

Faculty Senate

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1991 Agendas

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Faculty Senate, Oregon State University, Corvallis, OR 97331-6203 · 541.737.4344

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REPORTS TO THE FACULTY SENATE

Thursday, January 10, 1991

LaSells Stewart Center

12:30 p.m. - 2:30 p.m.; Agriculture Leaders Room
New Senator Orientation

2:30 p.m. - 3:00 p.m.; Myrtle Tree Alcove
Reception for Continuing and New Senators

3:00 p.m. - 5:00 p.m.; Construction & Engineering Hall
Faculty Senate Meeting

AGENDA

The agenda for the January Senate meeting will include the reports and other items of business listed below. To be approved are the minutes of the December Senate meeting, as published and distributed to the faculty.

A. ACTION ITEMS

1. Install Elected Officials

Installation of Senate President, President-Elect, newly-elected Senators, and Executive Committee members.

2. OSU Policy on Outside Activities (pp. 1-13)

The attached draft was included in the December agenda as an Information Item and is now presented to you for approval.

3. Grievance Procedures (pp. 14-22)

Associate Vice President John Dunn will present the attached draft of the Faculty Grievance Procedure for your consideration and approval.

B. SPECIAL REPORTS

1. Judith Ramaley, Portland State University President

President Ramaley will discuss issues including higher education in the Portland Metro area, OSU-PSU relations, opportunities for joint activities, and other topics of interinstitutional interest.

2. Nancy Vanderpool, Assistant Dean of Students

Dr. Vanderpool will outline concerns, opportunities and constraints to achieving greater cultural diversity at OSU. This is intended to elicit Senate discussion on initiatives which might be taken or supported by the Faculty.

3. Mary Kelsey, Interinstitutional Faculty Senate Representative

Dr. Kelsey will report on the December IFS meeting held at Eugene on December 7 and 8.

4. Mina McDaniel, Academic Regulations Committee Chair (pp. 23)

Attached is a Grading Change Recommendation from the Academic Regulations Committee. This report is intended to elicit Senate discussion during the January meeting and will be voted on at the February meeting.

C. INFORMATION ITEMS

1. Executive Office Responses

Attached are Provost Spanier's responses to the Faculty Senate actions of November 1, and December 6, 1990. (pp. 24-25)

2. Attached is a document which provides summary information about various Oregon State University awards. (pp. 26-29)

D. REPORTS FROM THE EXECUTIVE OFFICE

Graham Spanier, Provost & Vice President for Academic Affairs.

E. REPORTS FROM THE FACULTY SENATE PRESIDENT

F. NEW BUSINESS

G. ADJOURNMENT

OREGON STATE UNIVERSITY
Corvallis OR 97331-6203

(737-4344)

Faculty Senate Office
Social Science 107

MEMORANDUM

TO: Faculty Senators

FROM: Mike Martin
President, OSU Faculty Senate

RE: Clarification on Outside Activities Policy

Attached is a draft University policy statement on faculty outside activities. It is intended to update and clarify our policies. The current policy is outlined in the Faculty Handbook, pages 95-96. The University was directed to develop this policy by the Board of Higher Education.

This draft policy statement has been developed with faculty input. It has received review and comment from the Faculty Senate's Faculty Status Committee.

We share it with you for your review as a Senator. If you have specific comments, please submit them on or before December 14 to Liz Gray, Faculty Status Chair, and Gary Hicks, who chaired the committee which developed this policy. With your input, and consultation with the Faculty Status Committee, the Executive Committee will determine whether it is desirable to seek full Senate endorsement of this policy. Thus, your input is invited.

vln



OREGON
STATE
UNIVERSITY

Administrative Services
A312
Corvallis, Oregon
97331-2140

November 27, 1990

MEMORANDUM

TO: Mike Martin, President, OSU Faculty Senate
FROM: Richard A. Scanlan, Dean of Research *R.A. Scanlan*
SUBJECT: OSU Policy on Outside Professional Activities

I send to you for Faculty Senate consideration a copy of the OSU Policy on Outside Professional Activities (dated 11/27/90). This copy reflects input received from the Faculty Status Committee as well as input from many other segments of the campus community.

I also have attached:

- 1) George Keller's memorandum of June 11, 1990 which contains some background as well as the charge to the committee which formulated the original draft of the policy.
- 2) Attachment #1 which contains a summary of the OSU Policy on Outside Professional Activities, and on the reverse side, the Request for Approval for Outside Employment form.

Thank you for your attention to this matter. If you have any questions, please give me a call at 7-0663.

RAS:bh

c: George Keller
Caroline Kerl
Committee on Outside Activities

OFFICE OF
VICE PRESIDENT
for
Research, Graduate Studies,
and International Programs



OREGON
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June 11, 1990

To: Committee Members: Gary Hicks (Chair), Dick Ohvall, Pam Wagner, Russ Meints, Roberta Hall, Boris Becker, Mike Martin, and Carrol De Kock. Dick Scanlan and Bill Hostetler, from the Research Office, and Pete Fullerton and John Dunn, from Academic Affairs, will serve in an ex officio capacity.

From: George Keller, Vice President for Research, Graduate Studies, and International Programs

Re: Oregon State University Policy on Outside Activities

First, I want to thank all of you for agreeing to help with this assignment. We need a committee of very good people from diverse areas to contribute to this important project.

As you know, the topics of Outside Activities and Conflict of Interest involving academic institutions have been a national news item for the past several years. NIH has attempted to draft guidelines on these topics and the proposed guidelines have generated a great amount of discussion. At the moment, it is not clear what will be forthcoming at the national level, but it is likely that NIH will be proposing modified guidelines on conflict of interest within the next year.

At the April 20, 1990 meeting, the Oregon State Board of Higher Education adopted a policy on Outside Activities for the Oregon State System of Higher Education. A copy of the policy, including some background information from the Chancellor's staff, is attached. The policy for OSSHE specifically requires each institution to adopt policies and procedures on Outside Activities (see page 4).

The task of this committee is to develop an institutional policy for OSU on Outside Activities which conforms to the guidelines set forth in the attached document. Our goal is to have the OSU policy in place by mid fall, (approximately November 15, 1990).

The first meeting of the committee will be on Thursday, June 21, 1990, 1:30 P.M. in the President's Conference Room, AdS A650. At the meeting we will devise a strategy to accomplish this assignment; also attached is an early draft of a policy developed at the University of Oregon as well as the current OSU Policy on Outside Activity. Bear in mind that the University of Oregon draft was formulated prior to adoption of the OSSHE policy on April 20. Please give Betty Harrison (7-0665) a call if you cannot attend the meeting.

Again, thank you for agreeing to help with this important assignment.

RAS:bh

As a Land Grant and Sea Grant university, Oregon State University is committed to providing high quality instruction, research, and service that meet the needs of the state, nation, and world. Faculty members may therefore engage in outside professional activities such as consulting, continuing education, and service activities that are beyond their regular University responsibilities. University guidelines and approval procedures, as described below, must be followed.

Activities considered to be within the regular work duties of University faculty members include: teaching; research and application of research findings; preparation, publication, and review of articles and books (whether for royalty or not); preparation and delivery of lectures; consultation to government agencies, serving on advisory bodies, memberships and activities in professional societies; and participation in artistic performances or activities. In each of these, the following must apply: 1) the activities are related to the faculty member's professional field; and 2) no compensation is received other than royalties from publications, or small honoraria typically given for service on federal or state agency advisory panels or seminars at other universities. Use of the Request for Approval of Outside Employment Form is not required for such activities. (Section 1.1 in the OSU Policy on Outside Professional Activities.)

Activities considered to be "outside" the faculty member's regular duties are: (1) Consulting for additional remuneration, (e.g., providing services to individuals or firms, educational programs presented by private firms or independently by faculty members) which requires approval by use of the Request for Approval for Outside Employment form on the reverse side of this page, and (2) deeper involvement with commercial enterprises (e.g. ownership in a commercial enterprise, holding a line management position) which requires submittal of a memorandum and its approval. (Sections 1.2 and 1.3 in the OSU Policy on Outside Professional Activities.)

Statement of Policy

It is the University policy to encourage its faculty members to undertake outside activities (not to exceed an average of one day/week) that will increase their effectiveness and broaden their experience in relation to their functions at the University, or which will be of service to the community, private sector, nation, or world provided:

- a. The cumulative total of outside professional activities and overload activities does not substantially interfere with the performance of the faculty member's University duties.
- b. The outside activities do not involve use of University property, facilities, equipment, or services, except in limited circumstances when approved by the faculty member's department head/chair and dean or the dean and vice president.
- c. The outside activities are approved by the department head/chair and dean or dean and vice president using the Request for Approval of Outside Employment form for consulting, or a memorandum for cases of deeper involvement with commercial enterprises. A copy of the approved document should be filed with the Office of Academic Affairs before the outside activity begins. If the proposed activity includes signing an agreement concerning rights in inventions or materials, the agreement must be reviewed and approved by the Vice President for Research, Graduate Studies, and International Programs.
- d. The faculty member makes it clear to the outside employer (agency, board, jury, or audience) that he or she is acting in an individual capacity and does not speak, write, or act in the name of the University or directly represent it.
- e. The faculty member does not list his or her university telephone number in commercial listings or other public documents, the purpose of which is to draw attention to the individual's availability for compensatory service. Further, use of the University name, logo, and stationery is prohibited.
- f. The outside employment is consistent with policies of the faculty member's college, school, or division.

¹OSU Policy on Outside Professional Activities

OREGON STATE UNIVERSITY
REQUEST FOR APPROVAL FOR OUTSIDE EMPLOYMENT

Outside Employer: _____
 (if self-employed, please indicate)

Period of activity (not to exceed one year): From _____, 199____
 month/day
 to _____, 199____.
 month/day

Anticipated time commitment (total time for an engagement or hour per week for continuing activity):

Location of activity: _____

Description of activity: _____

Note: Use of the University facilities and staff is normally prohibited in connection with outside activities. If you will be using any such University property or staff, please describe.

Does this proposed activity include the signing of an agreement concerning rights in inventions or materials? ____ Yes ____ No. If yes, attach a copy of the proposed agreement for review and approval by the Vice President for Research, Graduate Studies, and International Programs.

I have reviewed the University's policy concerning outside employment printed on the back of this form, and will comply with the provisions contained therein. In addition, I have discussed all potential conflicts of interest with my department head or chair, and we find that there are none.

Date _____

Faculty Member Signature

SS# _____

Faculty Member Name (Print or Type)

Faculty member: Attach copies of any currently approved outside employment/overload compensation forms before submitting to your department chair or head for approval.

APPROVAL: Approval by two successive levels of supervisors required. Usually department head/chair and dean or, for colleges which do not have departments, dean and vice president.

I have reviewed the above request and certify that the proposed outside employment is in accordance with the University policy.

Date: _____

Approved: _____

Dept. Head/Chair or Dean

Date: _____

Approved: _____

Dean or Vice President

cc:Academic Affairs

DRAFT 11/27/90

POLICY ON OUTSIDE PROFESSIONAL ACTIVITIES

OREGON STATE UNIVERSITY

As a Land Grant and Sea Grant university, Oregon State University is committed to providing high quality instruction, research, and service to meet the needs of the state, nation, and world. These activities are essential features of academic life at Oregon State University and make substantial demands on the time of the faculty.

The contributions of a faculty member are not, however, measured solely by activities directly related to University programs. The objectives of the University are served and its programs enriched by the active participation of its faculty members in outside activities which contribute to the advancement of the faculty member's profession or provide an opportunity for professional growth through interaction with industry, business, government, and other institutions of our society.

The University recognizes outstanding contributions and achievements, not only by appropriate promotion and salary advancement, but also by permitting faculty members substantial freedom in arranging their academic lives. This freedom, however, is subject to an overriding principle. The primary professional obligation of a full-time member of the faculty must be to the University. This obligation supersedes all other professional or work-related obligations.

The potential magnitude of outside professional activity is such that orderly procedures must be followed to avoid ethical and legal conflicts of interest and to ensure that such activities do not conflict with the proper discharge of University responsibilities. The purpose of this document is to provide general guidance as to what constitutes appropriate and inappropriate outside professional activity. In addition, it identifies some areas for special concern in which potentially difficult situations could arise. This document is not intended to provide specific rules covering all possible situations, but rather to establish the spirit in which interactions with outside organizations (public and private) should be undertaken. In general, personal responsibility, integrity, and high ethical standards are the principal factors in avoiding conflicts of interest and conflicts of commitment, and the University expects that all members of the faculty will conduct their outside activities in a manner that reflects credit on themselves, their profession, and the University. The principal safeguards against abuse are the standards required by professional colleagues and the rigorous process by which the University evaluates and selects individuals for appointment, promotion, and tenure.

For the purposes of this policy, **conflict of interest** is concerned with placing the financial interests of an outside organization or individual ahead of those of the University. For example, a conflict of interest occurs when a faculty member attempts to influence a University decision which would benefit a company in which he/she has a financial interest.

