics
  - Awards and Scholarships
    - Bayley Graduate Fellowship
    - Eric Englund Post Graduate Scholarship
    - Outstanding Publications

  (see attached sub committee grid)

- Faculty Senate reviewed and reassigned some council members' terms of office to establish a more even distribution of terms over the next three years.

- Non-thesis option for M.S. in Institutional Pharmacy

- Guideline for Off-campus Educational Programs

- MBA revision of final exam to be a written comprehensive examination

- Foreign Language Requirement for the M.A. Degree to be identical to the B.A. Foreign Language Requirement

- Registration for Final Oral Exam is necessary unless the student is using no other university resources and services, i.e.:
  - course work
  - office, space, services
  - faculty time
  - computer usage

  If any of these resources are utilized, the student must register for a minimum of 3 hours per term.

- Off-campus Masters Degree EdM: American School, Lima, Peru.

- Off-campus Degree Programs in Central Oregon and Douglas/Coos Counties. Both locations for the EDM in Guidance and Counseling and the M.S. in Couseling would be offered.

- Change in residence requirement of Ph.D. candidates.
  A minimum of 36 hours of graduate work must be completed on campus in residence in three out of four consecutive terms. Summer term could count as one of these terms.

. Amend the policy of awarding all degrees at the June commencement to award graduate degrees at the end of each of the four terms.

In addition to these key items, there were numerous issues, proposals, plans that were presented, discussed, reviewed and still remain in a working draft state. Also, many items required minimum action or no action by the council.

The work of the Graduate Council was busy and required time and effort of the council members and Graduate School Deans and staff. Everyone contributed and the cooperation made a busy year a rewarding one. Also, there were no student grievances to be reviewed by the Council this year which also contributed to the positive year.

AMM:cal
Attachment
cc: Council Members

Graduate Council
Sub Committees 1982-83

	Grad Faculty Review	DCE Involvement on Campus	Grad Program Review	England/Bayly (3)	Review Team Gen Sci	Review Team Genetics	Review Team Ag & Resource Economics	General Home Economics	
Gordon Anderson									
George Boehlert	X				X				
Lyle Calvin			X						
John Gardner				X			X		
Tom Grigsby	X	X					X		
Freya Hermann		X			X				
Denis Lavender			X			X			
Donald Mattson						X			
Edward McDowell			X		X				
Ann Messersmith				X					
Bruce Rettig				X				X	
John Ringle				X					
William Smotherman				X				X	
Arthur Stonehill	X						X		
Sandra Suttie			X						
Sylvia Lee (C C Liaison)									

The Department of Physical Education

Oregon State University

Corvallis, Oregon 97331-3302

27 June 1983

TO: Richard Scanlan
President, Faculty Senate

FR: Charles Dailey, Chairman Chd
Student Recognition and Awards Committee

RE: Annual Report

This faculty-student committee is busiest during the winter and spring terms. The fall term meetings are basically organizational meetings. Winter term we get out of the dormant period and become active in getting various sub-committees to work. Then spring term is actually the "panic period" of the committee's work and responsibilities.

I know you would have liked this annual report for the last Faculty Senate Meeting of the school year; however the highlight of our year's work was the All-University Student Recognition and Awards Banquet held in the M.U. Ballroom on Wednesday May 25 (please note the enclosed banquet program and the insert sheet listing the award winners). (Enclosure A)

This committee develops a roster of eligible students from all disciplines of the University. To be considered the student must have an accumulated grade point average (AGPA) of 3.5 or better. It might be pointed out that 1,407 students qualified on this grade point average. The breakdown by class is as follows:

Freshmen	273
Sophomores	268
Juniors	333
Seniors	533

Of this total of 1,407 students, there were 65 undergraduates that accomplished a perfect grade point average of 4.0. This includes 38 freshmen that earned a four point (4.0) but they are not considered for recognition because this accomplishment is only over a two-term period. This year's sophomores and juniors who will return to be next year's juniors and

seniors all receive $150.00 in tuition credits each term for a total of $450.00. This money is donated by the Dads' Club of Oregon State University. By class, this year's 27 awards went to:

11 - sophomores
9 - juniors
7 - seniors

I believe seven (7) students completing four (4) years of schooling here at Oregon State University with a perfect grade point average is a record high for the 18 years these awards have been presented.

All 1,407 students were mailed an Activity Participation Record Sheet by the Department of Printing (a copy is enclosed). (Enclosure B) The four sub-committees, one for each class, (1) divided these sheets into two groups - male and female, (2) perused all the forms, and (3) selected twice the number of men and women to be honored. The sub-committees then interviewed all those students that were singled out as extra special and chose the award winners as follows:

Freshmen	3 men	3 women
Sophomores	3 men	3 women
Juniors	5 men	5 women
Seniors	5 men	5 women

There were also several special awards that are traditionally given each year for a variety of services, leadership and professional and academic achievements. These are noted on the enclosed insert sheet that was given out after the banquet was completed.

This is an important and significant university committee because it recognizes and brings to public attention the terrific achievements of these multi-talented students in a variety of enterprises and achievements across the university community.

This unique all-university function is to recognize honor students for both their scholastic and leadership achievements. The Banquet is held annually near the end of May. It is felt by many on the committee that a modest annual budget should be established by the O.S.U. Foundation to carry out this recognition activity each year. Presently there are no adequate established or dedicated funds to carry out this recognition process. It is noted in reading the annual report of

last year's chairman that "There is a genuine need to discover or establish a continuing source of funds adequate to maintain the program of this Committee. The ad hoc nature of financial support for this committee's operation must be altered. The goal to this project clearly merits sufficient and ongoing dedicated funding."

To Dr. Van Dyke's quoted comments I say "amen". Our Committee is searching for dedicated and ongoing funds and has written a letter dated 13 June to the Chairman of the Board of the O.S.U. Foundation suggesting such support. (Enclosure C)

This has been a fun packed and active committee. We all worked hard together and enjoyed each other's effort and company. Colectively, we feel this committee is a very worthwhile activity and that things went well this year. It was a joy to be associated with so many hard working and dedicated people.

(Enclosure A) Banquet Program and Insert Sheet of Award Winners

(Enclosure B) Activity Participation Record Sheet

(Enclosure C) Copy of a letter sent to Chairman of the Board - O.S.U. Foundation

cc: R. W. Mac Vicar
President

J. L. Kuipers
Dean of Undergraduate Studies

J. W. Dunn
Developmental Office

G. F. Stevens
Associate Dean of Student Activities

T. E. Doler
Executive Secretary - Faculty Senate

CHD:sma

The Department of
Physical Education

Oregon State University

Corvallis, Oregon 97331-3302

June 13, 1983

Mr. N. B. Giustina
Chairman of the Board
O.S.U. Foundation

Dear Mr. Giustiana:

This past academic year, I had the opportunity to chair the All-University Honors and Awards Committee. The culmination of our efforts was to plan a banquet to recognize those students who had excelled both in academics and in leadership.

Eighteen years ago the Memorial Union combined all significant university awards into this once-a-year function. Because of continued increasing costs, it has become more difficult each year to finance this banquet through the business operations of the Memorial Union. We continually have to request financial assistance from other sources to keep this meaningful program alive.

This All-University Honors and Awards Banquet is the culmination of the total efforts of the students and we recognize those who have excelled. This is what the University is all about: to recognize student academic and leadership excellence. . .we need more of this and we hear a lot about it these days.

As a person who has served on this committee for the past three years, I can see the tremendous need for monetary assistance to keep this worthwhile program going and I would like to suggest that the OSU Foundation be the benefactor and supporter of this annual event. Your serious consideration to this proposal would be sincerely appreciated.

Sincerely,

"Chuck"

Charles H. Dailey
Professor

cc: Robert W. MacVicar
Judy Kuipers
James Dunn
George Stevens
Dick Scanlan
Pete Fullerton

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754 4344

June 9, 1983

M E M O R A N D U M

To: T. D. Parsons
Vice President for Administration

From: Executive Committee of the Faculty Senate
Richard Scanlan, Senate President

Subject: Faculty Liaison to the Campus Plan and Facilities Planning & Use Committees

Reference is made to the Committee on Committees Report of May 27, 1983, and the recommendation "that the Faculty Senate Executive Committee appoint a Faculty Liaison to both the Campus Plan and Facilities Planning & Use Committees." On June 9, 1983, the Executive Committee of the Faculty Senate appointed Dr. Robert McMahon, a member of the Executive Committee, to be the liaison to these two University committees. We would be grateful if you could provide Dr. McMahon with a schedule of meeting times and any relevant background information or materials for these two committees.

On April 15, 1984, Dr. McMahon is to submit a report, as Liaison to these committees, to the Executive Committee of the Faculty Senate. The report is to include recommendations, if appropriate, for improving Faculty input and communication in relation to university facilities, siting, and planning. I would be happy to discuss this matter further with you if that would be helpful.

ss
Attachments
pc: Dean Nicodemus
President MacVicar
David Bucy
Executive Committee
Bob McMahon

Oregon State University is an Affirmative Action/Equal Opportunity Employer

Extension Education Oregon State University Corvallis, Oregon 97331

May 27, 1983

TO: Richard Scanlan, President, Faculty Senate

FROM: Committee on Committees

RE: Special Committee on Planning, Facilities Siting, Etc.

At the last committee meeting of the year, the Committee on Committees passed the following motion:

> "The Committee on Committees recommends that the Faculty Senate Executive Committee appoint a faculty liaison to both the Campus Planning Committee and the Facilities and Use Committee. After the trial year, the liaison faculty will report to the Committee on Committees for further recommendations on a new committee or reorganization of other committees."

We had an excellent meeting with Vice President Parsons and Director Bucy. This recommendation is in keeping with their agreement that a liaison to both committees would be welcome. This will give new and additional information so that the Committee on Committees can make a more informed decision about a new committee. We have plenty of faculty-student committees; we don't want another one unless it is absolutely necessary.

Communications seem to be a major problem. An annual report to the Faculty Senate by one or both of these committees would seem appropriate if their activities warrant such a report. The Executive Committee could have such a report early in the year when it wouldn't get lost in the rush of year end reports.

Office of the Faculty Senate
Oregon State University
Corvallis, Oregon 97331 (503) 754-4344

September 20, 1983

M E M O R A N D U M

To: Nominations Committee

Bob Becker, Chrm. Nancy Leman
Pat Wells Ron Cameron

From: Executive Committee of the Faculty Senate Dick Scanlan —
Dick Scanlan, Senate President

Subject: Nominations for Fall 1983 Elections: Senate President-Elect, Executive Committee, & IFS Representatives

The Executive Committee requests that the names of nominees for Senate President-Elect, the three Executive Committee vacancies, and three IFS representatives (a one-year, a two-year, and a three-year), be submitted to the Faculty Senate Office no later than October 6. This relatively early date is to allow names to be included in the Reports to the Faculty Senate for November, plus our need to meet all of the other election deadlines.

Article VI, Sec. 3, of the Faculty Senate Bylaws provides that the Nominations Committee shall nominate "at least two candidates from the academic staff for the office of Senate President-Elect." Article VII, Sec. 3, stipulates that nominees for the Executive Committee be published in the Staff Newsletter no later than November 14. A further provision is that the number of nominees exceed the vacancies by at least two. Thus, a minimum of five nominees are needed for the Executive Committee. Those members going off the Executive Committee are: Bob McMahon, David Faulkenberry, and Bob Zaworski (who has been replaced by Chuck Dane since he left on sabbatical leave).

Again this year, the Executive Committee wishes to stress that people who are asked to be nominees have sufficient time remaining as a Senator so that upon election to the Executive Committee they will have at least two years remaining in that term.

As you may be aware, in 1980 IFS changed its Bylaws regarding election of its Senators, and that election now coincides with our regular Senate election. We need one representative for the regular three-year term (replaces Doler), one to finish out Gamble's term (he is on sabbatical), two years; and possibly one to finish out the remaining year of Klein's term. We have been informed Glenn may wish to retire after the first of the year. You may want to contact Glenn directly to ascertain his wishes.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

If you have questions, please call.

College of Liberal Arts
Oregon State University
Corvallis, Oregon 97331 (503) 754-2511

August 18, 1983

MEMORANDUM

TO: Tom Parsons, Vice President for Administration

FROM: Bill Wilkins, Dean Bill

RE: Possible Refunds of Social Security Taxes

A copy of a story which ran under the "Tax Report" on page 1 of The Wall Street Journal on August 17, 1983 is attached. Note the implication that social security taxes paid on the salary-reductions associated with tax deferred annuities may be refundable.

If the above is so, then it would seem to follow that in cases where salary net of the reduction for the tax deferred annuity is less than the maximum income taxable for social security purposes, both employee and employer are eligible for refunds.

If the types of tax-sheltered annuities which State System employees contribute to under salary-reduction plans were not legally taxable for social security, then some (perhaps many) individual employees may have refunds coming and the State System may be due a substantial amount.

Perhaps it would be worth investigating.

BHW/nrm

Attachment

SOCIAL SECURITY would avoid more tax refunds under this bill.

In 1981, the Supreme Court said employer-supplied meals and lodging that aren't taxable as employee income aren't taxable by Social Security either; "wages" meant the same for both taxes. That forced Social Security to refund over $109 million and raised issues about tax-sheltered annuities. The IRS also had held that money used under a salary-reduction plan to buy annuities for employees was subject to Social Security, or FICA, tax, even though employees didn't pay current income tax on it.

In the new Social Security law, Congress backed the IRS by limiting the effect of the court ruling to meals and lodging and by applying FICA tax to salary-reduction sums paid for annuities—but not until 1984. So, many companies have sought refunds of FICA taxes paid in past years. Now, though, a proposed "technical corrections" bill would make the new law effective last March 4 and would stymie their claims.

The bill would deny refunds to employers that had treated salary-reduction sums as subject to FICA tax.

Department of
Agricultural and
Resource Economics

Oregon State University

Corvallis, Oregon 97331-3601 (503) 754-2942

September 20, 1983

M E M O R A N D U M

TO: Richard A. Scanlan, President
OSU Faculty Senate

FROM: D. Curtis Mumford

SUBJECT: 1983 OSU Faculty Day Award

Please accept my most earnest and sincere thanks to the whole OSU Faculty Senate for the special award presented to me on Faculty Day, September 16, 1983. This honor coming to me after 45 years of service to Oregon State University as a full Professor, both active and retired, is very much appreciated, and the beautiful myrtlewood plaque I shall cherish always.

DCM:lrg

Curriculum Coordination Oregon State University Corvallis, Oregon 97331 (503) 754-3711

July 8, 1983

TO: Deans, Directors, and Department Heads/Chairs

FROM: Sandra J. Suttie Sandra J. Suttie
Curriculum Coordinator

SUBJECT: Curricular Update

The following curricular proposals have been approved by the Chancellor's Office and other appropriate state agencies during the past year. In addition to the Category I (new program) and Category II (course) requests forwarded from O.S.U. last fall, actions have been taken on a number of older requests as well as some addendum items. The effective date is shown for each item.

College of Agricultural Sciences.
Initiation of eleven minors, effective 1983-84.

The Agricultural Business Management minor has been deferred pending action on the Agricultural Business Management major.

School of Business.
Elimination of the Option in Entrepreneurship, effective 1983-84.

Suspension of the M.S. in Management Science, effective 1983-84.

School of Education.
Initiation of the instructional program option in industrial training, effective 1983-84.

School of Engineering.
Change in name to the Electrical and Electronics Engineering program and degree, effective 1983-84.

Change in name to the Computer Engineering program and degree, effective 1983-84.

Graduate School.
Initiation of a graduate program in Toxicology, effective 1983-84. (Forwarded December 1981.)

College of Science and School of Oceanography.
Initiation of a master's degree option in Air-Sea Interaction, effective December 21, 1982. (Forwarded December 1980.)

School of Home Economics.
Initiation of an undergraduate certificate program in Gerontology, effective June 1983 and retroactive to June 1982. (Forwarded June 1981.)

School of Oceanography.
Initiation of a master's degree program and degree in Marine Resource Management, effective 1983-84. (Forwarded December 1981.)

College of Liberal Arts, Office of Undergraduate Studies, and Humanities Development Program.
Initiation of an undergraduate certificate program in Twentieth Century Studies, effective June 1983 and retroactive to June 1982. (Forwarded December 1981.)

College of Liberal Arts, College of Agricultural Sciences, School of Oceanography, Office of Undergraduate Studies, and Humanities Development Program.
Initiation of a new undergraduate certificate program in Marine and Maritime Studies, effective June 1983 and retroactive to June 1982. (Forwarded December 1981.)

Two program/degree proposals, forwarded from O.S.U. last December, have not yet been considered by the Oregon State Board of Higher Education. These are:

College of Agricultural Sciences.
Initiation of the baccalaureate program and degree in Agricultural Business Management.

School of Health and Physical Education.
Initiation of a master's program and degree in Environmental Health Management. This proposal is tentatively set for Board consideration next September.

The Hotel, Restaurant, and Tourism Management Program revision has been forwarded; however, no official action by the Chancellor's Office has yet occurred.

The course requests for 1983-84 were ammended prior to finalization of the Category II document. The most far-reaching revisions were in Mathematics. The original course changes in the 200 and 300-level calculus courses were withdrawn and replaced by minor modifications of the existing series. The College of Science and School of Engineering are particularly requested to scrutinize these new changes as printed in the enclosed document. Efforts were made to correct all course prerequisites affected by these mathematics revisions.

Two other sets of revisions were included in the final document. One was a number of prerequisites in Pharmacy. The second was the inclusion of four Toxicology blanket-numbered courses. These courses had been forwarded the previous year, and action was deferred until approval of the Toxicology Program.

All the requests in the enclosed Category II (course) document have been approved with the exceptions of AREc 221 and 371. These two courses are being deferred until the Agricultural Business Management program is considered at a later date. The effective date for the approved courses is summer term 1983.

The Temporary "X" course requests, acted upon by the Curriculum Council this last spring, have not yet received final approval. As in the past, for the mechanics involved in the printing of the Schedule of Courses, an assumption has been made that most of these courses will be approved. Any courses not approved will be deleted prior to fall registration, and departments will be notified.

A new, revised Curricular Instruction Booklet, dated June 15, 1983 has been mailed to Deans, Department Heads/Chairs, College/School Administrative Assistants, and Departmental Administrative Assistants. In September, copies will be mailed to the college/school curriculum committees and appropriate University councils/committees. A calendar of curricular activities and deadlines is contained in the booklet.

Any curricular matters not covered by this update should be directed to my attention. Concerns or questions are always welcomed in an attempt to better serve the instructional units of the University. Best wishes for the summer months.

SJS/kls
enclosure

Dick,
Does this complete the charge of the Ad Hoc Committee?
Ed McD

Department of Crop Science
Oregon State University
Corvallis, Oregon 97331
(503) 754-4715

August 2, 1983

MEMO TO: Ed McDowell, Chairman, Graduate Council

FROM: Graduate Admissions Committee
D.O. Chilcote, Chairman Pro-Tem

The Graduate Admissions Committee, after reviewing the deliberation of the Ad Hoc Committee appointed by the Faculty Senate, is willing to accept the procedural change recommended by the Graduate Council. This is outlined in the Graduate Council minutes of May 12, 1983. The recommendation of the Ad Hoc Committee to develop a form to be used by University schools, and departments in directing requests for admission of low GPA, ungraded or change of status students, is welcomed by the Graduate Admissions Committee. This approach will make operation under the new procedures much more viable.

The need for a "review" process to maintain some University standard for admission of low GPA students is also recognized in our acceptance of the procedural change in Graduate Admissions Committee operation.

cc: Faculty Senate Ad Hoc Committee
Tom Grigsby
David Brauner
Lyle Calvin
Kay Conrad, Admissions Office
Wallace Gibbs, Admissions Office
Graduate Admissions Committee
David Brauner
Lorin Davis
Pat Wheeler
John Yoke
Larry Griggs
Marjorie McBride
Joe Zaerr

APPROVED BY THE GRADUATE COUNCIL AT ITS JUNE 12, 1983 MEETING

Change in processing procedure for graduate admission applications

The Graduate Council approved a change in the order in which graduate admission applications are processed.

At present, all graduate applicants are sent to the Graduate Admissions Committee (GAC) if they have an ungraded undergraduate background or their GPA on the last 90 hours of undergraduate coursework was between 2.50 and 3.00. If the GAC rejects an applicant, the major department has one week to appeal, with appeals going back to the GAC. An applicant whose undergraduate last 90 hour GPA was below 2.50 is not routinely reviewed by the GAC. The major department is notified that unless they appeal within one week, the applicant will be sent a rejection notice. Appeals again go to the GAC.

The action taken by the Graduate Council would change the procedure to the following: the major department would be notified that any applicant with an ungraded undergraduate background or those whose GPA on the last 90 hours of undergraduate coursework was below 3.00 would be sent a rejection notice unless the department appeals within two weeks. Appeals from the major department would be sent to the GAC for review. Otherwise, the present procedure remains unchanged.

The advantage of this change is that the GAC would be reviewing fewer cases each year and more attention could be devoted to each one. The GAC would only be reviewing applicants who were recommended by the major department. At present, the GAC reviews and approves many applicants only to find that the major department then rejects the applicant. A potential disadvantage to this change is that the GAC becomes more of an adversary of the major department in that the GAC has to rule objectively on applicants that it knows the major department wants.

Since this change involves no change in graduate admission criteria nor any change in the basic duties of the GAC, it appears that no further action is necessary by the Executive Committee.

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

July 20, 1983

TO: Dr. Richard Scanlan
Faculty Senate

FROM: T. D. Parsons
Vice President for Administration

SUBJECT: Proposal Amendments of SEBB Rules 102-10-010 and 102-10-030

Following a public hearing on June 28, 1983 the State Employes Benefit Board voted against the proposed change in rule 102-10-010 and for the proposed change in rule 102-10-030 (see attached). Presumably an official announcement to that effect will be forth coming.

These votes were in agreement with testimony of the Board staff and in agreement with the positions of our Faculty Senate. Please thank the Faculty Economic Welfare Committee and others who provided letters and commments on these matters.

lw

40.

VICTOR ATIYEH
GOVERNOR

Executive Department

155 COTTAGE STREET N.E., SALEM, OREGON 97310

RECEIVED
JUN 14 1983
PERSONNEL ADMINISTRATION
OSSHE

June 6, 1983

TO: Insurance Carriers, Agency Managers, Personnel Officers, Fiscal Officers, Payroll Clerks and Employe Representatives

FROM: Anita Leach, Chairman
State Employes' Benefit Board

SUBJECT: Notice of Proposed Amendment of SEBB Rule 102-10-010 and Proposed Adoption of New SEBB Rule 102-10-030

On June 28, 1983, at 1:00 p.m., the State Employes' Benefit Board will hold a public hearing in Conference Room A, Executive Building, 155 Cottage St. NE, Salem, Oregon, to consider the amendment of Rule 102-10-010 and the adoption of new Rule 102-10-030. The proposed effective date of the rules is August 1, 1983.

The amendment to Rule 102-10-010 would make new employes eligible for insurance benefits on the first day of the calendar month following one full calendar month of employment. Currently, new employes are eligible on the date they are hired, if that date falls on the first working day of the month. Employes now hired after the first working day of the month become eligible for insurance on the first d of the following calendar month. The amendment would result in an annual savings of one percent ($340,000) in insurance contributions by the State of Oregon.

Rule 102-10-030 states that employes who work for two or more appointing authorities shall be eligible for only one insurance program and only one State of Oregon insurance contribution. The rule also defines provisions for determining which agency shall make the insurance contributions. This new rule would result in an annual savings of $240,000 in State insurance contributions.

The rule changes are proposed in response to the 1981 Legislative Assembly direction to the Board which calls for cost containment in insurance programs.

Copies of the rules may be obtained from: State Employes' Benefit Board, 155 Cottage Street NE, Salem, OR 97310, telephone 378-3964.

Interested persons may present their data, views or arguments whether orally or in writing, at the hearing or may present them in writing to the chairman of the State Employes' Benefit Board, at the above address before 5:00 p.m., June 28, 1983.

Anita Leach, chairman of the State Employes' Benefit Board, will preside over and conduct the hearing.

Attached is a citation of statutory authority, statement of need, principal documents relied upon and statement of fiscal impact for the proposed rules.

AL:pb
4525C/30
Attachments

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

June 7, 1983

TO: Richard Scanlan, President, Faculty Senate
Sharon Wolfard, President, ASOSU

FROM: T. D. Parsons
Vice President for Administration

SUBJECT: Custodial Contracting

During the course of the year both the student and faculty senates took actions recommending the University administration give careful consideration to internal cost-saving measures proposed by current custodians as an alternative to a contract with a private company. Bids from seven private companies were received at the bid opening on May 9, 1983 and a cost-saving plan was received from Mr. Mark Champlain, Chairman of the custodian's committee against contracting out on May 26, 1983. The various alternatives have been examined and the decision has been made at this time. The following analysis is reported to you in response to the Senates.

Seven bids for 24 months of service were received from private contractors ranging from a low of 3.9 million to a high of 5.8 million. OSU's avoided costs are $6,456,437 (anticipated costs with continued in-house service less anticipated in-house costs under contracted service). Thus savings ranged from a high of 39.2% to a low of 9.4% depending upon contractor selection. Contractors were examined for qualifications on the basis of over-all experience, experience in facilities such as those at OSU, satisfactory salary, benefits, and employe training programs to provide a reasonably stable work force, minimum worker hours proposed to accomplish the OSU custodial tasks, and references. These qualifications are to ensure to the best of our ability high-quality service. Each of the three lowest bidders were deemed to be unsatisfactory on the basis of one or more of these criteria. The fourth low bidder, American Building Maintenance, was selected as the contractor of choice. ABM is a nation-wide company with wide experience in schools, laboratories, office complexes, medical facilities, food service, and residence halls. References were excellent. An analysis of their bid by building group follows.