Another example of a conflict of interest, which is disadvantageous to the University, results from the transfer of unpublished research, without authorization, to a commercial enterprise from which a faculty member obtains consulting fees or in which he/she has a financial interest. Conflicts of interest also can occur when a faculty member directs students into research that is devised, principally, to serve the faculty member's outside consulting interests and from which the faculty member stands to make financial gains. Less blatant, but no less serious to the intellectual aims of the University, are activities which create **conflicts of commitment**; that is, situations in which the time and creative energy that faculty members devote to consulting is so diversionary as to compromise their commitment to University responsibilities and expectations. It should be stressed that, in principle, a conflict of commitment can arise not only from outside industrial consulting activities and from excessive (remunerated or unremunerated) teaching or collaboration at other institutions and participating in commercially-run postgraduate courses, but also from activities not related to the profession of the faculty member.

1.0 OUTSIDE PROFESSIONAL ACTIVITIES

1.1 Activities Considered to be Within the Regular Work Duties (Faculty members receive no additional remuneration)

Members of the faculty, as part of their official University duties, may cooperate with public agencies on matters of mutual interest or of public benefit as part of the service rendered by the University. Likewise, members of the faculty are encouraged to participate in scholarly activities outside the University. For example, it is appropriate for faculty members to accept invitations to serve professional societies or advisory bodies or public commissions related to their academic work, as well as to travel to other institutions or conferences for the purpose of presenting lectures, leading seminars or workshops, visiting the laboratories of colleagues, writing textbooks, and participation in artistic performances and activities. For these activities, no compensation can be received other than royalties from publications, or small honoraria typically given for service on federal or state agency advisory panels or seminars at other universities. Such activities are not subject to the limitations outlined below under outside consulting work or deeper involvement with commercial enterprises. However, in the event an activity (e.g. president of some professional societies) is expected to consume considerable time and effort, the University should encourage this activity through the provision of appropriate release time.

1.2 Outside Consulting Activities (includes appearances and speeches, providing services to private organizations, and other outside activities for which a faculty member receives additional remuneration)

To assure the University that the ability of the individual to discharge in full his or her obligations to the University is not impaired when undertaking outside consulting activities, the following policies shall apply:

1. **Members of the faculty may engage in outside consulting work, but not to the detriment of their University obligations.** To this end, the amount of outside consulting work for remuneration in which full-time members of the faculty may engage is limited to an average of one day per week¹ during the period of full-time² university employment. This limitation is subject to review by their supervisor on a case-by-case basis to determine that participation in outside consulting activities will not conflict or impinge on the University duties and obligations of the faculty member. With approval from the supervisor, a reasonable amount of averaging of time over the quarters of an academic year ordinarily will be acceptable, though particular circumstances such as teaching assignments or the terms of support under grants or contracts will need to be taken into account.
2. **No engagement shall be accepted which will involve a conflict of interest as prohibited by applicable state law or University regulations.** In essence, faculty members owe an overriding professional allegiance to the University, and they must be alert to the possibility that outside obligations, financial interests, or employment can affect the objectivity of their decisions as members of the University community. Individuals must be sensitive to potential conflict-of-interest situations. In situations where outside obligations have the potential for conflict with the faculty member's allegiance and responsibility to the University, the faculty member is urged to discuss the situation with his or her immediate supervisor.
3. **Laboratory and other institution facilities and resources, including support staff and stationery, shall not be used in outside consulting work for which the faculty member receives remuneration unless expressly authorized by the supervisor.** If authorization is granted, the institution must be reimbursed in full for use of the institution facilities and resources (direct and indirect costs).
4. **All members of the faculty who wish to engage in outside consulting activities must complete the Request for Approval for Outside Employment form (attachment #1).**

¹ One day in five

² 9-month faculty are free to consult up to full-time during summer months.

1.3 Deeper Involvement with Commercial Enterprises

There are times when a University employee's involvement with commercial enterprise may exceed the usual relationships developed as part of normal duties, in professional affiliations, or in a consulting role, and thus may not be covered by earlier sections of this document, or by the University's Patent, Invention, and Copyright Policy. The propensity for such involvement has increased as the potential to develop commercial enterprises to market university research-based technology has increased. The University recognizes that such involvement can be, and has been, of significant benefit to the University, the employee, the commercial entity, and the general public. The University encourages worthwhile technology transfer.

Involvement with commercial enterprises offers greater potential for conflicts of interest and commitment, for inhibition of free exchange of information, and for interference with the employee's primary allegiance to the University and its teaching, research and public service missions. An essential part of the University's commitment to encouraging worthwhile technology transfer is protection of the University's integrity and its primary goals of education and open inquiry. Toward this end, this section prescribes a disclosure and approval process for deeper involvements with commercial enterprise. The policy recognizes the need for flexibility and the difficulty in anticipating all situations and, therefore, relies on the employee's supervisor to interpret the policy and evaluate the activity proposed in the context of the unit in question as discussed below:

1. So that the University may evaluate the benefits and costs of its employees' involvement with commercial enterprise, all employees must request, by a memorandum, prior approval from their department head/chair and dean (supervisor and one additional level of approval) for involvement with such enterprise where there is potential for conflict of interest or commitment with their University position. A copy of the approved memorandum must be forwarded to the Vice President for Academic Affairs. If the proposed activity includes signing an agreement concerning rights in inventions or materials, the agreement must be reviewed and approved by the Vice President for Research, Graduate Studies, and International Programs. Examples of activities for which prior approval shall be sought include:
 - a. Ownership in a commercial enterprise that carries out activities closely related to the employee's area of academic work;
 - b. Holding of a line management position in a commercial (private or public) enterprise or participation in the day-to-day operations of an enterprise; and
 - c. Assuming a "key," continuing consulting role in an enterprise (including serving as a director of a company).

2. Requests for approval of such involvement with an enterprise should be a memorandum from the faculty member and shall disclose fully to the supervisor the following aspects of the affiliation:
 - a. Nature of the relationship;
 - b. Amount of expected time and effort;
 - c. Financial aspects, including equity, and indirect and/or potential economic value;
 - d. Expected benefit to the enterprise;
 - e. Expected benefit to the faculty and the University; and
 - f. Use of institution facilities and support personnel, if any, and method of reimbursing the institution for both direct and indirect costs, if the university approves of such use.
3. Supervisors should consider the following major issues when evaluating such requests from employees:
 - a. There must be no anticipated distortion of academic programs. Involvement with an enterprise must in no way undermine the morale or academic integrity of the University.
 - b. There must be no compromise of the intellectual freedom or property rights of any member of the University community. To this end, arrangements must ultimately provide for public access to the results of all research conducted at the University. Moreover, the intellectual property of students must be protected.
 - c. There should be prospective benefits to both the employee and the University. The potential costs and benefits of proposed research projects should be carefully considered, as described in section 2.1 below.
 - d. The employee's total average time commitment over a quarter to outside consulting and/or deeper involvement with commercial enterprise should not exceed the limit specified in section 1.1 above, that is, an average of one day per week.
 - e. Except under extraordinary circumstances, holding of a line management position or participation in day-to-day operations within a commercial enterprise should not be approved for full-time employees. The only condition under which the employee might normally remain at the University while carrying out such activities is if his or her appointment is reduced by a fraction consistent with the level of activities.

4. The information disclosed by the employee and a record of the supervisor's action on the employee's request shall be placed in the employee's confidential departmental personnel file which is subject to the protection of the Faculty Records Statute. Moreover, the supervisor shall not disclose financial aspects except to his or her supervisors.

2.0 AREAS OF SPECIAL CONCERN

2.1 Research Activities Undertaken in Collaboration with the Private Sector Must Be Appropriate to the University

The activity must be appropriate to the mission of the University, that is, promising significant contributions to scholarship and knowledge and, when possible, providing appropriate opportunities for students. In judging the appropriateness of a contemplated project, the supervisor should be satisfied that the project exhibits the following qualities:

1. The facts and circumstances indicate that the faculty's financial involvement with the sponsoring organization will not affect the conduct of research and technology transfer in accordance with University policies and the highest professional standards.
2. The University's interests will be maintained despite any interest of the faculty with the sponsor.
3. The activity will lead to the advancement of knowledge.
4. The activity will contribute to the University's mission of teaching, research, and public service.
5. Consulting for the sponsor of one's research has great potential for conflict and must be guarded against. In general, such arrangements are not desirable.

2.2 The Teaching and Research Environment at the University Must Be Open

The teaching and research environment should promote the free exchange of ideas, information, and materials among students and faculty in all of their forums—classrooms, laboratories, meetings, and anywhere at the University. In addition, the formal dissemination of information through publication needs to proceed efficiently and unimpeded by outside consulting activity.

2.3 Relations Between Senior and Junior Faculty Should Not Be Influenced Adversely by Interactions With the Private Sector

The involvement of junior members of the faculty with commercial enterprise may or may not be important to their professional development. Senior faculty may be able to assist

junior faculty in developing such activities by offering potential opportunities to them and by giving them advice with respect to both technical and ethical issues. It is essential, however, that participation in commercial ventures not lead to loss of the senior faculty's objectivity in judging junior faculty in issues of promotion and tenure. Objectivity could be compromised by collaboration between junior and senior faculty in commercial enterprise activities or by expectations that junior faculty should or should not participate in such activities.

2.4 The Possible Effects on Students of Interactions Between Faculty and the Private Sector Should Be Carefully Assessed

Part-time involvement of graduate or undergraduate students in the commercial activities of faculty may, under certain conditions, offer the potential for substantial benefits to the education of the student. In each case of such employment, however, approval should be given explicitly by the department head/chair or immediate supervisor after thorough discussion with the faculty member and student.

In considering such arrangements, faculty should be guided by the need to avoid conflicts of interest and to avoid infringement of the student's academic duties and rights. For example, if the outside work is related to the student's thesis, special care always must be taken to avoid conflicts such as hindering the student's progress, or acceptance of his/her thesis, and changing standards during the conduct of exams.

3.0 PROCEDURES INVOLVING OUTSIDE PROFESSIONAL ACTIVITY

3.1 Approval Procedures

Generally, approval at two levels of supervision is required for Outside Consulting Activities (section 1.2) and for Deeper Involvement with Commercial Enterprises (section 1.3). In all cases, approval by the dean, or director for those faculty who do not have a dean, is required. If the proposed activity includes signing an agreement concerning rights in inventions or materials, the agreement must be reviewed and approved by the Vice President for Research, Graduate Studies, and International Programs.

1. Faculty who wish to engage in Outside Consulting Activities must complete the Request for Approval for Outside Employment form (attachment #1). The request must be approved by the department head/chair and dean or dean and vice president for units which do not have departments. An approved copy must be sent to the Office of Academic Affairs.
2. Faculty who wish to participate in Deeper Involvement with Commercial Enterprises must prepare a memorandum describing the activity. The request must be approved by the department head/chair and dean or dean and vice

president for units which do not have departments. An approved copy must be sent to the Office of Academic Affairs.

3.2 Appeals Policy

In the event the faculty member is denied the opportunity to engage in outside activities by his/her supervisor, it is appropriate to appeal in accordance with the grievance process described in the Faculty Handbook, Chapter 20.

3.3 Periodic Review

As a part of the periodic review of each faculty member, the supervisor shall include an assessment of the faculty member's outside activities. The review will include an evaluation of the effect of the outside activities on the faculty member's normal job activities. If they negatively affect the faculty's performance, the faculty member shall be encouraged to reduce his/her outside activities.

3.4 Monitoring Procedure

It is important to record instances of professional involvement in outside activities in order to monitor the extent of such interactions and to assess its impact on the primary functions of the University—teaching, research and public service. Because the nature of faculty participation in outside activities differs greatly among disciplines and departments, the details of the most appropriate reporting method must be developed and maintained by each unit individually. However, some centralization is necessary to ensure that information for the entire University is gathered and that its format allows ready interpretation outside the unit where it originated. Therefore, the Vice President for Academic Affairs shall be responsible for collecting and evaluating reports of faculty interaction in outside activities (see Section 1.3 and Attachment #1).

3.5 Sanctions

Faculty who fail to comply with this policy are subject to sanctions for cause ranging from a warning to dismissal in accordance with the rules of the State Board of Higher Education, OAR 580-21-320 and following.

3.6 Future Changes in Policy

Needed changes in the University policy will be submitted to the Chancellor's Office by August 31 of each year.

bh

11/27/90

14.

PROVOST AND
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
Office of the Provost

RECEIVED NOV 14 1990

November 13, 1990

MEMO TO: Mike Martin
President, Faculty Senate

FROM: John M. Dunn *[Signature]*
Associate Vice President for Academic Affairs

SUBJECT: Faculty Grievance Procedure



Office of the
Provost
Academic Affairs

Administrative Services A624
Corvallis, Oregon
97331-2128

Mike, as a follow-up to our discussion of last week, I reviewed my files to determine the status of our committee report regarding revisions in the faculty grievance procedures. Attached is a memo from Caroline with the suggested changes. These were reviewed by Ron Miller and Ken Patterson and I believe met with their approval.

Please review our recommendations and give me a call if you need additional information/clarification. If the attached is acceptable, we will need to present this to the Faculty Senate for their review and action.

Thanks for your attention to our report.

JMD/mvs

c: R. Miller
K. Patterson
C. Kerl

Telephone
503-737-2111

Fax
503-737-2400

Oregon State University
FACULTY GRIEVANCE PROCEDURE

DRAFT

Purpose
576-50-010

(1) The University encourages the resolution of grievances through informal means and discussion in keeping with the collegial atmosphere of a university. The University is also committed to a formal procedure for consideration of grievances that are not resolved through informal processes.

(2) The procedure set out in this rule is available to any unclassified employee with faculty rank as defined in this rule and in the rules of the State Board of Higher Education.

(3) This grievance procedure may be used to hear any complaint by a faculty member that he or she was wronged in connection with compensation, tenure, promotion or other conditions of employment, or that his or her rights were denied as to reappointment. "Other conditions of employment" shall include, but not be limited to, violations of academic freedom, nondiscriminatory employment practices and discriminatory employment practices including sexual harassment, and laws, rules, policies and procedures under which the institution of higher education employing the academic employee operates. Disciplinary sanctions are imposed in accordance with OAR 580-21-320 and shall not be subject to this grievance procedure.

(4) The University may elect not to proceed with a grievance if the grievant also seeks resolution in another forum.

(5) If the grievance concerns a matter to which contested case procedures apply, the grievant may elect to use the procedures in OAR 576-02-020 to 576-02-055.

Definitions and Mail Requirement

576-50-015

(1) Days as used in this rule shall mean calendar days.

(2) "Presentation of the grievance" as used in OAR 580-21-050 means receipt of the grievance by the Dean, Director or Vice President as specified in 576-50-025.

(3) ~~"Faculty Committee Mediation Mediator" is an committee of three academic employees with faculty rank chosen by the Faculty Senate Executive Committee. Emeritus faculty shall be eligible to serve on as the Faculty Mediation Committee Mediator. The Executive Committee shall select the Chair of the Committee.~~

(4) "Faculty Grievance Committee" is a committee of five academic employees with faculty rank chosen by the Faculty Senate Executive Committee and charged with the responsibility for hearing faculty grievances in accordance with these procedures. Any person with faculty rank may submit nominations to the Executive Committee for consideration. The Executive Committee shall choose at least one female and one minority member. Three members shall constitute a quorum. The Executive Committee of the Senate shall select a Chair.

(5) "Faculty rank" means faculty ranks as defined in the rules of the State Board of Higher Education and includes faculty without rank but with professional title.

(6) All appeals, decisions, or recommendations referred to in this rule shall be sent by U.S. Mail or University campus mail.

Informal Procedures

576-50-020

(1) Prior to filing a formal grievance a faculty member is encouraged to discuss the grievance with his or her supervisor (or Dean, Director, Vice President or Affirmative Action Director). The immediate supervisor shall respond to the grievant within fifteen (15) days.

(2) The Affirmative Action Office must be notified of any grievance alleging discrimination, including sexual harassment. The Affirmative Action Director, if so requested by the grievant, will investigate any grievance alleging discrimination and attempt to help the parties resolve the issue.

(3) The faculty member or the chair of the Grievance Committee, with the faculty member's concurrence, may request the Faculty Mediation Committee Mediator to review and attempt to resolve all other grievances, including those the Affirmative Action Director determines not to be valid claims of discrimination.

(4) The Mediation Committee Mediator may meet with the grievant and take what action ~~it~~ he or she considers appropriate in attempting to resolve the grievance, including interviewing or consulting other persons. The Committee

Mediator and all parties to the grievance shall keep ~~its actions~~ the mediation process confidential to the extent possible under law. Statements made in mediation shall not be admissible in a grievance hearing.

(5) Nothing in this rule shall require a faculty member to use informal grievance procedures before filing a formal written grievance, provided that a faculty member must notify the Affirmative Action Office of all claims of unlawful discrimination, including sexual harassment, before filing a written complaint.

Initiation of Formal Procedures

576-50-025

(1) If a grievance is not resolved to the satisfaction of the grievant at the informal stage, or if the grievant chooses to bypass the informal stage, the grievant may file a formal written grievance. A grievance shall be filed with the Dean, Director, or Vice-President in charge of the administrative unit, except: a) where the grievant is a department chair in which case the grievance shall be filed with the Vice President for Academic Affairs and Provost, or b) where the grievant alleges sexual harassment against the person in charge of the administrative unit, in which case the grievance shall be filed with the next higher administrator. The grievant shall file a copy of the written grievance with the Legal Advisor in the Office of the President. The formal grievance must be filed within sixty (60) days of the time the faculty member knew or by reasonable diligence should have known of the acts which gave rise to the grievance. Therefore, discussion or mediation at the informal stage should be initiated as soon as possible. The University shall extend the sixty day filing requirement if the grievant is pursuing the complaint at the informal level and

DRAFT

it appears that additional time would be beneficial in resolving the grievance. Extension by the University shall be in writing by the Legal Advisor.

(2) The written grievance must contain the grievant's name and address, the date and nature of the act or omission which gave rise to the grievance, any rule, policy or procedure alleged to have been violated or misapplied, and the remedy requested by the grievant.

(3) The Dean, Director, Vice President, or the respective designee shall send a written decision to the grievant within twenty (20) days of receipt of the grievance.

Appeal to the Faculty Grievance Committee

576-50-030

(1) If the decision of the Dean, Director, or Vice President is not satisfactory to the grievant, the grievant may file a written appeal with the Faculty Grievance Committee within ten (10) days of receipt of the written decision, stating why the response at the previous level is deficient. This step is optional with the grievant. The grievant may bypass the Committee and file the appeal directly with the President.

(2) (a) The Committee shall send to the grievant a written notice of the time and place of the hearing at least seven (7) days prior to the hearing.

(b) At the Committee hearing the faculty member shall present his or her case first, followed by the person or persons who are the object of the

DRAFT

grievance. Thereafter the faculty member shall have an opportunity to respond.

(c) Each party shall have a right to call and examine witnesses, to introduce exhibits or other documents. The members of the Committee may question any witness and may call additional witnesses.

(d) If the grievant so chooses he or she may be accompanied by or represented at the hearing by any other person.

(e) Either party may provide for and obtain a sound recording of the hearing.

(f) The hearing shall be open to the public at the option of the grievant to the extent allowed by law. However, deliberations of the Grievance Committee shall not be open to the public or the parties.

Decision by the Committee and Appeal to the President

576-50-035

(1) The Committee's decision shall be made in the form of a written recommendation to the President. It shall be based only upon evidence presented at the hearing. The recommendation shall include a description of the complaint, the evidence the Committee collected, and its conclusions and recommendations for disposition of the case. The recommendations shall be sent to the grievant, to the President and to the Dean, Director or Vice-President in charge of the unit out of which the grievance arose within sixty (60) days of receipt of the appeal to the Committee.

(2) The President or his or her designee shall review the decision of the Committee and the President shall deliver a written decision to the grievant, to the Grievance Committee and to the Dean, Director or Vice-President in charge of

the unit out of which the grievance arose within thirty (30) days of receipt of the Committee's recommendation. Prior to issuing a decision the President, or designee, may interview any person concerning the grievance to supplement the record whether or not the person testified at the hearing, provided that the decision shall list each person so interviewed. In addition the President or designee may review any documents, provided that the decision shall identify any such documents that were not introduced at the Committee hearing. The grievant shall be informed of any additional information obtained by the President and given seven (7) days to respond. If the President rejects or modifies the recommendations of the Committee, the reasons shall be stated in the decision.

(3) If the grievant chooses to appeal the decision of the Dean, Director, or Vice President directly to the President, the President shall proceed to review the matter and reach a decision as set out in 576-50-035 (2), provided that all persons interviewed and all documents reviewed must be identified in the decision. The President shall issue a decision within thirty (30) days of receipt of the grievant's appeal.

Appeal to the State Board

576-50-040

If the decision of the President is not satisfactory to the grievant, the grievant may appeal to the State Board of Higher Education within ten (10) days of receipt of the President's decision in accordance with OAR 580-21-050.

Effect of Time Limits

576-50-045

DRAFT

If the University fails to respond within the time limits at any step in this grievance process, the grievant may appeal to the next step.

Non Retaliation

576-50-050

An individual filing a grievance in good faith or otherwise participating in any of the actions authorized under these grievance rules shall not be subject to retaliatory action of any kind by any employee of the University, the Oregon State System of Higher Education, or the State Board of Higher Education.

Two-Year Review

576-50-055

Not later than two years from the adoption of these rules, the Provost and Faculty Senate Executive Committee shall jointly appoint a faculty committee to review the effectiveness of this grievance procedure and to recommend any changes.

Effective May 30, 1989

December 18, 1990

To: Faculty Senate Executive Committee

From: Mina McDaniel, Chair
Academic Regulations Committee
Bob Schwartz, Chair
Advancement of Teaching Committee

Subject: Proposal to change grading system at OSU

Both the Academic Regulations Committee and the Advancement of Teaching Committee have met recently to consider, as charged, changes to the grading system at OSU. The committees reviewed results from a survey which asked department heads to gather faculty opinions regarding the grading system. There was a strong consensus to change to a plus/minus grading system. Based on the above information and their own discussion, the two committees bring the following recommendation to the Faculty Senate for discussion:

Recommendation:

The grading system at Oregon State University should be changed to a "plus and minus" system. An A or 4.0 should be the highest grade, and pluses and minuses would be at 0.3 increments from the whole grade. Grades and numerical equivalents should be as follows:

A	4.0	C+	2.3	D -	0.7
A -	3.7	C	2.0	F	0
B+	3.3	C -	1.7		
B	3.0	D+	1.3		
B -	2.7	D	1.0		

Other grades currently in use (S,U,P,N,E,I,W,R) remain.

Satisfactory or passing work for S/U option should require a minimum grade of C or 2.0. The grades of C- and below will be considered below average and therefore unsatisfactory (U) or not passing (N).

This change should go into effect with the implementation of the Banner student information system.

The committees believe that more grade changes will be generated because of this new grading system.

24.

PROVOST AND
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
Office of the Provost

November 27, 1990

RECEIVED NOV 28 1990



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

MEMORANDUM

TO: Mike Martin, President, Faculty Senate
FROM: Graham B. Spanier *Graham Spanier*
Provost and Vice President for Academic Affairs
RE: Actions Taken at November 1, 1990 Senate Meeting

1. The university administration supports the resolution concerning College Hill Traffic and has communicated our position on this matter.

2. The resolution concerning Creation of a Secured Parking Area has been forwarded to Vice President Coate for his consideration. You can expect to hear directly from him on this matter.

3. Thank you for informing us of the Faculty Senate candidates.

GBS/nrh

c: John Byrne
Ed Coate

Telephone
503-737-2111

Fax
503-737-2400

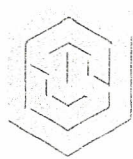
PROVOST AND
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
Office of the Provost

December 13, 1990

RECEIVED DEC 13 1990

MEMORANDUM

TO: Mike Martin, President, Faculty Senate
FROM: Graham B. Spanier *Graham Spanier*
Provost and Vice President for Academic Affairs
RE: Actions Taken by the Faculty Senate, December 6, 1990 Meeting



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

Thank you for forwarding the actions taken by the Faculty Senate at its December meeting.

1. We congratulate Larry Griggs, Dianne Hart, and Joe Hendricks on their election to the Executive Committee and look forward to working with them.
2. The changes in the Academic Regulations as they apply to residency requirements are approved.
3. We are in receipt of your resolution concerning tuition waivers for athletics and will make sure that the Chancellor is aware of the Faculty Senate position.
4. We join with you in your expression of sympathy to the Brookes family.
5. We are delighted with the election of Kathleen Heath to President-elect and James Pease to the Interinstitutional Faculty Senate. We offer our congratulations and look forward to working with them in the years to come.

I would also like to take this opportunity to commend you for your outstanding leadership during your year as President of the Faculty Senate. It has been a pleasure to work with you. The faculty of OSU was fortunate to have a strong advocate, an effective spokesperson, and a true leader. I congratulate you for your accomplishments and welcome you to the community of former Senate presidents. We will continue to seek your counsel.

Telephone
503-737-2111
Fax
503-737-2400

GBS/nrh

c: John Byrne

26.
PROVOST AND
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
Office of the Provost

December 7, 1990



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

MEMO TO: Deans, Directors, Heads/Chairs

FROM: John M. Dunn *John M. Dunn*
Associate Vice President for Academic Affairs

SUBJECT: Nomination and Application Awards

Attached for your review and use is a reference document that was developed to provide summary information about various Oregon State University awards. The document lists awards for which individuals are nominated as well as faculty development awards that require an application.