	Building Group	OSU Avoided Costs	ABM Bid	Dollar Savings	Percent Savings
1.	Physical Plant	$4,349,606	$3,246,148	$1,103,458	25.4
2.	Residence Halls	1,227,329	991,206	236,123	19.2
3.	Student Activities	681,873	519,601	162,272	23.0
4.	Student Health Center	95,323	63,948	31,375	32.9
5.	Forest Research Lab	102,306	75,978	26,328	27.7
	TOTALS	$6,456,437	$4,896,881	$1,559,556	24.2

Savings will accrue to the individual budgets of these five units.

The plan put forward by Mr. Champlain on behalf of continued in-house custodial service contemplated a saving of 10.26% plus additional possible savings from voluntary reduction in the use of sick leave and a reorganization in the way Gill Coliseum is cleaned. The 10.26% saving was to result from using a commercial dust-mop cleaning service instead of custodians cleaning their own, use of work-study students to perform a series of non-cleaning tasks in place of custodians, and reducing trash service. Our analysis of the proposed savings indicate they are over-stated principally because of the assumption that work-study students could be used to substitute for custodians for some tasks at a cost of $0.774/hour. In fact, it is illegal to use work-study students in employment which displaces other people from their jobs. Thus, the hourly cost would be at least minimum wage instead of seventy-seven cents since work-study funds could not be utilized. The plan does not take into account costs of collecting, delivering, picking-up, and distributing dust mops. It includes the use of specialized equipment by substitutes for custodians but does not include amortized costs of the equipment. Most importantly, the plan contemplates each custodian saving approximately one hour/eight-hour shift but it is not at all clear that schedules could be rearranged so that the time saving could be translated into a corresponding reduction in custodial personnel. Our best estimate is that the saving would be closer to 5% than 10.26%. In any case, neither number approaches the 24.2% saving for equivalent service through con- tracting with American Building Maintenance.

It is our judgement that a contract should be executed with ABM and we have so advised the General Services Administration.

If more information is desirable, please contact me.

lw

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

June 6, 1983

TO: Dr. Richard Scanlan, President, Faculty Senate
Ms. Sharon Wolfard, President, ASOSU

FROM: T. D. Parsons
Vice President for Administration

SUBJECT: Status Report on Traffic Safety and Proposed Rules Governing Bicycle Operation

During Fall, 1981 the Faculty Senate conducted a review of traffic safety problems on campus through an ad hoc committee on Traffic Committee Operations and Traffic Safety. This committee's final report was distributed to the Senate at the February 5, 1982 meeting and the Senate adopted its main recommendation for the establishment of a committee to develop a campus traffic safety plan. The ASOSU Senate adopted a resolution at their meeting of February 9, 1982 with a similar recommendation. From the discussion by both bodies it was clear there was much concern about both immediate and long-range traffic safety problems involving motor vehicles, bicycles, and pedestrians. A faculty-student Traffic Safety Committee was formed in March, 1982 and has functioned under the chairmanship of Allen Deutsch since that time.

The University commissioned an OSU traffic study by a consulting traffic engineer, Carl Buttke, also during Fall, 1981. Mr. Buttke interacted with the Traffic Safety Committee, Traffic Committee, Physical Plant, Planning and Institutional Research, and other University personnel through spring and summer of 1982 in the development of a campus traffic plan. A near-final draft of this plan was received and approved in principle by the committees and the administration in August, 1982. The plan was based on the concept that the central core of the campus, bounded by 26th Street and Benton Place, Jefferson Street, and Campus Way, should be closed to unnecessary motor vehicle traffic at times of high use by pedestrians, reducing pedestrian - bicycle conflicts, and in later phases reducing traffic on 14th-15th Streets between Monroe and Washington. A portion of the plan was instituted last fall on an experimental basis.

With that background I want to report changes to be made in the motor vehicle traffic plan and forward proposed bicycle traffic regulations for your review and recommendations.

Changes in motor vehicle traffic are based on observations during the past year of unsafe conditions in the central core during evening hours and numerous violations because of driver confusion about when entry is and is not permitted. Pedestrian traffic during evenings is heavy at times with evening classes, walking to and from the library, Memorial Union, and recreational facilities. During most of the school year these are hours of darkness.

Changes to be made include:

(1) No entry to the central core Monday through Friday at all hours except for service, emergency, and handicapped drivers vehicles.

(2) No entry to the central core northbound on 26th, southbound on 26th, or eastbound on Jefferson by any motor vehicles. Inbound lanes will be closed with bollards or other barriers in the street on 26th at Jefferson, on 26th at Campus Way, and on Jefferson at 26th. This will leave three entries to the central core: eastbound on Campus Way, westbound on Jefferson Street, and northbound on Benton Place. Campus way and Benton Place will be usable by service, emergency, and handicapped drivers vehicles at all times, by other motor vehicles on weekends. Jefferson Street from the east will remain the entry and exit for use of the pay lots at Waldo Place and Jefferson.

(3) Parking will be restored to Jefferson Street south of Fairbanks Hall. Parking will not be restored to the area on 26th Street east of the Women's Building except on weekends.

(4) Additional parking will be constructed in the Orchard Street area, and Washington Way will be improved both for pedestrian and motor vehicle traffic.

Further developments await availability of funds and coordination with potential City of Corvallis traffic improvements.

Enclosed is a copy of bicycle regulations as proposed by the Traffic Safety committee, with minor modifications suggested by others. Also enclosed is a copy of the cover memo from Allen Deutsch, committee chairman, giving some of the rationale for the proposed program. I believe the committee's proposal will considerably improve safety by getting bicycles off sidewalks. To do so we should move bicycle parking from around building entries to the edge of streets. The plan will encourage bicycle riding as transportation to and from campus but will discourage riding from class to class within the campus core during the course of the day. The registration system will provide funds to improve bicycle facilities and it will provide means to enforce regulations through bicycle identification.

We would hope to be able to have bicycle regulations in place for Fall Term. Your review and recommendations are requested.

cc: Allen Deutsch
John Beuter
Miles Metzger
Ned Burris

Rules Governing Bicycle Operation on the Oregon State University Campus

Bicycles are an important form of transportation to and from the OSU campus and their use as an alternative to automobiles is encouraged by the University. Nevertheless, the improper operation and storage of bicycles presents serious hazards to others. To adequately control bicycles* operated on campus, insure safety to all, and more equally share a measure of financial responsibility for the use and convenience of physical facilities, these rules governing bicycle operation, parking, and storage have been adopted.

Bicycle operators and motor vehicle operators bear parallel responsibilities under law. This concept extends to the right or privilege to operate and park in a controlled area, such as the campus.

I. Operating Permits

A. All bicycles operated, parked, or stored on the Oregon State University campus by students, staff, or faculty shall be registered annually with the University.

B. Registration will consist of:
   1. Filling in a form identifying the registrant and the bicycle registered.
   2. Signing a statement of responsibility for the operation of said bicycle, both by the registrant, and by others authorized by the registrant to operate the bicycle.
   3. Purchasing a bicycle operating permit ($6/year).

C. Bicycle operating permits will consist of a pressure sensitive, reflective sticker affixed to, and clearly displayed on the frame (seat tube) just below the seat (permit numbers facing forward).

D. Bicycles are required to be registered within one month of the owner/operator's affiliation with the University.
   1. Bicycle permits are non-transferable.
   2. If a registered bicycle is sold or disposed of, and the owner obtains another bicycle, the latter may be registered for a one-time special fee registration of $2.
   3. Permits that are stolen, defaced, or lost should be promptly reported to the Traffic Office and a new replacement permit obtained at a one-time special fee of $2.
   4. Visitors are permitted to operate and park non-registered bicycles on campus on days when classes are not in session, (Saturdays, Sundays, and some holidays and between terms.) On days when regular classes are in session, a visitor's pass is required to operate and park unregistered bicycles on campus from 7 am to 5 pm.

---

*Bicycles, as used here, refers to all non-motorized wheeled vehicles, with one or more wheels, driven by a pedal mechanism. Bicyclists refers to operators of said vehicles.

Visitor passes for bicycles will indicate date of issue, name of bicycle operator, and identification number of bicycle (if feasible). The visitor pass will be affixed to, and visible on, a bicycle while it is operated or parked on campus by a visitor. Visitor passes are available without charge from the Information Booth on Jefferson Way, north of the Administration Building, and from the Traffic Office, Room B006, Administration Building.

E. Unregistered bicycles operated or parked on campus during Monday to Friday from 7 am to 5 pm when classes are in session, are subject to citation, fine, and possible impoundment.

II. Operating Procedures

A. Bicycle operators on the Oregon State University campus are subject to the applicable provisions of Oregon Revised Statutes, and relevant sections of the Oregon Driver's Manual. Bicycles must be operated in a safe manner in conformity with applicable existing state laws and Corvallis City Ordinances, including, but not limited to:
   1. maintenance of prudent, safe speed;
   2. proper equipment;
   3. obeying traffic signs.

B. While the Oregon Driver's Manual does not specifically forbid operating bicycles on sidewalks, the Oregon State Campus presents a unique situation with periodic, extremely heavy pedestrian traffic, requiring specific limitations to maintain safe conditions.
   1. No bicycles will be ridden on any sidewalks or other walkways except where specifically designated.
   2. Bicycle operators shall yield right-of-way to pedestrians and disabled persons in appropriately marked crosswalks everywhere on campus and to all pedestrians and disabled persons in the central core of the campus bounded by Jefferson Street, Campus Way, 26th Street, and Benton Place.

C. Bicycle operators involved with collisions with other bicycles, vehicles, or pedestrians shall render aid as appropriate and call Campus Security for assistance. Involved individuals shall remain at the collision site until released by the attending Campus Security officer. When collisions result in injury, a written accident report must be prepared and filed with Campus Security by the individuals involved.

D. Bicycles shall be parked, stored, or left on campus only in areas specifically designated for this purpose by the presence of bicycle parking devices or signs authorizing a bicycle parking (or storage) area.
   1. Bicycles parked, stored, or left in a position or manner that creates a safety hazard will be cited, removed and impounded.
   2. Bicycles parked, stored, or left in areas not authorized for bicycle parking are subject to citation.

3. Bicycles parked in such a way as to hinder the use of bicycle parking devices by others are subject to citation.
4. University personnel authorized to remove and impound bicycles shall not be liable to the owner/operator of the bicycle, and its securing device, for the cost of repair or replacement of such securing device, which may be damaged in order to remove and impound a bicycle.
5. Bicycles inside buildings are subject to citation and impoundment.

III. Citations, Fines, and Impoundment

A. Citations will be issued to bicycle operators by Campus Security officers, or other designated University personnel, for infractions of bicycle operating procedures including, but not limited to, failure to display a bicycle operating permit, improper or unsafe operation of a bicycle, improper equipment, and improper parking.

B. Fines will be assessed according to a schedule including, but not limited to:
   1. Infractions associated with rolling violations fall within the jurisdiction of local civil courts. Fines are set by the court (currently $19 for all violations except driving while under the influence of alcohol or drugs).
   2. Infractions handled on campus will include (with fine for each occurrence):
      a. riding a bicycle on a sidewalk or walkway: $15.
      b. riding a bicycle that does not carry a properly displayed current bicycle permit : $5, plus registration.
      c. bicycle parked improperly (in unauthorized area or manner): $5.
      d. bicycle parked in a manner so as to create a safety hazard: $10, plus $5 impoundment fee.

C. Bicycles may be impounded for causing a safety hazard.
   1. Impounded bicycles will be stored in a secure facility designated for such purpose.
   2. Notice of bicycle impoundment shall be sent to the holder of the identification number on a bicycle operating permit as soon as practical, and will be available at the Campus Security office within 4 hours of impoundment.
   3. Prior to release of an impounded bicycle, an impoundment fee ($5) will be assessed to the identified bicycle owner. To be released, a bicycle must be fully registered and assigned a bicycle operating permit.

D. Citations and fines arising from infractions listed in section IIIB2, and impoundment, may be appealed after payment of the fine in a written statement directed to the Traffic Office, with disposition assigned to the appropriate traffic court.

48.

OREGON STATE UNIVERSITY

FACULTY SENATE

FORM FOR PARLIAMENTARY MOTIONS

INSTRUCTIONS:

1. Please make your motion IN WRITING.
2. It is recommended that the written motion be presented to the Executive Committee for advice on possible editing and parliamentary implications prior to the meeting at which it is to be offered.
3. A copy of the motion should be handed to the Senate President and Recording Secretary at the time it is offered for consideration.
4. If the Motion is prepared at the meeting, please be sure to PRINT the text. Hand form to Senate President and, after motion has been acted upon, it will be given to the Recording Secretary.