Please share this information with your faculty and others as you deem appropriate. We hope to increase the number of nominees and applications for all of our awards. If you have suggestions for improving our award process, I would be happy to receive your input.

JMD/mvs

c: Faculty Senate Executive Committee
Vice Presidents

Telephone
503-737-2111

Fax
503-737-2400

NOMINATION AWARDS

<u>NAME OF AWARD</u>	<u>AWARD PURPOSE</u>	<u>WHO IS ELIGIBLE</u>	<u>NUMBER AWARDED EACH YEAR</u>	<u>STIPEND AMOUNT</u>	<u>CONTACT PERSON AND DUE DATE</u>
Distinguished Professor Award	Recognizes individuals who have achieved national/international stature as a result of their contribution to scholarship and research and whose work has been notably influential in their fields of specialization.	Faculty who hold professorial rank	1 - 3 The title "Distinguished Professor" is retained as long as the individual remains at OSU.	\$3,000 increase in annual salary rate	T. D. Thomas, Chair Distinguished Prof selection committee 11/16/90
OSU Alumni Distinguished Professor Award	Recognizes outstanding professional achievement through teaching and scholarship, for service to the university and the community, and professional leadership, nationally and internationally.	Faculty who hold professorial rank	1	\$3,000 recipient \$ 500 department	Clara Pratt, Chair Faculty Recognition & Award Committee 3/1/91
Elizabeth P. Ritchie** Distinguished Professor	Recognizes an individual for outstanding undergraduate teaching; research particularly that related to improvement of instruction and professional leadership.	Faculty who hold professorial rank	1	\$2,500 recipient \$ 500 department	Clara Pratt, Chair Faculty Recognition & Award Committee 3/1/91
Dar Reese Excellence in Advising Award	Recognize outstanding advising of undergraduate students by a member of the OSU faculty.	Faculty who hold professorial rank	1	\$1,000 recipient	Clara Pratt, Chair Faculty Recognition & Award Committee 3/1/91
D. Curtis Mumford Faculty Service	Recognize individuals for exceptional, ongoing, dedicated, unselfish concern and for service to OSU faculty.	Full-time Faculty	1	\$1,000 recipient	Faculty Senate Office 1/25/91
Burlington Resources Fnd Faculty Achievement	Recognizes unusually significant & meritorious achievement in teaching or scholarship that enhances the effectiveness of instruction.	Full-time Faculty	up to 3	\$2,500 recipient	Clara Pratt, Chair Faculty Recognition & Award Committee 3/1/91

NOMINATION AWARDS - continued

<u>NAME OF AWARD</u>	<u>AWARD PURPOSE</u>	<u>WHO IS ELIGIBLE</u>	<u>NUMBER AWARDED EACH YEAR</u>	<u>STIPEND AMOUNT</u>	<u>CONTACT PERSON AND DUE DATE</u>
Honorary Doctorate Award	Individuals who have distinguished themselves in their selected areas of endeavor and are recognized for their eminence as national and international leaders and models.	Leaders of national and international eminence	2 - 4	N/A	Paul Kopperman Chair, Honorary Doctorate Committee 1/10/91
OSU Distinguished Service Award	Recognizes individuals who have made significant contributions to OSU and their professional field.	Individuals who have made significant contribution to OSU	1 - 2	N/A	Clara Pratt, Chair Faculty recognition & award committee 3/1/91
OSU Outstanding Research Assistant	Recognizes individuals for their contributions to the university as evidenced by exceptional work experience, scholarship, innovation, professional growth and contributions valuable to the State of Oregon.	Research Assistants & Senior Research Asst	1	\$750	Clara Pratt, Chair Faculty Recognition & Awards Committee 3/1/91
Herbert F. Frolander Graduate Teaching Assistant Award	Recognizes an outstanding Graduate Teaching Assistant.	Graduate Teaching Asst	1	\$300	Marliene Costa Graduate School 5/1/91
OSU Exemplary Award	Recognizes classified and management service staff who contribute outstanding service by exemplary performance of assigned duties above and beyond assigned duties such as improvement of quality of service, significant special projects, and worthwhile self-improvement activities.	Classified and Management Service	1	\$500	Ed Coate, VP Finance & Admin 4/15/91

**Recipient of the Ritchie is automatically nominated for the Professor of the Year award sponsored by the Council for Advancement and Support of Education (C.A.S.E.)

APPLICATION AWARDS

<u>NAME OF AWARD</u>	<u>AWARD PURPOSE</u>	<u>WHO IS ELIGIBLE</u>	<u>NUMBER AWARDED EACH YEAR</u>	<u>STIPEND AMOUNT</u>	<u>CONTACT PERSON AND DUE DATE</u>
L. L. Stewart Faculty Development Awards	Enhance the professional development of individual professors that result in improved teaching.	OSU Faculty	8 - 12	up to \$2,200	J. M. Dunn, Assoc VP Academic Affairs 3/15/91
Library Research Travel Grants	Support faculty travel to libraries and collections outside the state of Oregon in order to promote faculty scholarship & instructional expertise.	OSU Faculty	10 - 15	up to \$1,000	T. Wood, Chair Library Committee anytime
Faculty Productivity Loan Fund	No interest loan for up to 3 yrs Project related to faculty development and/or improvement of classroom instruction.	OSU Faculty	unlimited	negotiable	J. M. Dunn, Assoc VP Academic Affairs anytime
Faculty Development Funds for Undergraduate Instruction	Support travel or projects that enhance teaching effectiveness as related to the baccalaureate core or honors program	Priority given to asst professors in annual tenure track appointments	10 - 15	up to \$1,000	J. M. Dunn, Assoc VP Academic Affairs anytime
Women Faculty Development Grant	To assist newer women faculty in completing research/other activities which result in publications useful in promotion and tenure process.	Female faculty who hold professorial rank	1	\$500.00	M. Orzech, Asst VP Academic Affairs 3/15/91
Research Council: General Research Fund (GRF) awards, and	To enable faculty to carry out scholarly, creative work which should lead to the pursuit of support from external funding sources.	Faculty who hold rank of instructor or above	30 - 40	up to \$4,000	R. Scanlan, Dean of Research Applications due first Friday of each month
Public Health Service Institutional Grant (PHS)	Proposals for PHS awards must be human health related.			up to \$8000	

Proposed Faculty Senate Resolution

From Anne Trehu, Oceanography Senator, represented by Charles Miller

Many faulty across campus are concerned about the degradation of education at OSU occasioned by shortening of the quarters during 1990-1991. We need adequate time in which to cover extensive subject matter in every quarter. That is no longer available in the shortened quarters of the present year. Therefore, the following resolution is offered to the Faculty Senate.

Resolution:

Whereas the 27 MWF lectures allotted to most courses during winter quarter 1991 are not sufficient to cover the standard curriculum of a university quarter, and whereas the 29 lectures currently allotted to all quarters at OSU are insufficient for first-class educational effort by OSU students and faculty, the Oregon State University Faculty Senate recommends that in 1991-1992 and thereafter all academic quarters of this university should include at least 30 and preferably 31 MWF meetings.

In offering this resolution, I recommend that it be referred to appropriate Senate committees for thorough discussion and report to the Senate prior to its adoption or rejection. Such consideration and report should be possible by the February Senate meeting, which would expedite action by the scheduling office.

REPORTS TO THE FACULTY SENATE

Thursday, February 7, 1991
LaSells Stewart Center

3:00 pm - 3:45 pm; Construction & Engineering Hall
Faculty Senate Meeting

4:00 pm; Austin Auditorium
President Byrne's Budget Address

AGENDA

The agenda for the February Senate meeting will include the reports and other items of business listed below. To be approved are the minutes of the January Senate meeting, as published and distributed to the faculty.

A. ACTION

Grade Change (pp. 1-2)

Mina McDaniel, Academic Regulations Committee Chair, will present a "plus and minus" grading change for Senate approval. The information on page 1 contains the individual plus/minus grades with the corresponding numerical equivalents. The information on page 2 contains the specific proposed changes to the Academic Regulations to be voted on, with an amendment included.

B. DISCUSSION

Admission and Retention Policy (pp. 3-5)

Kathleen Heath, Curriculum Council Chair, will present a proposal for an admission and retention policy to be added to the Curricular Guidelines. This item will be voted on at the March Faculty Senate meeting.

C. INFORMATION

1. NCAA/Athletic Department Report

Dutch Baughman, OSU Athletic Director, was scheduled to address the Senate, but will speak at a meeting later in the year due to the 4 pm adjournment time.

2. Calendar Information

Attached are items requested from Bruce Shepard, Assistant Vice President for Undergraduate Studies. (pp. 6-10)

D. ANNUAL REPORTS

All Senate committees and councils are expected to report annually to the Senate and to describe their work for the year. This report contains views upon which further consideration could be taken. Questions regarding this report should be directed to the chair (prior to the meeting, through the departmental affiliation), or the Senate president, if appropriate.

Promotion & Tenure Committee, Mary Kelsey, Chair (pp. 11-14)

E. REPORTS FROM THE FACULTY SENATE PRESIDENT

F. NEW BUSINESS

IN ORDER TO PROPERLY RECORD MINUTES OF THE SENATE MEETING,
ALL SENATORS ARE REMINDED TO IDENTIFY THEMSELVES
AND THEIR UNIT AFFILIATION WHEN RISING TO SPEAK.

**THE FACULTY SENATE MEETING WILL ADJOURN NO LATER THAN
4 PM TO AUSTIN AUDITORIUM TO HEAR PRESIDENT BYRNE
OUTLINE THE BUDGET SITUATION**

December 18, 1990

To: Faculty Senate Executive Committee

From: Mina McDaniel, Chair
Academic Regulations Committee
Bob Schwartz, Chair
Advancement of Teaching Committee

Subject: Proposal to change grading system at OSU

Both the Academic Regulations Committee and the Advancement of Teaching Committee have met recently to consider, as charged, changes to the grading system at OSU. The committees reviewed results from a survey which asked department heads to gather faculty opinions regarding the grading system. There was a strong consensus to change to a plus/minus grading system. Based on the above information and their own discussion, the two committees bring the following recommendation to the Faculty Senate for discussion:

Recommendation:

The grading system at Oregon State University should be changed to a "plus and minus" system. An A or 4.0 should be the highest grade, and pluses and minuses would be at 0.3 increments from the whole grade. Grades and numerical equivalents should be as follows:

A	4.0	B-	2.7	D+	1.3
A-	3.7	C+	2.3	D	1.0
B+	3.3	C	2.0	D-	0.7
B	3.0	C-	1.7	F	0

Other grades currently in use (S,U,P,N,E,I,W,R) remain.

Satisfactory or passing work for S/U option should require a minimum grade of C or 2.0. The grades of C- and below will be considered below average and therefore unsatisfactory (U) or not passing (N).*

This change should go into effect with the implementation of the Banner student information system.

The committees believe that more grade changes will be generated because of this new grading system.

To: Faculty Senate Executive

From: Mina McDaniel, Chair, Academic Regulations Committee

The Academic Regulations Committee has studied the grading policy at OSU and is ready to make its recommendation to Faculty Senate. We move that the Senate adopt the changes in the Academic Regulations Sections 17 and 19 as proposed below. Changes in 18 are editorial changes necessary to bring those regulations into line with 17 and 19.

17. Grades

The grading system consists of ~~five~~ twelve basic grades, A, A-, B+, B, B-, C+, C, C-, D+, D, D-, F. The grade of A denotes exceptional accomplishment; B, superior; C, average; D, inferior; F, failure. Other marks are E, final examination not taken; I, incomplete; W, withdrawal; R, thesis in progress; P, pass; N, no-credit; S, satisfactory; U, unsatisfactory.

18. Alternative Grading Systems

In addition to traditional letter grading (~~A, B, C, D, F~~)(A-F), Oregon State University has adopted two alternative grading systems to be employed in accordance with the provisions outlined below:

18a(3) A grade of S(satisfactory) shall be equivalent to grades A, A-, B+, B, B-, C+, and C. A grade of U (unsatisfactory) shall be equivalent to grades of C-, D+, D, D-, and F.

18a(5) Election of S-U grading for a course shall be known only to the student and the academic adviser. Instructors shall enter on grade forms the traditional letter grade (~~A, B, C, D, F~~)(A-F) earned. Automatic conversion of ~~A, B, or C~~ to S grades and ~~D or F~~ grades to U grades will be made in the Registrar's Office. Grades of E, I, or W may be assigned wherever appropriate.

19. Grade Points

Grade points are computed on the basis of 4 points for each credit of A grade, 3.7 for each credit of A- grade, 3.3 for each credit of B+ grade, 3.0 for each credit of B grade, 2.7 for each credit of B- grade, 2.3 for each credit of C+ grade, 2.0 for each credit of C grade, 1.7 for each credit of C- grade, 1.3 for each credit of D+ grade, 1.0 for each credit of D grade, .7 for each credit of D- grade, and 0 for each credit of F.

* * * * *

The following amendment to section 18a(3) is offered by:

Dr. Larry Griggs, Associated Faculty

Ms. Lita J. Verts, Associated Faculty

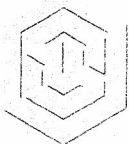
Dr. Ataa Akyeampong, Associated Faculty

Ms. Janet Nishihara, Associated Faculty

18a(3) A grade of S (satisfactory) shall be equivalent to grades A, A-, B+, B, B-, C+, and C and C-. A grade of U (unsatisfactory) shall be equivalent to grades of D+, D, D-, and F.

RECEIVED JAN 15 1991

January 14, 1991



OREGON
STATE
UNIVERSITY

Women's Building 120
Corvallis, Oregon
97331-6802

TO: Zoe Ann Holmes
President of Faculty Senate

FROM: Kathleen Heath *KH*
Curriculum Council

RE: Undergraduate Admission and Retention
Standards

The Curriculum Council was asked by Mike Martin, now Past President of Faculty Senate, to review student admission and retention standards on the OSU campus. The Council has approved the attached policies and guidelines and asks that it be submitted to the Senate for approval.

These standards are for undergraduate programs only and are in addition to the admission and retention standards that apply to all undergraduates. They are intended to be used to guide the review of requests for additional admission and retention standards proposed by colleges or departments. The policies and guidelines will not be applied to admission and retention standards that are already in place.

Please contact me if further information is needed.

KH:mm

Telephone
503-737-3257

Fax
503-737-2400

Curriculum Council
Policies and Guidelines for Approval of
Undergraduate Admission and Retention Standards

The University has admission and retention standards that apply to all undergraduates. The following considerations will be applied by the Curriculum Council to additional admission and retention standards proposed by colleges and departments.

The purpose of this policy is to facilitate development and review of an increasing number of requests for additional undergraduate admission and retention standards. The policy is not retroactive; that is, it will not be applied to previously approved undergraduate admission or retention standards.

Admission and retention standards are part of the major program of an academic unit. Any proposal for the addition of admission/retention standards to existing major or college requirements must be submitted for Curriculum Council approval following Category II procedures for changes in degree requirements. Admission/retention standards that are part of a proposal for a new instructional program are Category I actions and, as such, will also be reviewed by the Faculty Senate.

It is the policy of the Curriculum Council that the use of admission/retention standards are most appropriate when based upon demonstrated curricular need. Ideally lack of resources for a program should be addressed through regular budgetary procedures. However, if admission/retention standards must be used to control the size of a program, then the Curriculum Council will approve only admissions standards for that purpose. Any retention standards beyond those for the entire university must be justified based solely upon demonstrated academic and curricular necessity.

The Curriculum Council will consider the following criteria when evaluating the curricular or academic necessity for admission and/or retention standards:

1. A program that is a professional program which leads directly to employment. Often, professional programs must have specialized criteria.
2. A program that is accredited by an external professional accrediting organization with accreditation standards that bear upon the proposed admission/retention requirements.
3. Practica or internships that involve responsibilities that require exceptional competence or level of performance.
4. Demonstrated surplus of graduates relative to the demand for graduates.

5. Demonstrated need for a high level of performance required to successfully complete a certain program or certain courses. The Curriculum Council would routinely approve the requirement that students complete a course in the major with a passing grade of C or better. If a grade of greater than C is required, approval would be based upon the above criteria.

Other Factors:

1. Any proposed admission/retention standards must discuss mechanisms designed to alert and assist students who are having difficulty or who need to change to another major.
2. Courses taken at a community college or other four year institution must be treated the same as equivalent courses at OSU. It is not the policy of the university to discriminate against students who transfer equivalent courses to OSU.
3. If proposed admission/retention standards deviate from procedures for the computation of GPA's and the policies on the use of repeated courses adopted by the Faculty Senate, then the deviation must not work to the disadvantage of students.
4. The opportunities for students to petition for exceptions must be clearly stated.
5. Retention standards must allow for a period of "probation" during which students who do not meet criteria for retention -- but who come close -- may attempt to improve their performance to that level necessary for them to remain in the program.

January 18, 1991

MEMORANDUM

TO: Zoe Anne Holmes, President
Oregon State University Faculty Senate

FROM: Bruce Shepard *Bruce Shepard*
Assistant Vice President for Undergraduate Studies

SUBJECT: University Calendar

You have asked for information about the university's academic calendar and I am happy to provide that.

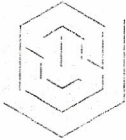
The current Winter Term is short and several of your questions address that subject. Winter Term is problematic because the number of days in the first week of classes is affected by the day of the week on which January 1 happens to fall. When January 1 forces a start late in the week, then the length of Winter Term is reduced. Our problems with a Winter Term of variable length would disappear if Congress would legislate -- as it has done for other holidays -- that New Year's Day always occur on a Monday.

The current Winter Term schedule exactly follows the "Oregon State System of Higher Education Basic Calendar for 1990-91." These calendars have been developed by OSSHE following various long-standing principles and, until recently, have been followed by Oregon State University. The result, as an enclosed table shows, is winter terms that vary in length and that are, occasionally, as short as 46 instructional days.

The length of Winter Term was affected by the decision of the university to join with much of the rest of the country, and other OSSHE institutions, in honoring Dr. Martin Luther King, Jr. and the principles for which he stood. This decision happened to coincide with a point in the cycle of OSSHE calendars when winter term was at its shortest. Oregon State University will continue to take advantage of Martin Luther King, Jr. Day for needed attention to the serious problems of racism on our campus and for a program of special educational events; this change will be incorporated in planning future academic calendars.

A number of faculty have expressed their concern about the length of Winter Term; I, too, have had to significantly modify a syllabus for a class I am teaching this term. I have discussed the concerns of the faculty with Dr. Shirley Clark, the new Vice Chancellor for Academic Affairs, and I am confident that our views will be reflected in subsequent calendars developed by OSSHE.

We are prepared to depart from the OSSHE calendar if, after consulting with appropriate groups on campus, we believe that there are significant academic reasons for doing so. We will be departing from the OSSHE calendar for academic year 1991-92



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

Telephone
503-737-2111
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503-737-2400

University Calendar
Page 2
January 18, 1991



OREGON
STATE
UNIVERSITY

and I have enclosed a copy of the schedule that will be used at Oregon State University for the next academic year.

You ask how calendar decisions are made. For the 1991-92 calendar, the Office of Academic Affairs began with the "OSSHE Basic Calendar." That calendar contained several problems: for example, Thanksgiving Holiday fell in dead week and students would have been expected to return for Winter Term registration and related events on a Friday. We decided we would depart from the OSSHE Basic Calendar and several alternatives were drawn up. Those alternatives were sent to various groups, including the Faculty Senate and ASOSU, and the views of those groups were sought. We did receive comment from President Mike Martin and his advice was followed on all points.

With changes in personnel in Eugene, old OSSHE procedures for setting the "Basic Calendar" seem to have lapsed. This realization initiated the discussion in the Academic Council that you quoted in your letter to me. Vice Chancellor Clark is asking for help from campuses in setting calendars and we are taking full advantage of this opportunity to assist.

We have just begun examining possibilities for years after 1991-92. The enclosed draft "Calendar Proposals: 1991-97" expresses our current thinking. It was developed by the Registrar's Office with my stipulation that all terms be ten weeks. *An implication of that stipulation is that, in cases where we would have in the past lived with winter terms of 46 or 47 instructional days, we would now extend the academic year one additional week into June.* As in the past with calendar proposals, this draft will be shared with appropriate campus groups. We wish to use such a document in our discussions with OSSHE; **your advice on its content is needed**; please consider this a formal request for such counsel.

I believe that this memorandum, with its enclosures, covers the matters that you have raised. I welcome the opportunity to provide the information and, if questions remain, I would be happy to meet with the Executive Committee.

c: G. Spanier

OREGON STATE UNIVERSITY

Instructional Days by Term and Year*

YEAR	FALL	WINTER	SPRING
1977-78	52	48	47
1978-79	52	47	48
1979-80	52	46	48
1980-81	52	49	48
1981-82	52	49	48
1982-83	52	49	48
1983-84	52	48	48
1984-85	52	49	48
1985-86	52	49	48
1986-87	52	49	48
1987-88	52	49	48
1988-89	52	48	48
1989-90	52	47	48
1990-91	48	46**	48
1991-92	48	48	48

*"Instructional days" are days classes are held. Weekends, holidays, and finals week are not included.

**With special events scheduled for Martin Luther King, Jr. Day, this figure becomes 45.

Schedule for 1991-92

	Fall Term	Winter Term	Spring Term
Class schedules & bills mailed (for students registering in prior term or at SOAP ^a)	Week of Aug 26	Week of Dec 16	Week of March 16
Period to pay fees without late penalty ^b	Aug 26 to Oct 2	Dec 16 to Jan 8	March 16 to Apr 1
New student orientation	Sept 22-26		
Registration (all students not registering in May or SOAP) ^c	Sept 26, Thursday		
Registration (all currently enrolled students)		Dec 3, Tuesday	March 3, Tuesday
Registration (new students and others not eligible for registration previous term)		Jan 6, Monday pm	March 30, Monday pm
Centralized add/drop (for students who registered prior to the beginning of the term and who did not receive a complete schedule)	Sept 27, Friday	Jan 6, Monday	March 30, Monday
Classes and late registration begin	Sept 30, Monday	Jan 7, Tuesday	March 31, Tuesday
Last day to register, add, or drop courses	Oct 11, Friday	Jan 21, Tuesday	April 13, Monday
Last day to pay fees sufficient to retain schedule	Oct 18, Friday	Jan 24, Friday	April 17, Friday
Last day to withdraw from individual courses or change to/from S-U grading	Nov 1, Friday	Feb 7, Friday	May 1, Friday
Holidays	Nov 28-29	Jan 20 (Martin Luther King, Jr Day)	May 25 (Memorial Day)
Registration (all currently enrolled students)	Dec 3, Tuesday	March 3, Tuesday	May 12, Tuesday
Decentralized registration	Dec 4-6	March 4-6	May 13-15
Final week	Dec 9-13	March 16-20	June 8-12
End of term	Dec 13, Friday	March 20, Friday	June 12, Friday
Commencement			June 14, Sunday

^aTwo additional SOAP sessions, designed for transfer students, have been added to the schedule for 1991-92. Those sessions will occur on July 29 and July 31, 1991.

^bFees may be paid by mail during this period.

^cThis will be full-day registration in which students will receive a confirmed schedule while registering.

DRAFT

Oregon State University
Calendar Proposals
1991 - 1997*



	Fall	Winter	Spring	Summer
1991-92				
Begin	Sept 30 (Mon)	Jan 7 (Tues)	Mar 31 (Tues)	June 23 (Tues)
Finals	Dec 9-13	March 16-20	June 8-12	8-wk Aug 14
End	Dec 13	March 20	June 12	11-wk Sept 4
1992-93				
Begin	Sept 28 (Mon)	Jan 5 (Tues)	March 30 (Tues)	June 22 (Tues)
Finals	Dec 7-11	March 15-19	June 7-11	8-wk Aug 13
End	Dec 11	March 19	June 11	11-wk Sept 3
1993-94				
Begin	Sept 27 (Mon)	Jan 4 (Tues)**	March 29 (Tues)	June 21 (Tues)
Finals	Dec 6-10	March 14-18	June 6-10	8-wk Aug 12
End	Dec 10	March 18	June 10	11-wk Sept 2
1994-95				
Begin	Sept 26 (Mon)	Jan 4 (Wed)	March 28 (Tues)	June 20 (Tues)
Finals	Dec 5-9	Mar 13-17	June 5-9	8-wk Aug 11
End	Dec 9	March 17	June 9	11-wk Sept 1
1995-96				
Begin	Sept 25 (Mon)	Jan 4 (Thurs)***	April 2 (Tues)	June 25 (Tues)
Finals	Dec 4-8	March 18-22	June 10-14	8-wk Aug 16
End	Dec 8	March 22	June 14	11-wk Sept 6
1996-97				
Begin	Sept 30 (Mon)	Jan 7 (Tues)	April 1 (Tues)	June 24 (Tues)
Finals	Dec 9-13	March 17-21	June 9-13	8-wk Aug 15
End	Dec 13	March 21	June 13	11-wk Sept 5

*All Fall, Winter, and Spring terms are 10 weeks in length

**Assumes January 3 is not a holiday

***If opening on January 4 (Thursday), term will be 10 weeks, 2 days. Alternative start is Tuesday, January 9 with a standard 10 week term.