NOTE: If changes are necessary, recopy the revised motion below, or on another sheet. Amendments may be indicated in the margin or on the reverse side of this form.

* * * * * * * * * * * * * * *

I MOVE THAT:

The Faculty Senate recommends that Oregon State University not have a bicycle registration program.

Senate Motion Number _____

Moved by Ronald Becker
(Name)

Date _____

Seconded by _____
(Name)

Senate Action: _____

FSO
2/81

OREGON STATE UNIVERSITY
Faculty Senate Office

Corvallis, Oregon 97331
107 Social Science
10/24/83

REPORTS TO THE FACULTY SENATE
November 3, 1983

Agenda for the Senate Meeting: Thursday, November 3, 1983; 3:00 p.m.
Stewart Center

The Agenda for the November 3 meeting will include the reports and other items of business listed below. To be approved are the Minutes of the October 6 Senate meeting, as published in the Staff Newsletter Appendix.

A. Reports from the Faculty

1. Apportionment for 1983-84 (p. 4) - Dean Nicodemus

The attached Apportionment Table for 1983-84 (on-campus FTE in the rank of Instructor or above, excluding Research Assistants [previously known as RAU's]), has been prepared on the same basis as previous apportionment tables for the past decade. Although the Bylaws were recently amended to create a separate voting unit of "Unassociated Faculty," this Table does not reflect that new unit. The reason is that the revised procedure of calculating apportionment is sufficiently complex that it could not be implemented in time for this fall's election.

2. Report of the Nominations Committee (p.5) - Robert Becker

The Committee's report is attached. It includes nominees for 1984 Senate President-Elect, new members of the Executive Committee, and for Interinstitutional Faculty Senate representatives. The President-Elect serves for one year, and then automatically assumes the Presidency of the Senate. Executive Committee members serve two-year terms; IFS terms are three years.

As provided in the Senate's Bylaws, as amended on October 6, 1977, "additional nominations may be made from the floor and the nominations shall be closed." (See Section 3 of Article VI.) The Executive Committee recommends that if such nominations from the floor are made, the nominator should obtain, in advance, the nominee's willingness to serve if elected. The names of all nominees will be published in the November 10 issue of the Staff Newsletter.

As provided in the Senate's Bylaws, as amended (Motion 77-340-5), and by the Senate's action (77-340-6A) of October 6, 1977, and further amended on June 6, 1978 (78-350-2), Faculty who expect to be absent from the campus during the period from November 14-21 may cast Absentee Ballots for President-Elect and IFS Representatives (in the Faculty Senate Office, Social Science 107, between the hours of 9:00 and 11:00 a.m. and 2:00 and 4:00 p.m.) on November 10 and 11 only. This election will be conducted by campus-wide mail ballot, to be returned to the Faculty Senate

Office by 5:00 p.m. on November 21. The election of new members of the Executive Committee will take place at the December 8 meeting of the Faculty Senate, and will be conducted by written ballot. The IFS representatives will be elected by an on-campus mail ballot, to be distributed simultaneously with the President-Elect ballot, to all members of the OSU Faculty on campus, in accordance with current Faculty Senate Bylaws.

IFS representatives serve for three years. For this election, there are two vacancies, one three-year term and one two-year term (replacing Wil Gamble). The individual receiving the highest number of votes will fill the three year term; the second highest number of votes will fill the two-year term.

3. Academic Regulations Committee (p. 6) - Robert Mrazek

Attached is a report from the Academic Regulations Committee recommending amendments to AR 20. The effective date would be changed from "Fall of 1983" to "immediately."

4. Budgets & Fiscal Planning Committee - Robert Becker

Chrm. Becker will present a verbal preliminary report on the fiscal/budgetary impact of proposed Category I and II recommendations which will be presented for Senate consideration at the special curricular meeting on November 17. The B&FPC is charged with apprising the budgetary ramifications of the various proposals. A full report will be presented at the November 17 Senate meeting.

5. Search Committee Updates

a. Director of Libraries, Gene Craven, Acting Chrm.
b. Dean of Home Economics, Art Gravatt, Chrm.
c. Dean of Business, Cliff Gray, Chrm.
d. Presidential Search Comm., M. Popovich, Chrm.

6. Joint Subcommittee to Study Summer Term Compensation for Faculty (pp. 7-10) - Robert Michael

Attached is the report of the Ad Hoc Committee which was created to study the matter of salaries for faculty who participate in Summer Term. The committee has researched the matter, held a public hearing, and written the attached report. Its recommendations are for Senate consideration.

B. Reports from the Executive Committee

1. Faculty Senate Election Schedule (p. 11, 12)

Attached is a schedule of deadline dates for the Faculty Senate elections to be conducted in November and December 1983. Although the President-Elect election will be conducted by campus-wide mail ballot, the Executive Committee election is conducted at the December 8 Senate meeting. Also attached is a Memo containing Bylaws provisions for the election of Senators.

2. Interinstitutional Faculty Senate - Glenn Klein

The IFS met at Eastern Oregon State College on October 7 & 8 for its initial session of the academic year. Senator Klein will report on that meeting.

3. Committee on Committees review of Committees

The COC is responsible, as part of its regular duties, to annually review a portion of the Senate's committees/councils. Those committees which will be reviewed this year are: Administrative Appointments, Academic Advising, International Education, and University Honors.

4. Presidential Search Committee

The Executive Committee responded to a request of Search Committee Chairman Popovich in nominating faculty members for the search committee. The appointments to the search committee were published in the Staff Newsletter of 10/20/83.

5. Committee/Council Appointments

A revised and updated Roster of Faculty Senate Committee/Council members for 1983-84 will be available at the Senate meeting. Additional appointments will be announced through the Reports to the Faculty Senate and its Minutes as vacancies which occur are filled.

6. PAC-10 Faculty Leadership Conference

The PAC-10 Faculty Leadership Conference will be held at the University of Southern California on February 17-19, 1984. Normally, both the President and President-Elect attend this Conference.

C. Reports from the Executive Office

D. New Business

On Campus Academic FTE - Rank of Instructor and Above - for Faculty Senate Apportionment for 1984

(Based on July 1, 1983 budget except Contract Research FTE is as of October 6, 1983)

College/School	Instruction	Research*	Extension	Misc** Budgets	Total	No. of Senators	Gain or Loss
Agriculture	50.20	152.21	63.26	11.60	277.27	20	-3
Business	63.00	0.61		2.70	66.31	5	
Education	49.07	2.61		18.10	69.78	5	
Engineering	82.99	11.56		4.61	99.16	7	
Forestry	23.71	51.10	7.54	3.19	85.54	6	-1
Health & Phys. Educ.	45.20	2.03		3.20	50.43	4	
Home Economics	35.40	4.28	8.27	6.13	54.08	4	
Liberal Arts	206.95	2.81		5.13	214.89	16	
Oceanography	11.85	23.47		7.73	43.05	3	-1
Pharmacy	21.29	2.31		3.11	26.71	2	
Science	185.32	46.12	0.75	7.10	239.29	17	-1
Vet. Medicine	21.75	12.62		3.18	37.55	3	+1
Library		0.31		41.35	41.66	3	+1
ROTC	28.00				28.00	2	
TOTALS	824.73	312.04	79.82	117.13	1333.72	97	-4
(1981 totals	838.67	377.09	85.69	108.82	1410.27	101	+4)
(1980 totals	825.23	328.68	87.05	108.90	1349.86	97	0)
(1979 totals	834.52	342.38	85.18	109.98	1372.06	97	0)
(1978 totals	830.97	328.46	87.95	111.82	1359.20	97	0)
(1977 totals	823.95	341.87	85.83	108.95	1361.60	97	+1)

*Agricultural Experiment Station, Forest Research Laboratory and Contract Research.

**Miscellaneous budgets include other instructional, research, and extension programs, such as the Library, Museums, Tech. Advisory Services, Summer Term, Honors Program, Women Studies, CTV, IRAM, International Education, Upward Bound, EOP, Curriculum Coordination, Radiation and Computer Centers, Sea Grant Programs, and other "unassociated" FTE; allocations are made to some or all units.

Department of Biochemistry and Biophysics
Oregon State University
Corvallis, Oregon 97331-6503 (503) 754-4511

MEMORANDUM October 21, 1983

TO: Executive Committee, Faculty Senate
Richard Scanlan, Senate President

FROM: Senate Nomination Committee

SUBJECT: Nominees for Senate Offices

The committee has met and nominated the following individuals to be candidates for the specified offices. Each nominee has been contacted and has agreed to be a candidate and to serve if elected

Senate President elect:

Ronald Cameron Botany & Plant Pathology	Robert O. McMahon Forest Products

Interinstitutional Faculty Senate

Thurston Doler Speech Communication	David Faulkenberry Statistics
Kathleen Heath Physical Education	Floyd B. McFarland Economics

Executive Committe of the Faculty Senate:

Charles Dane Business Administration	James H. Krueger Chemistry
George R. Martin Business Administration	Edward D. McDowell Industrial & General Engineering
Mariol Peck Library	

The committee is pleased to submit the names of these colleagues to the Faculty Senate and the entire Faculty for consideration as nominees to elected offices.

Nancy Leman
Pat Wells
Ron Cameron
Robert R. Becker, Chairperson

RRB:pd

6.

OREGON STATE UNIVERSITY

CHEMISTRY DEPARTMENT

CORVALLIS, OREGON

To: Richard Scanlan, President
Faculty Senate

Date: April 12, 1983

From: Peter K. Freeman, Chairman
Academic Regulations Committee

Subject: Annual Report of the Academic Regulations Committee, 1982-1983

The Academic Regulations Committee took up two matters during the 1982-1983 academic year. The first concerned the problem created by students who repeat a course when they originally received an A, B, C, S or P, a violation of Academic Regulation 20 (AR20). A related question as to how transfer students should be treated was considered. The committee, using earlier suggestions by Dean Nicodemus and Registrar Gibbs, recommended that AR20 be altered to include parts (d) and (e) and that these changes take effect in Fall 1983:

d. If a course is repeated by a student in violation of section (a) above, that repeated course and grade earned will be lined through on the student's permanent record and not count in the GPA or toward graduation.

e. This policy will also be applied to all transfer credit.

The second item considered by the Academic Regulations Committee was ASOSU Resolution 42-R-15, which requests an extension of the date to change to or from S/U grading (presently the fifth week) to the eighth week. After some discussion, the clear consensus of the committee was that the present deadline provides ample opportunity for students to explore courses outside their area of major concentration; the committee recommended that the Faculty Senate maintain the present deadline.

PKF/po

cc: W. Gamble
A. Green
R. Mrazek
D. Claypool
W. Gibbs
R. Wright
R. Baertlein
J. Baumgardner
O. Boedtker

The Department of
Physical Education

Oregon State University

Corvallis, Oregon 97331-3302

October 21, 1983

MEMORANDUM

TO: Richard Scanlan, President
Faculty Senate

FROM: Robert Michael, Chairman
Joint Subcommittee to Study Faculty
Compensation for Summer Term

SUBJECT: Final Report

The Joint Subcommittee to study Faculty Compensation for Summer Term is composed of Robert Becker and Solon Stone from Budgets and Fiscal Planning and Robert Michael, John Mingle and Kurt Philipp from Faculty Economic Welfare.

Our Subcommittee submitted questions concerning Summer Term faculty compensation to President MacVicar for his response in his Open Forum presentation. The Subcommittee has received excellent cooperation from Duane Andrews and his Summer Term Office staff in responding to written questions as well as meeting with Subcommittee members to discuss their thoughts on Summer Terms '83 and '84. As a Subcommittee we met with the Dean or Assistant Dean of Liberal Arts, Health and Physical Education, Science, and Education to discuss the problems and plans for Summer Term from their point of view. Additonally our Subcommittee has been supplied with as up-to-date fiscal information as possible from Bob Barnes, Assistant Director, Office of Budgets and Steve Katz from the Controller's Office in preparation of the various tables and information reviewed to arrive at this recommendation. The concerns and opinions of the University Faculty were solicited through the scheduling of an Open Forum to allow faculty an opportunity to meet with the Subcommittee to ask questions and present the Faculty's views.

This is a new experience for everyone -- self-support, Summer Term. Considering the overall problems, as a University we did well financially during Summer Term 1983; we broke even and perhaps made some money. Therefore, we do not feel at this time that Summer Term salaries were as significant a problem as at first perceived. However, with the 7.2% general salary increase, it does not look like we will be able to do as well next year. We have been asked to provide a similar program in the summer with about 25% less funding. It is the collective feeling of the Subcommittee members, and of many other faculty that stability, quality and quantity of course offerings is a must and that stability of compensation for Faculty is required to accomplish this objective.

The members of the Joint Subcommittee to Study Faculty Compensation for Summer Term have studied the 1983 OSU Summer Term Faculty compensation issue and the most current fiscal information from the Budget Office and present the following recommendations for adoption by the Faculty Senate:

1. Retain the salary formula of .22 of the academic year salary for a 9-credit teaching load. Place a ceiling on salary per credit hour of $800 (1.5* X '83 average Assistant salary) for Professors, $640 (1.2 X '83 average Assistant) for Associate Professor, and $600 for Assistant Professor, Senior Instructor, and Instructor ranks. The approximate effect of this applied to '84 salaries may be seen on the attached sheet. If Summer Term '84 ends with a surplus, these funds should be returned to those Faculty whose salary was capped.

II. Provide Summer Term funds to support the non-professional courses which many summer term students include as part of their program to fulfill course work from disciplines outside their major particularly in the Humanities, Arts, and Social Sciences.

III. Request of the Administration of this University, the Interinstitutional Faculty Senate and other appropriate groups to request that the State Board of Higher Education and the Chancellor's Office work with the State Legislature to bring about a return to a funding Model for Summer Term which includes state support.

IV. Academic units which offer a course in the Summer Term Catalog and contract with faculty to teach said course must honor this commitment to the Faculty and have an obligation to the students to provide the course.

Rationale:

I. Current information indicates that Summer Term '83 did not lose money. A ceiling on salaries of Faculty at the upper range of the scale will enhance the ability of department administrators to use the services of senior faculty and will provide needed flexibility to stay within the projected '84 tuition income.

II. Continued availability of non-professional courses in Humanities, Arts, Social Sciences, and physical activity for Summer Term is of benefit to all Colleges and Schools; therefore, Summer Term funds are appropriately used to support these courses.

---

* Multiplier is approximate average difference in compensation between ranks. Information supplied by the Faculty Economic Welfare Committee D. Curtis Mumford chart 6/7/83 from information provided by Office of Personnel OSSHE. The ceiling would take place at a 9 month salary of approximately $32,700 for Professor; $26,200 for Associate Professor; and $24,500 for Assistant Professor, Senior Instructor and Instructor ranks.

III. Registration information indicates that 2866 of the 4170 (69%) summer term students were enrolled at OSU during Spring Quarter 1983; therefore, it is appropriate that Summer Term should receive support similar to that provided during the regular academic year.

IV. For Summer Term '83, twenty-five Faculty were terminated and 36 faculty received reduced compensation. Approximately 67 classes were cancelled. Such methods of balancing the budget can only lead to decreased Faculty morale, adverse public relations and eventually to reduced numbers of students.

The recommendations listed above are based upon the assumptions that the administrators of Summer Term will follow through on the following items which have been suggested to them from various committee reports prepared this past summer and fall, or were included in the Summer Term Report to Faculty Senate on October 6, 1983. These are:

a. pre-registration of students during Spring Term to obtain an early indication of support for course offerings;

b. use of better scheduling practices by individual units with a coordination of times through the central office;

c. a provision of more timely fiscal information by Summer Term Office to the academic units and from the units to the Summer Term Office;

d. better coordination of publicity, scheduling, and finances at all levels of administration;

e. a coordinated attempt to attract summer term students from those individuals not currently attending OSU by selling the quality of offerings and the livability of Oregon.

This Subcommittee further recommends that continuing study is needed in several areas. Due to our limited time and the information needed as background, we were unable to explore compensation for Faculty supervising thesis credits and the reporting of fiscal data by the various academic units.

If Summer Term is to remain a vital part of OSU academic life, a strong leadership responsive to student, Faculty, and academic department needs is a must. Additionally, academic units must report fiscal charges when they occur rather than several months after the fact.

SALARY COMPARISON MODELS

Joint Subcommittee to Study Faculty Compensation for Summer Term
Robert Michael, Chairman

	PROF.	ASSOC.	ASST.	SR. INST. INST.	TA	TOTAL
# Credit hr.	370	413	289	178	154	1,404
# Faculty (9 mo)	79	85	58	45	51	318
Actual '83	$288,594	$262,642	$153,909	$ 70,449	$ 57,877	$833,471
Av. $ per cr hr	780	636	533	396		594
Projected '84 ('83 + 7.2%)	$305,907	$281,026	$166,216	$ 78,156	$63,093	$894,398
Av. $ per cr hr	827	680	575	439		637
$600 Flat/ cr hr	$222,000	$247,800	$173,400	$106,800	$92,400	$842,400
$ per cr hr	600	600	600	600		600
5 Tiered av.	$277,500	$247,800	$144,500	$ 66,750	$53,900	$790,450
$ per cr hr	750	600	500	375		563
5 Tiered	$185,500	$193,573	$127,953	$ 68,723	$53,649	$629,398
$ per cr hr	500	467	443	385		448
3 Tiered	$185,500	$207,250	$144,500	$ 68,723	$53,649	$662,872
$ per cr hr	500	500	500	385		472
'84 with ceiling	$285,633	$265,979	$159,967	$ 78,070	$63,093	$852,742
Av. $ per cr hr	772	644	554	439		607
Ceiling per cr hr	$ 800* (1.5 x '83 asst. av.)	$ 640* (1.2 x '83 asst. av.)	600	600		
# affected	35	34	15	1		85
$ saved	$ 20,274	$ 15,047	$ 6,249	$ 86		$ 41,656***

Comparisons are based on the same faculty being employed and the same courses being taught as in 1983 using criteria stated. 9 month employees only.

* Multiplier is approximate average difference in compensation between ranks. Information supplied by the Faculty Economic Welfare Committee D. Curtis Mumford chart 6/7/83 from information provided by Office of Personnel OSSHE. The ceiling would take place at a 9 month salary of approximately $32,700 for Professor; $26,200 for Associate Professor; and $24,500 for Assistant Professor, Senior Instructor and Instructor ranks.

***Only 9 month employees included and no faculty from College of Agriculture

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

November 1983

SCHEDULE OF NOMINATIONS/ELECTIONS OF FACULTY SENATE PRESIDENT-ELECT, AND TWO IFS REPRESENTATIVES

October 17: Report of Nominations Committee

November 10: List of Nominees & their Vita to be published in the Staff Newsletter

November 10,11: Absentee Ballots may be cast in the Faculty Senate Office between the hours of 9:00 and 11:00 a.m. and 2:00 and 4:00 p.m., by those eligible voters who will be off-campus between November 14 & 21.

November 11: Ballots will be mailed (after 4:00 p.m.) to all Faculty eligible to vote in the Faculty Senate elections (except those who voted by Absentee Ballot).

November 21: All Ballots to be returned to the Faculty Senate Office by 5:00 p.m. Counting will be conducted by the Ballot Counting Committee and overseen by the Executive Committee.

December 1: Results of the Election will be announced to the Senate in the "Reports to the Faculty Senate" for December 8 (which should be received one week prior to the actual meeting).

December 1: Results to be announced in the Staff Newsletter to the University community.

ELECTION OF EXECUTIVE COMMITTEE

October 17: Nominations Committee report received by Executive Comm.

December 8: Ballots to be distributed to Faculty Senate members at the Senate meeting. Results will be made known at the end of the meeting, if available.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

Office of the Faculty Senate
Oregon State University
Corvallis, Oregon 97331 (503) 754-4344

October 24, 1983

M E M O R A N D U M

To: Deans, Directors, and Faculty Senators

From: Executive Committee of the Faculty Senate
Richard A. Scanlan, Senate President

Subject: Senate Bylaws Provisions for the Election of Senators

Article V of the Senate's Bylaws enumerate the officers of the Faculty Senate and describe procedures for their election. The following are the excerpts from this article which describe the procedures for the election of Senators.

Section 2. Voting. *All academic staff members on campus with rank of instructor or higher shall be eligible to vote in the nomination and election of elected members.*

This provision has been applied to exclude Research Assistants Unclassified.

Section 3. Nominations Procedure. *There shall be at least two nominees for each membership position to be filled. Nominations shall be by written, secret ballot. Nominations shall be conducted by campus mail or in a meeting of the group about to elect a member of the Faculty Senate. The Dean or Director, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the nominations. They shall: (a) make public the list of staff members eligible for election; (b) request that each staff member make one nomination for the position; and (c) count the ballots and publish the names of the nominees.*

Section 4. Election Procedure. *Election shall take place during the Fall Term. Election ballots shall be counted and election results made public within one week after the list of nominees' names has been made available.*

Election shall be by written, secret ballot and shall be conducted by campus mail or in a meeting of the group about to elect a member of the Faculty Senate. The Dean or Director, or someone appointed by that officer, together with incumbent elected representatives of the group, shall conduct the election. They shall: (a) request that each staff member cast one vote for the position be filled; (b) count the ballots, notify the person who has been elected, and forward the name of the person elected to the Executive Secretary of the Faculty Senate.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

OREGON STATE UNIVERSITY Corvallis, Oregon 97331
Faculty Senate Office (754-4344) Social Science 107

11/28/83

REPORTS TO THE FACULTY SENATE
December 8, 1983

Agenda for the Senate Meeting: December 8, 1983, 3:00 p.m., Stewart Center

The Agenda for the December 8 Senate meeting will include the reports and other items of business listed below. To be approved are the Minutes of the November 3 and 17 Senate meetings, as published in the Staff Newsletter Appendix.

A. Reports from the Faculty

1. Curriculum Council Report (pp. 4-21) - Paul Farber

a. Attached is a Curriculum Council Proposal to Offer an Off-Campus Program, "Doctor of Philosophy Degrees in Electrical and Computer Engineering, and in Computer Science, through the OSU/Tektronix Program."

b. Also attached is a Memo from the Graduate Council approving and endorsing the above program. Supplemental to the Graduate Council document is a copy of "Requirements for the Ph.D., A Policy Statement" provided by the Council Chairman McDowell for the Senate's information (attached). (pp. 22, 23)

c. Budgets & Fiscal Planning Committee Report - Bob Becker

The Chairman of the B&FPC will present a verbal report of its review of the proposed Off-Campus Program.

2. Summer Term Update - Duane Andrews

The Director of Summer Term, Duane Andrews, will report on the status of plans for Summer Term 1984.

B. Reports from the Executive Committee

1. Summer Term Surplus (p. 24)

Attached is a Memorandum from Senator Charles Vars to Richard Scanlan regarding options for disposal of any surplus funds generated by Summer Term.

The Executive Committee has forwarded the Vars memo to the Joint Subcommittee to Study Faculty Compensation for Summer Term with the request that Senator Vars meet with them and with the further instruction that they report to the Senate any recommendations that they generate.

2. Restoration of State Tax Support for Summer Term (pp. 25, 26)

Attached is a letter from the Executive Committee to Chancellor Davis, et al, urging them to seek from the Legislature restoration of tax support for the Summer Term.

3. Faculty Excellence Awards (pp. 27-31)

Attached are documents from Chancellor Davis and President MacVicar explaining the Legislature's Faculty Excellence Awards.

The Executive Committee has asked the Budgets & Fiscal Planning Committee to study the long range fiscal implications of the policies set forth in the documents and to ascertain, further, the extent to which this policy corresponds to the Legislature's original intent in appropriating the money.

4. Faculty Senate President-Elect/IFS Election

In the on-campus election conducted during the period between November 14 and 21, 1339 Faculty were eligible to cast Ballots. Of that number, 680 Faculty voted in the secret ballot election conducted by mail. Results were that H. Ronald Cameron received 393 (58%) of the votes, and Robert McMahon received 287 (42%) of the votes cast. H. Ronald Cameron (Botany & Plant Pathology) is declared President-Elect, and will take office in January with the new Executive Committee members and Senators.

For IFS, the results are as follows: G. David Faulkenberry received 394 votes (and will fill the three-year term), Kathleen Heath received 338 votes (and will fill the two-year term vice Gamble), Thurston Doler received 329 votes (and will become the designated alternate to IFS), and Floyd McFarland received 183 votes.

The Executive Committee, on behalf of the Senate, wishes to thank the Ballot Counting Committee, composed of John Block, Van Volk, Zoe Ann Holmes, Gary Tiedeman, Nancy Leman, and Herb Frolander, for their assistance.

The Executive Committee extends its thanks to the other Faculty members who have been candidates for the positions of President-Elect and IFS representative, and to those who are candidates for the Executive Committee. We realize that the quality of our organization is dependent upon your willingness to participate, and we are very grateful to all of our Faculty members who are willing to have their names placed in nomination for these important positions. We hope that those who were not elected at this time will continue to be nominated for future positions.

5. Election of New Executive Committee Members

Faculty Senators will vote for three new Executive Committee members at this meeting. A Ballot will be distributed to Senators or their proxies only. Information regarding the candidates will be published in the Staff Newsletter for December 8. Brief vitae will be distributed at the December 8 Senate meeting. A Counting Committee will tally the votes and report the results to the Senate if determined before adjournment; otherwise, results will be published in the Staff Newsletter and "Reports to the Faculty Senate" for the January 12 meeting. Continuing Executive Committee members are: Zoe Ann Holmes (Foods & Nutr.), Bruce Shepard (CLA), and Gary Tiedeman (CLA).