PROMOTION AND TENURE COMMITTEE

1990 ANNUAL REPORT

The Faculty Senate Promotion and Tenure Committee is responsible for reviewing policy and observing the activities related to the promotion and tenure process. The activities of the administration concerning promotion and tenure and the compilation of statistics related to the process are not completed until the end of the year and after the last meeting of the Faculty Senate. The annual report of the Faculty Senate Promotion & Tenure Committee, therefore, is submitted at the beginning of the next academic year.

PROMOTION AND TENURE PROCESS

The promotion and tenure process is conducted under the direction of Provost Spanier as described in the 1986-87 annual report of the Faculty Senate Promotion & Tenure Committee, and following the procedures described in the most recent guidelines. Each dossier is reviewed by (1) a committee and the chairperson of the department sponsoring the candidate, (2) by the Dean of the College, and, if applicable, (3) by the director of an administrative unit within which the candidate may serve. The dossiers are forwarded to the Associate Vice President for Academic Affairs, who reviews them for completeness and presents them to the other members of the University Promotion & Tenure Committee. The university committee consists of the Provost, the Vice President for Research, the Associate Vice President for Academic Affairs, and the Dean of the Graduate School. Each member reviews the dossiers and makes a recommendation to the Provost, with whom the final decision rests. In those instances where some question exists about the qualifications of a candidate, the university committee meets as a group, and may confer with the academic Dean (and Director) of the administrative unit sponsoring the candidate. It is these meetings that members of the Faculty Senate Promotion and Tenure Committee attend. The procedures followed this year and in the past two years represents a considerable departure from those followed by President MacVicar, where every dossier was discussed by the committee as a whole.

The qualifications for promotion and tenure are stated in the guidelines and include scholarship and creative work, service to the university and to the public, and teaching and advising. In the past two years, considerable emphasis has been placed on teaching and advising. Evidence for this emphasis varies although faculty committee participants, without exception, have observed that emphasis. Emphasized in the review are teaching evaluations, evaluations by former students, and evaluations by faculty after attendance at lectures and student advising.

In 1989-90, the university committee reviewed 115 dossiers, of which 108 (94%) were approved. This number includes 102 individuals promoted and 59 tenured, and is a significant increase over the number approved in the previous two academic years. The number of individuals discussed by the university committee as a group, because of some question of qualification, was very small. The low number would indicate the thoroughness of the reviews conducted before the final submission of dossiers. The results of this year's promotion and tenure decisions as well as those from previous years (taken from the report of 1987-88), are presented in the appended tables.

The members of the Faculty Senate Promotion & Tenure Committee attending the discussions of the questionable candidates made few comments on the review process. Some differences of

opinion seem to exist regarding the criteria by which members of non-academic units, such as the library and the Extension Service, are evaluated. Although a consensus in the decisions of the university committee was reached this year, it is an area in which problems may arise again in the future. Other problems associated with the evaluation of administrators or those on special assignments, which have been experienced in the past, did not come up.

THE WAIVER OF CONFIDENTIALITY

The Faculty Senate Promotion & Tenure Committee was asked by the Faculty Senate Executive Committee to comment on a letter submitted by Professor C. Smith in February, regarding the waiver of confidentiality requested of candidates by the Administration. The Faculty Senate Promotion & Tenure Committee could find no reason to reverse previous decisions by the Faculty Senate. The Senate subsequently reaffirmed its position, notably that use of the waiver should be discontinued. On July 25, 1990, Provost Spanier sent a memorandum to Faculty Senate President Martin reaffirming the Administration's position and stating that current policy will remain in effect.

This matter has come before the Senate at least three times over the past several years. The question was raised whether or not requesting the waiver was legal under Oregon Statutes. The administration requested an opinion from the Attorney General but apparently a consensus could not be reached. The Chancellor withdrew the request and asked that the matter be settled locally.

On January 9, 1990, the U.S. Supreme Court handed down a decision in the case of the University of Pennsylvania vs Equal Employment Opportunity Commission (EEOC) regarding the alleged discrimination of an associate professor by the university in a tenure decision, on the basis of race, sex, and national origin. The Court ruled that "(1) the EEOC is entitled, under 42 USCS 2000e-8a, to have access to relevant evidence, and (2) if an employer refuses to provide such evidence voluntarily, the EEOC is authorized, under 2000e-9 to issue a subpoena and to seek an order enforcing the subpoena" (taken from the summary of the Supreme Court decision). An article published by the respected newspaper The Scientist indicates that this decision is being taken very seriously by major universities. Although the court decision was fairly explicit with respect to discrimination on the basis of race, sex, and national origin, the newspaper article indicates that confidentiality of peer review may be history, and those asked to provide peer reviews will consider that what they provide may not be held confidential in the event of a legal contest. In other words, those signing the waiver will know that it means nothing if the candidate petitions the EEOC.

In view of this court decision, the Faculty Senate may want to ask again for clarification of the Administration's position.

THE FACULTY SENATE PROMOTION AND TENURE COMMITTEE

The way in which the university committee operates has made the participation by members of the faculty senate committee in the deliberations of the university committee very difficult. As stated above, the number of files examined by the university committee is small and this committee meets on an irregular basis, often with very little prior notice. The Faculty Senate Promotion & Tenure Committee tries to have two representatives at each meeting. These individuals examine the dossier of the candidates being discussed. The Faculty Senate Promotion & Tenure Committee does not examine the dossiers of those candidates that were successful. This makes evaluation by the faculty committee members of the fairness of the review process difficult.

According to Provost Spanier's wishes, the faculty senate representatives cannot be from the same administrative unit as the candidate under discussion. The Faculty Senate Promotion & Tenure Committee consists of only six members and often they are drawn from only two or three administrative units. This year, for example, two members were from science, one from CLA, one from home economics, one from agriculture, and one from extension. Thus, when candidates from the College of Science were discussed, only four members were eligible to attend. The activities of members of the extension service are such that they are often away from campus or heavily committed to various tasks. This year the representative from extension was unable to attend any of the meetings of the committee or any of the deliberations of the university committee. The Faculty Senate committee was really only five strong.

The number of university committee meetings, plus the irregularity and short notice, made it very difficult to have representatives of the Faculty Senate Promotion & Tenure Committee at the meetings; on several occasions it was possible to have only one representative attend.

Considering the way the process works under the new guidelines and the small number of deliberations expected to be held each year, the faculty senate committee discussed whether or not a recommendation should be made to the Executive Committee that the observance of P & T deliberations by the Faculty Senate Promotion & Tenure Committee be discontinued. The process is being competently done and, at the moment, the Faculty Senate committee may not be necessary. However, we do feel that the committee and its observations should be continued to maintain the principle of its right to observe the process against the possible future day when we have less confidence in the administration.

At present, the committee hears only the deliberations over the files that have been questioned for one reason or another. The committee felt that it could be more effective if it were informed as to what final decision was taken in each questionable case.

The Faculty Senate Promotion & Tenure Committee strongly recommends to the Executive Committee of the Faculty Senate that the problems referred to here be thoroughly discussed and resolved. This recommendation is made to ensure that the Promotion and Tenure Committee of the Faculty Senate continues to function efficiently.

Victor J. Brookes - Entomology
 Frederick W. Obermiller - Range Resources
 T. Darrah Thomas - Chemistry
 Starr McMullen - Economics
 Mary Kelsey - Foods/Nutrition
 Roger Fletcher - Extension

TABLE II
SUMMARY OF APPROVED PROMOTIONS IN RANK
AND CHANGES IN STATUS TO INDEFINITE TENURE

1989-90

HC - Head Count of faculty promoted or granted Indefinite tenure

(%) - Percent of departmental recommendations approved

Totals in each category are underlined

Year of Annual Review:	<u>1989-90</u>		<u>1988-89</u>		<u>16-year totals 1973-90</u>	
	HC	(%)	HC	(%)	HC	(%)
A. <u>To Professor</u>	<u>30</u>	(87)*	<u>26</u>	(86)	<u>444</u>	(56)
Male	25	(86)	23	(82)	398	(56)
Female	5	(100)	3	(100)	44	(55)
Minority	2	(100)	1		14	(70)
B. <u>To Associate Professor</u>	<u>54</u>	(96)	<u>29</u>	(84)	<u>588</u>	(70)
Male	40	(95)	23	(72)	485	(69)
Female	14	(100)	6	(100)	103	(73)
Minority	2	(100)	1	(100)	25	(69)
C. <u>To Assistant Professor or Senior Instructor</u>	<u>6</u>	(100)	<u>9</u>	(100)	<u>153</u>	(85)
Male	5	(83)	5		83	(80)
Female	1	(100)	4	(100)	70	(91)
Minority	0		0		11	(100)
D. <u>To Senior Research Asst.</u>	<u>12</u>	(100)	<u>10</u>	(100)	<u>98</u>	
Male	9	(100)	9	(100)	65	
Female	3	(100)	1	(100)	33	
Minority	1		0		3	
E. <u>Promotion Totals (All Ranks)</u>	<u>102</u>	(94)	<u>64</u>	(86)	<u>1185</u>	(65)
Male	79	(92)	51	(77)	968	(64)
Female	23	(100)	13	(100)	217	(72)
Minority	5	(100)	2	(100)	50	(75)
F. <u>To Indefinite tenure</u>	<u>59</u>	(100)	<u>39</u>	(88)	<u>659</u>	(73)
Male	47	(100)	27	(82)	528	(72)
Female	12	(100)	12	(100)	131	(75)
Minority	1	(100)	1	(100)	30	(73)
G. <u>All Promotions and Tenure Combined Totals</u>	<u>111</u>	(95)	<u>113</u>	(87)	<u>1844</u>	(68)
Male	87	(94)	87	(79)	1496	(66)
Female	24	(100)	26	(100)	348	(73)
Minority	5	(100)	3	(100)	80	(74)

Total Reviewed
Total Approved

115
108

(94% Approval Rate)

OREGON STATE UNIVERSITY
Corvallis OR 97331-6203

(737-4344)

Faculty Senate Office
Social Science 107
February 7, 1991

MEMORANDUM

TO: Faculty, Staff and Students
FROM: The Faculty Consultative Group
RE: Faculty Consultative Group Report

The program changes recommended for the University are proposals; the changes must ultimately be approved by the Chancellor, State Board of Higher Education and, finally, the Legislature and Governor. Many issues influenced the development of these program recommendations. First, there is the perceived mandate from the people of Oregon to increase efficiency in the delivery of public services and, second, there is the vision the Chancellor has for higher education in Oregon. At the local level the President's cabinet and college deans were the primary negotiators in the proposed changes. This has proved to be a painful, difficult, frustrating and ultimately unsatisfying process necessitated by circumstances forced upon us. Time and information limitations constrained everyone's ability to fully appraise the impact of program cuts on higher education in Oregon. The Faculty Consultative Group held many meetings with University administrators and presented known faculty views. Many faculty chose to contact the FCG and/or administrators personally.

While program elimination is the grounding principle for the current round of budget cuts, every program will feel some impact. Few programs, if any, will retain their status quo. Nearly every program will experience some reduction. Indirect effects or additional responsibilities resulting from changes proposed for the structure of the University are wide-ranging. Budgets of University Vice Presidents were cut proportionally more than budgets administered by deans.

This is the beginning, not the end, of a process. Cuts could be more or less dollar. Cuts will be much deeper if tuition and revenue assumptions used to develop the budget prove incorrect or unacceptable.

What happens next can be influenced by the faculty, staff, and students of Oregon State University. It is important how we treat one another. No one takes this process lightly or without concern for the livelihoods of everyone affected directly and indirectly. We need to show compassion for those hurt by the cuts and those having to make them. We need to face the fundamental problem that education, particularly higher education, does not have the same public mandate it once had. If we believe in what we do, we have to make our personal views known. We have to energize support for the contributions that higher education can make to improving the lives of all Oregonians.

Finally, this is a system-wide challenge which transcends the interests and concerns of OSU alone. It is important for educational as well as political reasons to work in concert with our colleagues at the state's other Higher Education institutions.