6. Faculty Senate--New Senator Orientation

An Orientation session for Senators elected to their first or second terms will be held on Thursday, January 5, from 2:30 p.m. through 8:30 p.m. at Nendel's Inn. The Executive Committee is working on the program and more information will be presented at the Senate meeting. An Agenda for the Orientation will be sent to newly-elected Senators soon.

7. President MacVicar's Response to October Senate Actions (p. 32)

Attached is President MacVicar's response to the actions taken by the Senate at its October 1983 meeting.

C. Reports from the Executive Office

D. New Business

Curriculum Coordination

Oregon State University

Corvallis, Oregon 97331 (503) 754-3711

November 18, 1983

TO: Executive Committee
Faculty Senate

FROM: Paul Farber
Curriculum Council, Chairman

SUBJECT: Off-Campus Program Proposal

The Curriculum Council and the Graduate Council have both reviewed, discussed, and approved a proposal to offer off-campus Doctor of Philosophy (Ph.D.) degrees in Electrical and Computer Engineering and in Computer Science through the existing OSU/Tektronix program. This program currently provides for off-campus graduate coursework and master's degrees in Electrical and Computer Engineering and in Computer Science. Funding for the existing program and the proposed extension is provided entirely by Tektronix, Inc.

Copies of the proposal have been sent to the Budgets and Fiscal Planning Committee.

The two Councils request the Executive Committee to review the proposal and to place it on the agenda for the December Faculty Senate meeting. If there are questions, Dean Calvin, Ed McDowell, Sandra Suttie or I will be happy to discuss them. Thank you.

SS/cjj

encl.

OREGON STATE UNIVERSITY

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE
DEPARTMENTS OF ELECTRICAL & COMPUTER ENGINEERING AND COMPUTER SCIENCE

PROPOSAL TO OFFER OFF-CAMPUS DOCTOR OF PHILOSOPHY DEGREES IN ELECTRICAL AND COMPUTER ENGINEERING (E.&C.E.) AND IN COMPUTER SCIENCE (C.S.) THROUGH THE OSU/TEKTRONIX PROGRAM

Description of Proposed Program

1. Definition of Academic Area

a. Define or describe the academic area or field of specialization with which the proposed program would be concerned.

Two academic areas are included: electrical and computer engineering and computer science.

b. What subspecialties or areas of concentration would be emphasized during the initial years of the program?

The areas of concentration would be solid state electronics, systems, semiconductor materials and devices, integrated circuits, instrumentation, display devices, computer systems, information-based systems, computer architecture, software systems, computer automation, artificial intelligence, theory of compilation, analysis of algorithms, and numerical analysis of systems.

c. Are there other subspecialties that the institution intends to avoid in developing the program?

As the engineering and science of electronics and computer science develop, new fields which will become established in the future will be included.

d. Are there subspecialties that the institution intends to avoid, in developing the program?

No.

e. When will the program be operational, if approved?

The program will be operational in the academic term following its approval. Several of the exceptionally well-qualified students in the present OSU/Tektronix program have expressed a strong desire to pursue doctoral studies and are expected to apply for admission as soon as possible.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

1. Definition of Academic Area (continued)

   e. (continued)

      All the courses necessary to implement the proposal already exist in the OSU/Tektronix off-campus master's degree program.

2. Department, School or College Responsible

   a. What department and school or college would offer the proposed program?

      The Department of Electrical and Computer Engineering in the College of Engineering and the Department of Computer Science in the College of Science would offer the program and will be responsible for its operation.

   b. Will the proposed program involve a new or reorganized administrative unit within the institution?

      No, the coursework and program structure already are in existence, so no new administration structure is necessary.

3. Objectives of the Program

   a. What are the objectives of the program?

      The objective of this program is to provide an opportunity for a limited number of the very best qualified employees to pursue studies for the Ph.D. degree. This opportunity would be provided to those who demonstrate promise to conduct research at the cutting edge of knowledge in these rapidly expanding fields. This opportunity for intellectual and professional development of a few of the most productive engineers and scientists in the OSU/Tektronix program is viewed as being critically important for developing the creativity that is essential for leading scientists and engineers in this important industry.

   b. How will the institution determine how well the program meets these objectives? Identify specific post-approval monitoring procedure and outcome indicators to be used if the program is approved.

      The proposed program will be evaluated at several levels. It will be evaluated periodically in the review of our graduate programs that is conducted by the Graduate School. In addition those evaluation measures applied to the existing OSU/Tektronix program will encompass the proposed expansion. These include student evaluations of all courses and annual review by the joint OSU/Tektronix

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

3. Objectives of the Program (continued)

b. (continued)

Education Committee. A written program evaluation will be made each year by the Departments of Electrical and Computer Engineering and Computer Science. These evaluations will be submitted to the respective academic deans and to the Dean of the Graduate School for review and approval.

c. How is the proposed program related to the mission and academic plan of the institution?

An important mission of the College of Engineering and the College of Science is to meet the needs of the industrial community for advanced levels of graduate education for both degree and non-degree purposes that are important for the advancement of industry. This is particularly important in the high technology fields such as electronics, computer engineering, and computer science where personnel must stay at the cutting edge of knowledge.

Specific institutional goals quoted from the 1982-83 General Catalog are:

> To encourage the activities that extend the frontiers of knowledge and provide outlets for the creativity of faculty and students.
>
> To encourage the communication of research methods and findings in the classroom.
>
> To encourage the exploration of the consequences stemming from the application of new knowledge and technology.
>
> To assist groups of citizens in using the resources of the University for the solution of common problems.
>
> To give attention to the needs of this region and the State of Oregon without neglecting national and international obligations and responsibilities.

d. What are the employment outlets and the employment opportunities for persons who would be prepared by the proposed program?

Most students will be full-time employees at Tektronix who are registered through our OSU/Tektronix program. Employment prospects for Ph.D.'s in this area are excellent. In both electrical and

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

3. Objectives of the Program (continued)

d. (continued)

computer engineering and computer science there are multiple industrial and academic jobs for each new Ph.D. This situation is expected to continue at least through the end of the decade. Recent studies by the American Electronics Association document the serious shortage of Ph.D. level graduates in this area for research positions in industry and teaching and research positions at universities.

4. Relationship of Proposed Program to Other Programs in the Institution

a. List the closely related programs and areas of strength currently available in the institution which would give important support to the proposed program.

The intention is to involve only the Departments of Electrical and Computer Engineering and Computer Science that have a well-established cooperative program at Tektronix. The proposed program will have no immediate relationship with other departments. However, this does not preclude the future participation of other OSU departments whose expertise may be needed in this cooperative program.

5. Course of Study

a. Describe the proposed course of study.

(1) Introduction

The course of study will provide a strong research emphasis that rests upon a foundation of knowledge acquired through formal coursework. In both departments, students admitted to the Ph.D. program will have completed an M.S. degree or equivalent level of graduate study at OSU or some other quality institution. Additional coursework that is required for support of the student's research area(s), as determined and approved by their major professor and committee, will generally be available in the existing OSU/Tektronix program or at nearby schools including Portland State University, University of Portland, The Oregon Graduate Center, etc. Whenever such arrangements are not possible, students will be required to take coursework on the OSU campus.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

5. Course of Study (continued)

a. (continued)

(2) General Requirements

Students in the OSU/Tektronix program seeking a Ph.D. in electrical and computer engineering or in computer science will be governed by the same rules, regulations and requirements as those at the main campus, except as otherwise noted.

Admission: The student must be admitted as a Ph.D. student at Oregon State University, including acceptance by the respective academic unit. For this specific program, the student must be approved by the Joint OSU/Tektronix Education Committee for participation in the OSU/Tektronix program and have access to the facilities and equipment needed for the research appropriate to the doctoral degree.

Graduate Committee: The student's Ph.D. Committee will consist of at least five faculty members, of which at least three must be full-time regular OSU graduate faculty members. The Graduate Council representative and the student's major professor will be regular OSU Graduate Faculty members. Other members of the committee may be adjunct faculty from industry or other educational institutions who have been appointed to the OSU Graduate Faculty.

Doctoral Study Program: Normal procedures that are used on the OSU campus for establishing a program for each individual student will be followed, and the length of period of study will be governed by the Graduate School regulations. While there are no specific course requirements for the Ph.D., most students complete approximately 90 term hours of graduate coursework in preparation for the required examinations and their own research needs.

It is to the student's advantage to formulate the doctoral program and have it approved as early as feasible. The program is approved at a meeting of the student's doctoral committee.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

5. Course of Study (continued)

a. (continued)

Preliminary Examination: Before a student may be admitted to candidacy for the doctoral degree, a comprehensive examination must be passed. This examination will be conducted by the doctoral committee and will cover both major and minor or supporting fields.

Dissertation: Demonstrated research ability is the essence of the Ph.D. degree. An acceptable Ph.D. dissertation must clearly demonstrate, by the results of the research described, that the student is fully capable of significant independent research. The work must be of a level that is acceptable for publication in refereed research journals.

The dissertation must show a mastery of the literature of the subject and be written in creditable literary form. The preparation of an acceptable dissertation will be the equivalent of at least one academic year of full-time work (a minimum of 36 credit hours).

Place of Examinations: The preliminary and final oral examinations are expected to be taken on the Oregon State University campus and will be scheduled by the Graduate School Office as is customary for all students.

(3) Residency Requirement

Residency will be fulfilled by the requirement that a student must complete a minimum of 36 credit hours taught by regular full-time OSU graduate faculty members either at OSU or in the OSU/Tektronix Program.

The student will also have frequent interactions with OSU faculty members who regularly visit Tektronix to teach, conduct research, or consult. These contacts provide an academic atmosphere that is similar to that on campus.

(4) Courses

The following list of classes are currently planned for the existing OSU/Tektronix Program at the graduate level. An average of six courses are offered each term.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D's IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

5. Course of Study (continued)

a. (continued)

		Hours
EE 421,422.	Instrumentation. (G)	4 each
EE 424.	Computer-Aided Circuit Design. (G)	4
EE 441.	Solid State Design. (G)	4
EE 442.	Integrated Circuit Design. (G)	4
EE 463.	Digital Signal Process. (G)	4
EE 478.	Computer Architecture I. (G)	4
EE 479.	Computer Architecture II. (G)	4
EE 482.	Optical Electronic Systems. (G)	4
EE 511,512,513.	Solid State Devices.	3 each
EE 519.	Selected Topics in Solid State.	4
EE 530.	Analytic Techniques in Fields and Waves I.	4
EE 531.	Analytic Techniques in Fields and Waves II.	3
EE 550.	Introduction to Systems Theory.	4
EE 560.	Signals and Noise.	4
EE 561.	Communication Systems-Wave Form Communication	4
EE 562.	Communication Systems-Coding & Information Theory.	4
EE 570.	Switching and Automata I.	4
EE 571.	Switching and Automata II.	4
EE 572.	Switching and Automata III.	4
EE 575.	Computer Systems I.	3
EE 576.	Computer Systems II.	3
EE 578.	Digital Signal Processing.	4
EE 579.	Selected Topics in Computer Systems.	3-4
EE 580.	Network Theory.	4
EE 581.	Network Synthesis.	4
EE 501.	Research.	Variable
EE 503.	Thesis.	Variable
CS 414,415,416	Operating Systems and Systems Programming. (G)	3 each
CS 430.	Data Base Management. (G)	3
CS 441.	Computer Graphics. (G)	3
CS 515.	Data Structures and Algorithms.	4
CS 516.	Operating Systems Principles.	4
CS 517.	Compiler Principles.	4
CS 531.	Introduction to Artificial Intelligence.	4
CS 532.	Problem Solving.	4
CS 539.	Special Topics in Artificial Intelligence.	4
CS 541.	Database Theory.	3
CS 542.	Modeling and Semantics.	3
CS 549.	Selected Topics in Information-Based Systems.	3
CS 551.	Analysis of Algorithms.	4

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

5. Course of Study (continued)

a. (continued)

		Hours
CS 561.	Software Methodology.	3
CS 562.	Advanced Software Methodology.	3
CS 569.	Selected Topics in Software Systems.	3-4
CS 501.	Research.	Variable
CS 503.	Thesis.	Variable

b. What elements of this course of study are presently in operation in the institution?

All of the components are presently in operation in the two departments.

c. How many and which courses will need to be added to institutional offerings in support of the proposed program?

No new courses will be added, other than those added to our internal programs as new areas develop.

6. Admission Requirements

a. Please list any requirements for admission to the program that are in addition to the institution.

The student must be admitted as a Ph.D. student at Oregon State University, including acceptance by the respective academic unit. For this specific program, the student must be approved by the Joint OSU/Tektronix Education Committee for participation in the OSU/Tektronix program and have access to the facilities and equipment needed for the research appropriate to the doctoral degree.

b. Will any enrollment limitation be imposed? Please indicate the limitation and rationale. How will those to be enrolled be selected if there are no enrollment limitations?