1991 OREGON STATE LEGISLATURE

SENATE

<u>Name</u>	<u>Address</u>	<u>Telephone</u>	<u>Party</u>	<u>District</u>
Bradbury, Bill	P.O. Box 1499, Bandon, OR 97411	347-9614	D	24
Brenneman, John	2780 NE Jackson Pl., Newport, OR 97365	265-2020	R	2
Brockman, Peter	70825 Indian Ford Rd., Sisters, OR 97759	549-8522	R	27
Bunn, Jim	8157 SW Riverbend Rd., McMinnville, OR 97128	835-0326	R	15
Cease, Jane	2625 NE Hancock St., Portland, OR 97212	282-7931	D	10
Cohen, Joyce	P.O. Box 385, Lake Oswego, OR 97034	635-4863	D	13
Dukes, Joan	Rt. 2, Box 503, Astoria, OR 97103	458-6746	D	1
Fawbush, Wayne	5000 O'Leary Road, Hood River, OR 97031	354-1706	D	28
Gold, Shirley	4828 SE 35th Avenue, Portland, OR 97202	775-9612	D	7
Grensky, Ronald	139 S Keeneway Drive, Medford, OR 97504	773-8712	R	25
Hamby, Jeannette	952 NE Jackson School Rd., Hillsboro, OR 97123	648-7185	Msg	
		648-6371	Res R	5
Hannon, Lenn	240 Scenic Dr., Ashland, OR 97520	482-5210	R	26
Hill, Jim	4584 12th Pl S., Salem, OR 97302	399-7530	D	16
Hill, Larry	174 West K St., Springfield, OR 97477	747-9935	D	21
Jolin, Peg	31251 Joe Geer Road, Cottage Grove, OR 97424	942-5827	D	22
Kennemer, Bill	14105 SE Matilda Dr., Milwaukie, OR 97267	653-3071	R	12
Kerans, Grattan	1015 Willa St., Eugene, OR 97404	688-4108	D	20
Kintigh, Bob	38865 E. Cedar Flat Rd., Springfield, OR 97478	726-2519	R	14
Kitzhaber, John	1033 W. Brown, Roseburg, OR 97470	378-8173	Cap D	23
McCoy, William	6650 N. Amherst St., Portland, OR 97203	286-8159	D	8
Otto, Glenn	23680 NE Shannon Ct., Troutdale, OR 97060	665-6291	D	11
Phillips, Paul	P.O. Box 231208, Tigard, OR 97224	620-7796	R	4
Roberts, Frank	10231 NE Tillamook #101, Portland, OR 97220	254-6192	D	9
Shoemaker, Bob	4837 W Burnside Road, Portland, OR 97210	226-1191	D	3
Smith, Tricia	2420 Edgewood Ave. N.E., Salem, OR 97303	399-7905	D	17
Springer, Dick	7624 SE 13th Avenue, Portland, OR 97202	226-3232	D	6
Thorne, Mike	Holdman Rte, Box 505, Pendleton, OR 97801	276-7473	D	29
Timms, Eugene	1049 N Court, Burns, OR 97720	573-2744	R	30
Trow, Cliff	1835 NW Juniper Pl., Corvallis, OR 97330	752-5395	D	18
Yih, Mae	34465 Yih Lane NE, Albany, OR 97321	327-2666	D	19

HOUSE

<u>Name</u>	<u>Address</u>	<u>Telephone</u>	<u>Party</u>	<u>District</u>
Barnes, Jerry	950 Valley View Road, Ashland, OR 97520	779-3611	R	52
Baum, Ray	605 F. Avenue, LaGrande, OR 97850	963-3104	R	58
Bauman, Judith	5527 SE 54th Ave., Portland, OR 97206	238-8488	D	13
Bell, Marie	1262 Calvin, Eugene, OR 97401	343-1725	R	41
Brian, Tom	7630 SW Fir, Tigard, OR 97223	639-1182	D	9
Bunn, Stan	13000 Locks Loop Rd, Dayton, OR 97114	864-2864	R	29
Burton, Mike	6937 N Fiske Ave., Portland, OR 97203	283-5698	D	17
Calouri, Ted	14785 NW Bonneville Pl., Beaverton, OR 97006	645-3711	R	7
Campbell, Larry	2435 Wilson Dr., Eugene, OR 97405	484-2201	R	43
Carter, Margaret	2948 NE 10th Ave., Portland, OR 97212	280-6003	D	18
Cease, Ron	2625 NE Hancock St., Portland, OR 97212	282-7931	D	19

Please remember, contact legislators only as private citizens. Do not use OSU paper and supplies.

Clark, Kelly	6320 Failing Street, West Linn, OR 97068	657-2068	R	27
Clarno, Beverly	901 Breitenbush Lane, Bend, OR 97702	389-4331	R	55
Courtney, Peter	2925 Island View Dr. NE, Keizer, OR 97303	585-7449	D	33
Derfler, Gene	1408 34th Avenue NW, Salem, OR 97304	399-7449	R	31
Dominy, Sam	43 North K Street, Creswell, OR 97424	942-4140	D	44
Dwyer, Bill	5558 Thurston Rd., Springfield, OR 97478	726-0187	D	42
Edmunson, Jim	1460 Oak Dr., Eugene, OR 97404	689-6456	D	39
Ford, Mary Alice	6620 SW Hickman Lane, Portland, OR 97223	246-6360	R	8
Gilmour, Jeff	3483 Buena Vista Rd. S., Jefferson, OR 97352	327-2705	D	30
Hayden, Cedric	1606 Chambers, Eugene, OR 97402	686-7584	R	38
Hosticka, Carl	P.O. Box 3236, Eugene, OR 97403	346-2169 UO	D	40
Hugo, Bruce	32847 NW Peak Rd, Scappoose, OR 97056	543-7454	D	1
Johnson, Eldon	3650 Ross Lane, Medford, OR 97502	772-2536	R	51
Johnson, Rod	1941 Old Garden Valley Road, Roseburg, OR 97470	673-1633	R	45
Jones, Delna	1625 SW Pheasant Dr., Aloha, OR 97006	642-3102	R	6
Jones, Denny	1461 NW Third Ave., Ontario, OR 97914	889-8348	R	60
Josi, Tim	6740 Base Line Road, Bay City, OR 97107	377-2111	D	3
Katz, Vera	2068 NW Johnson St., Portland, OR 97209	228-1056	D	10
Keisling, Phil	3782 SE 11th, Portland, OR 97219	236-6622	D	12
Mannix, Kevin	375 18th NE, Salem, OR 97301	364-1913	D	32
Markham, Bill	Rt. 1, Glenbrook Loop Rd., Riddle, OR 97469	874-2834	R	46
Mason, Tom	5814 SW 59th Court, Portland, OR 97219	293-0750	D	11
McTeague, Dave	3385 SE Willamette Ave., Milwaukie, OR 97222	653-7639	D	25
Meek, John	713 NW Queens Court West, Hillsboro, OR 97124	648-6664	R	5
Miller, Randy	P.O. Box 1795, Lake Grove, OR 97034	636-4815	R	24
Minnis, John	13735 NE Brazee Ct., Portland, OR 97230	255-4570	R	20
Naito, Lisa	6226 SE Ash, Portland, OR 97215	234-1305	D	15
Nelson, Michael	Rt 1, Box 54B, Baker, OR 97814	523-6485	D	59
Norris, Chuck	P.O. Box 121, Hermiston, OR 97838	567-8652	R	57
Novick, Tom	3314 NE 65th Avenue, Portland, OR 97213	284-8756	D	16
Oakley, Carolyn	3197 Crest Loop NW, Albany, OR 97321	928-7745	R	36
Parkinson, Fred	301 W Main St., Silverton, OR 97381	873-5874	R	28
Parks, Del	228 North 7th Street, Klamath Falls, OR 97601	882-6311	R	53
Pickard, Bob	19190 Pinehurst Rd., Bend, OR 97701	389-6067	R	54
Repine, Bob	P.O. Box 1195, Grants Pass, OR 97526	474-3198	R	49
Rijken, Hedy	1250 NW Lake Street, Newport, OR 97365	265-5536	D	4
Roberts, Lonnie	15815 SE Mill, Portland, OR 97233	257-4237	D	21
Schoon, John	7090 Zena Rd., Rickreall, OR 97371	835-5301	R	34
Schroeder, Walter	95102 Rogue River Hts., Gold Beach, OR 97444	247-7660	R	48
Shiprack, Robert	22610 S Forest Park Rd., Beavercreek, OR 97004	631-3817	D	23
Sowa, Larry	18438 S. Holly Lane, Oregon City, OR 97045	655-4543	D	26
Stein, Beverly	1625 SE 44th, Portland, OR 97215	238-7971	D	14
Sunseri, Ron	1670 SE Paloma Court, Gresham, OR 97080	760-2020	R	22
Taylor, Jackie	1324 Miller Lane, Astoria, OR 97103	861-2277	D	2
Van Vliet, Tony	1530 NW 13th St., Corvallis, OR 97330	758-5019	R	35
VanLeeuwen, Liz	27070 Irish Bend Loop, Halsey, OR 97348	369-2544	R	37
Walden, Greg	1504 West Sherman Street, Hood River, OR 97031	386-1511	R	56
Watt, John	3049 Starwood Court, Medford, OR 97504	776-1382	R	50
Whitty, Jim	H C 52 Box 658, Coos Bay, OR 97420	269-2458	D	47

COMMITTEE ASSIGNMENTS

as of January 7, 1991
Sixty-Sixth Oregon Legislative Assembly

SENATE

Agriculture and Natural Resources

Dick Springer, Chair
Joyce Cohen, Vice Chair
John Brenneman
Wayne Fawbush
Shirley Gold
Bob Kintigh
Eugene Timms

Business, Housing and Finance

Jim Hill, Chair
Peg Jolin, Vice Chair
Jane Cease
Joyce Cohen
Bill Kennemer

Education

Shirley Gold, Chair
Bill McCoy, Vice Chair
Peter Brockman
Joan Dukes
Ron Grensky
Paul Phillips
Cliff Trow

Government Operations and Elections

Glenn Otto, Chair
Jane Cease, Vice Chair
Jim Bunn
Ron Grensky
John Kitzhaver
Tricia Smith
Dick Springer

Health Insurance & Bio-Ethics

Bob Shoemaker, Chair
Joyce Cohen, Vice-Chair
Jeannette Hamby
Lenn Hannon
Frank Roberts

Human Resources

Bill McCoy, Chair
Cliff Trow, Vice-Chair
Shirley Gold
Bill Kennemer
Paul Phillips

Judiciary

Joyce Cohen, Chair
Jim Hill, Vice-Chair
Peter Brockman
Jim Bunn
Jeannette Hamby
Bob Shoemaker
Dick Springer

Labor

Grattan Kerans, Chair
Larry Hill, Vice-Chair
Peter Brockman
Bob Kintigh
Bob Shoemaker

Redistricting

Glenn Otto, Chair
Dick Springer, Vice-Chair
Bill Bradbury
John Brenneman
Jim Bunn
John Kitzhaver
Mae Yih

Revenue and School Finance

Jan Cease, Chair
Joan Dukes, Vice-Chair
John Brenneman
Shirley Gold
Ron Grensky
Bill McCoy
Tricia Smith

Telecommunications and Consumer Affairs

Peg Jolin, Chair
Glenn Otto, Vice-Chair
Jim Bunn
Bill Kennemer
Bob Shoemaker

Trade and Economic Development

Wayne Fawbush, Chair
Bill Bradbury, Vice-Chair
Jeannette Hamby
Jim Hill
Peg Jolin
Eugene Timms

Transportation

Joan Dukes, Chair
Bill McCoy, Vice-Chair
Peter Brockman
Glenn Otto
Paul Phillips
Tricia Smith
Eugene Timms

Water Policy

Larry Hill
John Kitzhaver, Vice-Chair
Dick Springer, Vice-Chair/Alternate
Wayne Fawbush
Bob Kintigh
Eugene Timms

Ways and Means

Mike Thorne, Co-Chair
Bill Bradbury
Lenn Hannon
Larry Hill
Grattan Kerans
Frank Roberts
Cliff Trow
Mae Yih

Please remember, contact legislators only as private citizens.
not use OSU paper and supplies.