There are no enrollment limitations imposed or intended. However, it is expected that the combined enrollment in both departments will be in the range of 8 to 12 students. Selection will be restricted to those accepted by an OSU major professor who is willing and able to supervise the student's research and dissertation.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

7. Relationship of Proposed Program to Future Plans

a. Is the proposed program the first of several steps the institution has in mind in reaching a long-term goal in this or a related field?

It is expected that cooperative research programs which currently exist between the departments and groups with Tektronix will be enhanced and expanded.

b. If so, what are the next steps to be, if the Board approves the program presently being proposed?

Increased cooperative research activities will occur as a natural outgrowth of having Ph.D. students at Tektronix.

8. Accreditation of the Program

a. Is there an accrediting agency or professional society which had established standards in the area in which the proposed program lies?

There are no accreditation agencies or professional societies that establish standards in this area.

b. If so, does the proposed program meet the accreditation standards? If it does not, in what particulars does it appear to be deficient? What steps would be required to qualify the program for accreditation?

Not applicable.

c. If the proposed program is a graduate program in which the institution offers an undergraduate program, is the undergraduate program fully accredited? If not, what would be required to qualify it for accreditation? What steps are being taken to achieve accreditation?

The undergraduate program in electrical and computer engineering is fully accredited by the Accreditation Board for Engineering and Technology (ABET). The undergraduate program in computer science meets the guidelines of the ACM.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

Need

9. Evidence of Need

a. What evidence does the institution have of need for the program?

Discussions with leaders of the electronics industry and with the Joint OSU/Tektronix Education Committee have indicated the need for a doctoral program in which highly qualified students can obtain research and academic training which will advance knowledge and will enhance the intellectual and professional development of the students. The benefits of such a program are viewed as a key element in developing the creativity that is essential for advancements in the industry and consequently for the industries' contribution to a healthy Oregon economy.

b. What is the estimated enrollment and the estimated number of graduates of the proposed program over the next five years? If the program is an expansion of an existing one, give the enrollment in the existing program over the past five years.

	Estimated Enrollments		Estimated Graduates	
	ECE	CS	ECE	CS
1983-84	2	1	0	0
1984-85	3	2	1	0
1985-86	5	2	2	1
1986-87	6	4	3	2
1987-88	8	4	4	2

c. Identify statewide and institutional service area manpower needs the proposed program would assist in filling.

This will help meet the needs of industry by extending the M.S. program already in existence to the Ph.D. It will improve the availability of graduate education for employees in the electronics industry in the Portland area.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

9. Evidence of Need (continued)

d. What evidence is there that there exists a regional or national need for additional qualified persons such as the proposed program would turn out?

Recently published studies by the American Society of Engineering Education and by the National Science Foundation document the serious shortage of Ph.D.-trained faculty members that are available for teaching and research positions at universities in the fields of Electrical and Computer Engineering and in Computer Science. The American Electronics Association has also just published its comprehensive report on "Technical Employment Projections 1983-87." This definitive report also documents the serious shortage of doctoral-trained persons in the fields addressed by this proposal for research positions.

e. Are there any other compelling reasons for offering the program?

Further exposure of OSU faculty to research programs in industry will result in greater cooperation between the departments and the high technology industry. Cooperative research activities will strengthen the departments.

f. Identify any special interest in the program on the part of local or state groups (e.g., business, industry, agriculture, professional groups).

The proposed program is an extension of the existing OSU/Tektronix program, which is fully funded by Tektronix, Inc. The addition of a limited Ph.D. program responds to both an interest and need expressed by some students in the present M.S. program and by their company. It also recognizes the general need for more access to advanced educational programs in the Portland area expressed by leaders of this high technology industry and by leaders in government that are concerned about the economic health of Oregon and its development.

The need for advanced educational programs in Electrical and Computer Engineering and in Computer Science was highlighted in the report of the Governor's Economic Recovery Council dated May 15, 1982.

g. Have any special provisions been made for making the complete program available for part-time or evening students?

It is intended for persons registered in the OSU/Tektronix program that is offered primarily for part-time students.

Duplication of Effort

10. Similar Programs in the State

a. List any similar programs in the state.

The OSU/Tektronix program offers the only off-campus M.S. degree in Electrical and Computer Engineering and in Computer Science which is established and fully developed, involving full-time faculty from the main OSU campus as well as qualified adjunct faculty from industry. The existing program and the proposed extension to a limited number of Ph.D. students are based upon existing solid academic departments and programs at Corvallis. In this sense of being a fully developed and proven program at the Ph.D. level, the proposal does not duplicate existing programs at either public or private institutions.

As other electrical engineering and computer science programs in the Portland area, both public and private, grow and add faculty, they will be able to offer advanced degrees in these fields. This growth will certainly take a number of years. This proposal is not intended to preempt their growth, but rather to offer a limited program to a more specialized clientele in a specific industry to fill an immediate need.

b. If similar programs are offered in other institutions in the state, what purpose will the proposed program serve? Is it intended to supplement, complement, or duplicate existing programs?

No other institution in the state offers an off-campus Ph.D. program in the Electrical and Computer Engineering and Computer Science disciplines.

c. In what way, if any, will resources of any other institutions be utilized in the proposed program?

Not applicable at this stage.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

Resources

11. Faculty

a. List any present faculty who would be involved in offering the proposed program, with pertinent information concerning their special qualifications for service in this area.

Faculty in this program are regularly appointed OSU Graduate Faculty and Adjunct Faculty who are appointed to the OSU Graduate Faculty specifically to teach in the OSU/Tektronix M.S. program. Current faculty members are:

Department of Computer Science:

Bella Bose, Assistant Professor
William Bregar, Associate Professor
Curtis R. Cook, Associate Professor
Alan Coppola, Assistant Professor
Paul Cull, Associate Professor
Earl Ecklund, Assistant Professor
Michael Freiling, Assistant Professor
Theodore Lewis, Associate Professor
Toshimi Minoura, Assistant Professor
Douglas Moran, Assistant Professor
David Sandberg, Assistant Professor
Fred Tonge, Professor
Thomas Yates, Professor

Bart Butell, Adjunct Instructor
John D. Crawford, Adjunct Instructor
Norman DeLisle, Adjunct Instructor
Terry Hamm, Adjunct Assistant Professor
Andrew Klossner, Adjunct Instructor
Richard LeFaivre, Adjunct Assistant Professor
Mayer Schwartz, Adjunct Assistant Professor
Tran Thong, Adjunct Assistant Professor

Department of Electrical and Computer Engineering:

Richard F. Adams, Associate Professor
G. Corwin Alexander, Associate Professor
Donald L. Amort, Associate Professor
John R. Arthur, Professor
Pallab Bhattacharya, Associate Professor
Richard Bucolo, Assistant Professor

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

11. Faculty (continued:

a. (continued)

Department of Electrical and Computer Engineering: (continued)

Rudolf Engelbrecht, Associate Professor
John Engle, Professor
Leonard Forbes, Professor
James Herzog, Associate Professor
Leland Jensen, Associate Professor
Wojciech Kolodziej, Assistant Professor
Hian Lauw, Associate Professor
Sigurd Lillevik, Assistant Professor
James Looney, Associate Professor
Phillip Magnusson, Professor
Ronald Mohler, Professor
S. John T. Owen, Professor
Thomas Plant, Associate Professor
V. Michael Powers, Associate Professor
Roy Rathja, Assistant Professor
John Saugen, Associate Professor
Robert Short, Professor
Vijai Tripathi, Associate Professor
Leonard Weber, Professor

Philip Crosby, Adjunct Assistant Professor
Morris Engelson, Adjunct Associate Professor
Ian E. Getreu, Adjunct Assistant Professor
Donald Kirkpatrick, Adjunct Assistant Professor
William Lattin, Adjunct Professor
Robert B. Lefferts, Adjunct Assistant Professor
Robert Nordstrom, Adjunct Professor
Lyle Ochs, Adjunct Assistant Professor
Binoy Rosario, Adjunct Associate Professor
Aris Silzars, Adjunct Professor
Robert Sparkes, Adjunct Assistant Professor
Megha Shyam, Adjunct Associate Professor
Enar Traa, Adjunct Assistant Professor
Fred Weiss, Adjunct Assistant Professor
George Wilson, Adjunct Associate Professor

11. Faculty (continued)

b. Estimate the number, rank, and background of new faculty members that would need to be added to initiate the proposed program that would be required in each of the first four years of the proposed program's operation, assuming the program develops as anticipated in Item 8b. What kind of commitment does the institution make to meeting these needs?

None.

c. Estimate the number and type of support staff needed in each of the first four years of the program.

None.

12. Library

a. Describe in as objective terms as possible, the adequacy of the Library holdings that are relevant to the proposed program (e.g., if there is a recommended list of library materials issued by the American Library Association or some other responsible group, indicate to what extent the institution's library holdings meet the requirements of the recommended list).

The existing collections in electrical and computer engineering and computer science at OSU will support the coursework to be offered under the proposal as no new courses are being proposed. Furthermore, sufficient library holdings are available in the research libraries at Tektronix and at institutions of higher education in the Portland area to provide alternate sources for current materials and to meet the research needs of the students.

b. How much, if any, additional library support will be required to bring the Library to an adequate level for support of the program?

None.

c. How is it planned to acquire these resources?

Not applicable.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

13. Facilities and Equipment

a. What special facilities in terms of buildings, laboratories, and equipment, are necessary to the offering of a quality program in the field and at the level of the proposed program?

A unique strength of this program is the availability of the extensive and state-of-the-art equipment that is available at Tektronix laboratories. Tektronix is among the top ten electronics companies in the United States. Their equipment in nearly all specialties is superior to the facilities we have available on campus. In addition to equipment, their other laboratory facilities and support services are also of exceptional quality and surpass most of those we have available on campus.

The program will not require any additional on-campus facilities.

b. What of these facilities does the institution presently have on hand?

Not applicable.

c. What facilities beyond those now on hand would be required in support of the program?

Not applicable.

d. How does the institution propose these additional facilities and equipment shall be provided?

Not applicable.

14. Budgetary Needs

a. Please indicate the estimated cost of the program for the first four years of its operation.

All costs of the existing OSU/Tektronix masters level program are fully funded by Tektronix, Inc.

The incremental cost of extending the current OSU/Tektronix masters program will also be fully funded by Tektronix, Inc. Any additional expenses which occur relative to the travel and related costs of the major professor and other faculty will be supported by Tektronix.

COLLEGE OF ENGINEERING AND COLLEGE OF SCIENCE (continued)

OFF-CAMPUS Ph.D.'s IN E.&C.E. AND C.S.,
OSU/TEKTRONIX PROGRAM (continued)

14. Budgetary Needs (continued)

b. If a special legislative appropriation is required to launch the program (as shown in Item 4b of the estimated budget), please provide a statement of the nature of the special budget request, the amount requested, and the reasons a special appropriation is needed. How does the institution plan to continue the program after the initial biennium?

All present and future costs will be supported by Tektronix.

c. If federal or other grant funds are required to launch the program (Items 4c and 4d), what does the institution propose to do with the program upon termination of the grant?

Not applicable.

d. Will the allocation of going-level budget funds in support of the proposed program have an adverse impact on any other institutional program? If so, which programs and in what ways?

Not applicable.

Department of Industrial & General Engineering

Oregon State University

Corvallis, Oregon 97331 (503) 754-4645

November 17, 1983

To: EXECUTIVE COMMITTEE, FACULTY SENATE

From: Ed McDowell, Chairman
Graduate Council EDM

This memorandum is to inform you that at its November 10, 1983 meeting, the Graduate Council voted to approve the "PROPOSAL TO OFFER OFF-CAMPUS DOCTOR OF PHILOSOPHY DEGREES IN ELECTRICAL AND COMPUTER ENGINEERING, AND IN COMPUTER SCIENCE, THROUGH THE OSU/TEKTRONIX PROGRAM."

This action was taken after a substantial debate regarding the waiver of the Ph.D. residence requirement for this program, and the possible precedence this approval might set. The Council elected to approve this proposal only after becoming convinced that the program meets the purpose of the residency requirement as expressed in "Requirements for the Ph.D. A Policy Statement," The Council of Graduate Schools in the U.S., April 1979.

In reaching this conclusion, the Council took particular note of both the quality and quantity of the research performed at the "Tek Campus," and the publication record of Tektronix engineers and scientists.

The Council has instructed me to appoint a sub-committee to prepare a statement regarding the Council's rationale for approval.

EDM/jw
Cc: John Ringle
Lyle Calvin
John Owen
Fred Tonge
Sandra Suttie
Jeff Arthur

Excerpt From: The Doctor of Philosophy Degree A Policy Statement
(The Council of Graduate Schools in the U.S., Aptil 1982)

D. *Full-time Study and Residence*

Most universities require at least one or two years of continuous residence so that students may concentrate exclusively on course work and research during that period. Opportunities to work closely with the professors and other students and to become totally immersed in the field and its specialties are provided by the residence period. But this is a minimum requirement, and it is generally felt that, to the extent possible, doctoral students should spend their full time in study, research and teaching in residence at the university.

Excerpt From: Requirements for the Ph.D. A Policy Statement
(The Council of Graduate Schools in the U.S., April 1979)

7. *Residence*

Requirements for the Doctor of Philosophy degree usually include an on-campus residence provision. There are several reasons for this: (1) students benefit from frequent contact with professional staff members in the student's specialized field; (2) fluency in the language of the specialization is enhanced by frequent and close association with other students in the same field; (3) competence in the field is promoted by frequent and detailed study of the literature of the specialization in the university's libraries; (4) valuable experience is gained by attending and participating in both formal and informal seminars, colloquia, and literature discussions; (5) benefits are derived from attending lectures and discussions led by specialists visiting from other campuses, laboratories, or governmental research organizations; (6) thesis or dissertation research is facilitated by frequent consultation with the adviser. All of the foregoing require the students to be on campus for a period long enough to acquire those habits, attitudes, skills, and insights necessary for attaining the Ph.D.

Many students are employed during their study toward the doctorate as graduate assistants, instructors, research associates, or professional assistants, so provisions exist by which they can meet the stated residence requirement since their close association with the professional staff and other students fulfills the objectives of the requirement. Students employed full time off-campus encounter difficulty in meeting the requirement since they are physically removed from the campus environment and rarely are able to substitute their experiences for those on campus. At some institutions, however, each case is considered on its own merits and the requirements are regarded as flexible enough to allow for exceptional cases. The goals of the residence requirement are the important considerations, and may be achieved in a variety of ways.

Department of Economics
Oregon State University
Corvallis, Oregon 97331

November 8, 1983

TO: Richard Scanlan, President, Faculty Senate

FROM: R. Charles Vars, Jr., CLA Senator RCV

RE: Request for further study

At the Faculty Senate Meeting on November 3, 1983, I did not make a motion that I told the Senate I would. Therefore, I request that the Executive Committee ask the Joint Subcommittee to Study Faculty Compensation for Summer Term to:

1) Evaluate alternative uses of potential Summer Term surpluses (e.g., distribute to faculty whose salaries were capped, flow into a reserve fund for Summer Term, etc.);

2) Recommend the best alternative to the Faculty Senate.

Office of the
Faculty Senate

Oregon State University

Corvallis, Oregon 97331 (503) 754-4344

November 23, 1983

Mr. Robert Ingalls, Chairman
Oregon State Board of Higher Education
Corvallis, Oregon

Dr. Wm. "Bud" Davis, Chancellor
Oregon State System of Higher Education
Eugene, Oregon

Dr. Robert MacVicar, President
Oregon State University
Corvallis, Oregon

Katherine Eaton, Chairman
Interinstitutional Faculty Senate

The purpose of this letter is to request that you put the highest possible priority on reinstituting State support for Summer Term programs in the Oregon State System of Higher Education. We make this request after careful study of the problems which have plagued the Summer Term programs at Oregon State University for the past two years. Specifically, Summer Term enrollment has dropped, resulting in classes and sections being cancelled at the last minute; this has been a chaotic and disappointing experience for both students and faculty. We have come to the conclusion that loss of state support has resulted directly in the demise of our Summer Term Program.

Over the past six months, administrators and faculty have tried several approaches to develop plans which will result in a more stable and successful Summer Term program. A faculty committee was formed to study different systems for faculty compensation for Summer Term. The committee recommended a system which results in lower faculty compensation on November 3, 1983. This is considered an undesirable situation that places teaching at a lower priority than research, but we felt we had no other alternative without state support. The Faculty Compensation Plan has been forwarded to President MacVicar with a recommendation that it be used for Summer Term, 1984. In addition to looking at faculty compensation, other committees composed of administrators, faculty, and students have worked hard in trying to develop approaches aimed at increasing enrollment for Summer Term programs. Many of the ideas generated by these committees are now being formulated into a plan for Summer Term 1984 by the staff in the Summer Term Office.

In addition to these efforts, we feel that to have a successful, stabilized Summer Term program, State support must be reinstituted. This view was formally expressed by our Faculty Senate at its meeting on November 3.

Oregon State University is an Affirmative Action/Equal Opportunity Employer

This past Summer we analyzed the composition of our Summer Term student body and found that approximately 70% of the Summer Term students come from regular Fall, Winter, and Spring Term OSU students. As you know, at the present time we do receive State support for Fall, Winter, and Spring terms, but not for Summer Term. No State support for Summer Term puts our Summer Term Program in a no-win situation. On the one hand, if we allow Summer Term enrollment to decline, as it has for the past two summers, this will surely result in an unstable, unsuccessful Summer Term program of low quality. If, on the other hand, we work hard, as we are currently doing, to improve and make Summer Term more attractive to students, we will very likely draw students from our Fall, Winter, and Spring terms into the Summer Term program for which we receive no state support. To us, no State support literally puts our Summer Term in a no-win situation and creates a vicious cycle by which our regular academic program is jeopardized as well. It really makes no sense and, indeed, it creates a very unstable situation to have State support for three terms, and then to deny the same students support for Summer Term.

In closing, I would restate our request that you do everything within your capability to restore State funding for our Summer Term programs. Thank you for consideration of this request. We would be delighted to meet with you or provide additional information if that would be helpful.

Sincerely yours,

Richard A. Scanlan
President, Oregon State University
Faculty Senate

ss

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

November 11, 1983

To Deans: B. H. Wilkins, College of Liberal Arts
T. T. Sugihara, College of Science
E. J. Briskey, College of Agricultural Sciences
E. E. Goddard, College of Business
R. D. Barr, School of Education
F. J. Burgess, College of Engineering
C. H. Stoltenberg, College of Forestry
M. G. Maksud, College of Health & Physical Education
B. E. Hawthorne, College of Home Economics
G. R. Heath, College of Oceanography
R. A. Ohvall, College of Pharmacy
E. E. Wedman, College Veterinary Medicine

FROM: President MacVicar

SUBJECT: Faculty Excellence Awards

Enclosed is the Chancellor's memorandum of November 7 and its attachments regarding the Faculty Excellence Awards including general guidelines and a sample application blank.

Each institution may nominate up to five candidates. Nominations are due December 1 in the Chancellor's office.

At this time, and partly because of the short time allowed, I am asking each of you to submit not more than one nomination to me by November 23. Nominations should follow the format suggested by the application form and as described in paragraph three of the Chancellor's memorandum. Please note also that "the emphasis...should be on nominations that will improve a program or institution, and less on rewarding faculty for work done in the past."

RM:dca
enclosure



OFFICE OF THE CHANCELLOR

STATE SYSTEM OF HIGHER EDUCATION
OREGON

P.O. Box 3175
Eugene, Oregon 97403
(503) 686-4153

7 November 1983

TO: President Larry J. Blake
President Joseph C. Blumel
President David E. Gilbert
President Leonard Laster
President Robert W. MacVicar
President Richard S. Meyers
President Paul Olum
President Natale A. Sicuro

FROM: William E. Davis, Chancellor

SUBJ: Legislature's Faculty Excellence Awards

1. Attached to this memorandum are revised copies of the announcement of the Legislature's Faculty Excellence Awards and the statement of general guidelines for the program. I am also including a sample form for use in nominating candidates for the awards.

2. There was some discussion at the last Board meeting about the purpose of this program. The Education Subcommittee of Ways and Means was primarily concerned with the State System's ability to match outside salary offers for some of our most attractive faculty members. The Subcommittee was particularly concerned with keeping faculty whose presence in Oregon would contribute to the State's economy. I believe nominees should be in programs that are already of high quality or in programs whose quality should be high in order to carry out the institution's mission. Nominees should be faculty whose current work is likely to bring distinction to the institution or whose work will directly benefit the state. Since no institution is excellent in every field, attention will be given to those nominations that strengthen current pockets (or pinnacles) of excellence within an institution. The emphasis, in other words, should be on nominations that will improve a program or the institution, and less on rewarding faculty for work done in the past.

3. Nominations should follow the suggested format. Please do not send us a typical promotion and tenure file. Include what is necessary to make the case, but do not send copies of all of the candidate's work or letters of recommendation. Please forward nominations for 1983-84 awards to my office by December 1, 1983. We will do our best to make the awards as soon thereafter as is possible.

dl

1. General Information

Name _____

Present Position _____

College or University _____

Current Salary _____

Proposed Salary _____ (Give justification if increase other than $5,000 for research award, or $2,500 for teaching award)

2. Case for Faculty Excellence Award: (Please limit to one or two pages)

3. Evidence of national or international reputation or teaching accomplishments:

4. Explanation of why nominee's continued presence on campus is vital to the development of a program designated for excellence at your institution:

5. Attach current vita

Submitted by _____, _____
President Date

LEGISLATURE'S FACULTY EXCELLENCE AWARDS

1. General Guidelines for the Legislature's Faculty Excellence Awards

   a. The awards will be made to outstanding faculty whose continued presence on campus will generate intellectual and research activity.

   b. The awards will be made primarily for contributions in scholarship and research. A few awards will be made to faculty who are making an unusual contribution to teaching. Teaching nominees should be not only outstanding teachers, but also participants in programs to improve teaching at the institutions.

   c. All awards will provide recurring salary support.

   d. The amount of the awards will vary from $2,500 to $10,000.

   e. Institutions may nominate up to five candidates a year.

2. Attributes of Candidates for Faculty Excellence Awards

   a. Candidates should have national or international reputations in research or teaching.

   b. Candidates should be in a field or program of excellent quality or one which should be of excellent quality at your institution.

   c. Particular attention should be given to identifying women and minorities who meet the other attributes for nomination.

3. Procedures for Selecting Faculty Excellence Award Recipients

   a. The Chancellor will consult with the Academic Council, the presidents, and the Board on the proposed attributes and procedures. The Board president and the Chancellor will appoint a committee to review applications and select the award winners. In subsequent years, a committee selected from recipients of faculty excellence awards will advise the selection committee in making new awards.

   b. A letter requesting nominations for the awards will be mailed to the institutions around November 1, 1983.

   c. Nominations for awards in 1983-84 will be due in the Chancellor's office by December 1, 1983.

   d. The selection of 1983-84 award recipients will be announced sometime after December 1, 1983.

LEGISLATURE'S FACULTY EXCELLENCE AWARDS

Background

The State System's campaign to improve the quality of higher education was given a boost by the 1983 Legislature when it provided the Chancellor with $200,000 to retain distinuished faculty. Today I am pleased to announce that these funds will be used for Faculty Excellence Awards. This new program will provide continuing salary supplements to a small number of highly qualified faculty within the State System. The awards will be made to help institutions keep their most productive faculty, or to attract new faculty.

A commitment to high quality education underlies the State System's Campaign for Excellence. The initial steps in the campaign focused on improving the quality of preparation students bring with them to college. Entrance standards were raised by requiring students to complete fourteen college preparatory courses in high school. The Oregon Presidential Scholarship program uses private funds to reward some of Oregon's most highly qualified high school graduates who select State System institutions for their higher education. Finally, teacher education programs are being strengthened to improve the quality of teachers entering the state's public elementary and secondary schools.

High quality education also requires the selection and retention of highly qualified and motivated faculty. In order to accomplish these goals, faculty must receive competitive salaries. The Board of Higher Education placed the improvement of faculty salaries second to a student tuition freeze on its list of 1983 legislative priorities. Some progress was made during the 1983 Legislature, but more competitive salaries are still needed to retain and attract highly qualified faculty in the State System. This new program to supplement salaries of a few highly recruited faculty is another small step in providing high quality education to the citizens of Oregon.

Office of the President Oregon State University Corvallis, Oregon 97331-2128 (503) 754-4133

October 25, 1983

Dr. Richard Scanlan
President, Faculty Senate
Faculty Senate Office
Campus

My dear Dr. Scanlan:

In response to your memorandum of October 11 reporting actions of the Faculty Senate on October 6, 1983, I am pleased to indicate my concurrence in the action of the Senate to adopt an amendment to Article V, Section 1, of the Bylaws relating to faculty representation.

As you are aware, I was present at the discussion of the bicycle registration program instituted by the university in the fall of 1983 and am aware of some of the concerns expressed by a minority of the Faculty Senate. We will take appropriate action to attempt to deal with those concerns which are judged to be valid but believe, in view of the action of the Senate, that the registration plan has sufficient merit in its present form to continue in effect for the coming academic year. During this period of time there will be careful attention paid to the results of the program which, in my opinion, has already demonstrated significant improvement in the area of bicycle safety and courtesy.

Very truly yours,

Robert MacVicar
President

RM:is

cc: Vice President Parsons
Dean Nicodemus