HOUSE OF REPRESENTATIVES

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Bruce Hugo, Vice-Chair
Tom Brian
Larry Campbell (alternate, Delna Jones)
Kelly Clark
Gene Derfler
Vera Katz

Agriculture, Forestry & Natural Resources

Walt Schroeder, Chair
Liz VanLeeuwen, Vice-Chair
Sam Dominy
Bill Dwyer
Tim Josi
John Meek
Chuck Norris

Business & Consumer Affairs

John Schoon, Chair
Hedy Rijken, Vice-Chair
Jerry Barnes
Lisa Naito
Carolyn Oakley
Bev Stein
Greg Walden

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Vera Katz, Vice-Chair
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Delna Jones
Mike Nelson
Bob Pickard
Walt Schroeder

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Jim Whitty, Vice-Chair
Peter Courtney
Phil Keisling (new Secretary of State)
Lisa Naito
Chuck Norris
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Liz VanLeeuwen
John Watt

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Ron Sunseri

Human Resources

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Bev Stein, Vice-Chair
Jerry Barnes
Cedric Hayden
John Meek
Hedy Rijken
Jackie Taylor

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Del Parks
Ron Sunseri

Labor

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Kevin Mannix, Vice-Chair
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Jim Edmunson
Rod Johnson
Bob Repine
John Watt

Legislative Rules & Reapportionment

Greg Walden, Chair
Peter Courtney, Vice-Chair
Ray Baum
Mike Burton
Larry Campbell (alternate, Bill Markham)
Margaret Carter
Ron Cease
Beverly Clarno
Carl Hosticka
Randy Miller
Fred Parkinson

Revenue & School Finance

Delna Jones, Chair
Carl Hosticka, Vice-Chair
Kelly Clark
Beverly Clarno
Phil Keisling (new Secretary of State)
Mike Nelson
Fred Parkinson
John Schoon
Jim Whitty

State & Federal Affairs

Bill Markham, Chair
Larry Sowa, Vice-Chair
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Mary Alice Ford
Tom Novick
Carolyn Oakley
Lonnie Roberts

Trade & Economic Development

Ray Baum, Chair
Jerry Barnes
Margaret Carter
Cedric Hayden
Vera Katz
Dave McTeague
Bob Pickard

Transportation

Cedric Hayden, Chair
Lonnie Roberts, Vice-Chair
Gene Derfler
Mary Alice Ford
Tom Novick
Jackie Taylor
Del Parks

Water Policy

Chuck Norris, Chair
Bill Dwyer, Vice-Chair
Bill Markham
Walt Schroeder
Larry Sowa

Ways & Means

Tony Van Vliet, Co-Chair
Stan Bunn
Ted Calouri
Jeff Gilmour
Eldon Johnson
Denny Jones
John Minnis
Bob Shiprack

Whereas, Campus dialogue to allow open discussion of diverse views is desirable;

Whereas, Broad faculty participation in these discussions is encouraged; and

Whereas, Teach-ins and educational events should be widely known to allow members of the University community to plan to participate in ways that they feel are appropriate;

***Resolved*, That the Faculty Senate of Oregon State University expresses support for the joint student, faculty, and staff sponsorship of teach-ins and educational events about the Middle East during Peace on Earth Day, Wednesday, February 27, 1991.**

**Introduced at the
request of OSU
Faculty and Staff for
Peace**

February 7, 1991

**A RESOLUTION AGAINST THE CHANGING OF
THE GRADING FROM A-F TO THE +/- SYSTEM**

- WHEREAS,** The grading system now used by this institution works well, and
- WHEREAS,** Ballot measure 5 cuts has fewer professors teaching larger classes which should be a more important issue, and
- WHEREAS,** Faculty will spend more time on grading instead of quality time with students, like advising and office hours ect., and
- WHEREAS,** The grade change will cause more stress to students and professors than is needed.

BE IT HEREBY RESOLVED BY THE 50TH ASOSU SENATE that we

- A. not support the grading change from A-F to a +/- system, and
- B. the ASOSU V.P. of Senate send a copy of this resolution to the President of the University, and the Faculty Senate President.

Sponsored by: Jeff Clay, Engineering Senator

Supported by: Lara Gorman, Education Senator

REPORTS TO THE FACULTY SENATE

Thursday, March 7, 1991; 3:00 pm - 5:00 pm
Construction & Engineering Hall
LaSells Stewart Center

AGENDA

The agenda for the March Senate meeting will include the reports and other items of business listed below. To be approved are the minutes of the February Senate meeting, as published and distributed to the faculty.

A. ACTION ITEMS

1. Catagory I Proposal (pp. 1-5)

Kathleen Heath, Curriculum Council Chaior, submits for approval a proposal to change the name of Climatic Research Institute to Center for the Analysis of Environmental Change.

2. Admission and Retention Policy (pp. 6-8)

Kathleen Heath, Curriculum Council Chair, will present for approval a proposal for an admission and retention policy to be added to the Curricular Guidelines.

B. SPECIAL REPORTS

1. Jacquelyn Rudolph, Director, Human Resources

Ms. Rudolph will review the affect of elimination of classified staff positions and seniority on all classified staff positions in the University.

2. Arnold Appleby, Interinstitutional Faculty Representative

Dr. Appleby will report on the IFS meeting held in Eugene on February 1 and 2.

C. INFORMATION ITEMS

1. Executive Office Response

Attached are Provost Spanier's responses to the Faculty Senate actions of February 7, 1991. (p. 9)

3. Honors Program Elimination

Attached is a letter from Gary Tiedeman, Director of the University Honors Program, which addresses the eligibility for 1992 Honors graduation and recognition. (p. 10)

2. Guidelines For Faculty Affected By Program Reductions And Eliminations

Attached is a copy of the memorandum regarding faculty welfare in eliminated programs. (pp. 11-13)

D. REPORTS FROM THE EXECUTIVE OFFICE

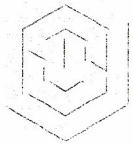
Graham Spanier, Provost & Vice President for Academic Affairs.

E. REPORTS FROM THE FACULTY SENATE PRESIDENT

F. NEW BUSINESS

**IN ORDER TO PROPERLY RECORD MINUTES OF THE SENATE MEETING,
ALL SENATORS ARE REMINDED TO IDENTIFY THEMSELVES
AND THEIR COLLEGE UNIT WHEN RISING TO SPEAK.**

February 12, 1991



OREGON
STATE
UNIVERSITY

Women's Building 120
Corvallis, Oregon
97331-6802

TO: Zoe Ann Holmes, President
OSU Faculty Senate

FROM: Kathleen Heath, Chair
Curriculum Council *KH*

RE: Category I Proposal to Change Name of Climatic Research
Institute to Center for the Analysis of Environmental
Change

Attached please find a Category I Proposal to change the name of
Climatic Research Institute to Center for the Analysis of Environmental
Change.

This proposal was approved by Curriculum Council on February 7, 1991
and is now recommended for approval by the Faculty Senate.

KH:mm

attachment

Telephone
503-737-3257

Fax
503-737-2400



OREGON
STATE
UNIVERSITY

Administrative Services
A312
Corvallis, Oregon
97331-2140

503-737-3437
FAX - 503-737-3093

2

JAN 1991
Received
Vice President
Academic Affairs and Provost
Oregon State University

*C: Curriculum
Council
J. Ringle
S. Spanier*

January 23, 1991

MEMORANDUM

TO: Bruce Shepard, Asst. Vice President for Academic Studies
FROM: Richard A. Scanlan, Dean of Research *R.A. Scanlan*
SUBJECT: Proposal to Change Name of Climatic Research Institute
to Center for the Analysis of Environmental Change

Attached please find the signed Abbreviated Category I Proposal for changing the name of the Climatic Research Institute to the Center for the Analysis of Environmental Change. I am under the impression that you will be responsible for expediting this request. If you need any information, please give me a call at 7-0663.

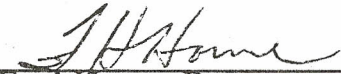
RAS:bh
Attachment

copies: George Keller
Mary Perkins
Roy Arnold
George Brown
Douglas Caldwell
Fred Horne
Bill Winner

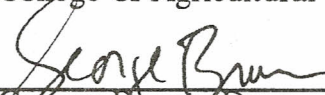
CATEGORY I TRANSMITTAL SHEET

Proposal to Change Name of Climatic Research Institute to
Center for the Analysis of Environmental ChangeSubmitted by: Research Office AdS A312Library evaluation attached? *Not necessary for name change.*Liaison Documentation from other units attached? *Not needed. Signatures of deans of affected colleges shown below.*Summary of Estimated Costs and Sources of Funds attached? *Not necessary for name change.*Budgets and Fiscal Planning Committee review attached? *Not relevant.*Teacher Standards and Practices Commission information attached? *Not relevant (applies to new teacher certification programs only).**I certify that the above proposal has been reviewed and approved by the appropriate Department and College communities.*

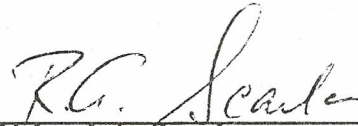
Approved: (i.e. Academic deans for faculty)

 1/22/91
 Fred Horne, Dean Date
 College of Science

 1-22-91
 Roy Arnold, Dean Date
 College of Agricultural Sciences

 1-23-91
 George Brown, Dean Date
 College of Forestry

 1-23-91
 Douglas A. Caldwell Date
 College of Oceanography

 1-21-91
 Richard A. Scanlan, Date
 Dean of Research

 1-21-91
 George H. Keller Date
 Vice President for Research, Graduate
 Studies, and International Programs

ABBREVIATED OSSHE FORMAT FOR CATEGORY I PROPOSALS

OREGON STATE UNIVERSITY
Research Office, AdS A312

1. Title of Unit: Proposal to change the name of the "Climatic Research Institute" to the "Center for Analysis of Environmental Change."

Rationale: At present, the only research program within the Climatic Research Institute deals with the analysis of environmental change. The name "Center for the Analysis of Environmental Change" is much more descriptive of the program, is better attuned to the national emphasis on global climate change, and would give the Center better visibility for current research. Research activity in the area of analysis of environmental change includes research interests of faculty in the Colleges of Agricultural Sciences, Forestry, Science, and Oceanography, as well as scientists located in the Corvallis area who are affiliated with the Environmental Protection Agency, the U.S. Forest Service, and Battelle, Pacific Northwest Laboratories.

2. Location within institution's organizational structure: The Climatic Research Institute (and the renamed Center for the Analysis of Environmental Change) is located within the university's Center and Institute structure and, as such, report to the Dean of Research, Research Office, AdS A312.
3. Objectives, functions, and activities: The objective of the Center for the Analysis of Environmental Change will be to provide an effective organization for faculty at OSU, as well as scientists from the agencies mentioned above, to carry out interdisciplinary research programs in the analysis of environmental change.
- 4./5. Resources and funding requirements: The name change will have no impact on funding requirements. \$70,000 per year will be budgeted from the Center and Institutes account in support of the Center for the Analysis of Environmental

Change. This is the same amount that is currently budgeted in support of the program for the analysis of environmental change in the Climatic Research Institute. All the funds in the Center and Institute account are derived from indirect costs on grants and contracts.

6. Relationship of the proposed unit to the institutional mission: A large portion of the research mission at OSU has to do with natural resource issues (i.e. Colleges of Agricultural Sciences, Forestry, Science, and Oceanography). The Center for the Analysis of Environmental Change will provide faculty an interdisciplinary unit to help them respond effectively to research issues and problems related to environmental change. The main emphasis will be interdisciplinary approaches to analysis of climatic, global, and environmental change.
7. Long-range goals and plans for the unit: It is anticipated that faculty associated with the Center for the Analysis of Environmental Change will be able to compete favorably for support from federal and state agencies which fund research in the area of environmental change.
8. Relationship of the proposed unit to programs at other institutions in the state: The Center for the Analysis of Environmental Change does not duplicate or compete with units at other institutions in the state.

1/22/91
RAS:bh

RECEIVED 12 30

January 14, 1991



OREGON
STATE
UNIVERSITY

Women's Building 120
Corvallis, Oregon
97331-6802

TO: Zoe Ann Holmes
President of Faculty Senate

FROM: Kathleen Heath *KH*
Curriculum Council

RE: Undergraduate Admission and Retention
Standards

The Curriculum Council was asked by Mike Martin, now Past President of Faculty Senate, to review student admission and retention standards on the OSU campus. The Council has approved the attached policies and guidelines and asks that it be submitted to the Senate for approval.

These standards are for undergraduate programs only and are in addition to the admission and retention standards that apply to all undergraduates. They are intended to be used to guide the review of requests for additional admission and retention standards proposed by colleges or departments. The policies and guidelines will not be applied to admission and retention standards that are already in place.

Please contact me if further information is needed.

KH:mm

Telephone
503-737-3257

Fax
503-737-2400

Curriculum Council
Policies and Guidelines for Approval of
Undergraduate Admission and Retention Standards

The University has admission and retention standards that apply to all undergraduates. The following considerations will be applied by the Curriculum Council to additional admission and retention standards proposed by colleges and departments.

The purpose of this policy is to facilitate development and review of an increasing number of requests for additional undergraduate admission and retention standards. The policy is not retroactive; that is, it will not be applied to previously approved undergraduate admission or retention standards.

Admission and retention standards are part of the major program of an academic unit. Any proposal for the addition of admission/retention standards to existing major or college requirements must be submitted for Curriculum Council approval following Category II procedures for changes in degree requirements. Admission/retention standards that are part of a proposal for a new instructional program are Category I actions and, as such, will also be reviewed by the Faculty Senate.

It is the policy of the Curriculum Council that the use of admission/retention standards are most appropriate when based upon demonstrated curricular need. Ideally lack of resources for a program should be addressed through regular budgetary procedures. However, if admission/retention standards must be used to control the size of a program, then the Curriculum Council will approve only admissions standards for that purpose. Any retention standards beyond those for the entire university must be justified based solely upon demonstrated academic and curricular necessity.

The Curriculum Council will consider the following criteria when evaluating the curricular or academic necessity for admission and/or retention standards:

1. A program that is a professional program which leads directly to employment. Often, professional programs must have specialized criteria.
2. A program that is accredited by an external professional accrediting organization with accreditation standards that bear upon the proposed admission/retention requirements.
3. Practica or internships that involve responsibilities that require exceptional competence or level of performance.
4. Demonstrated surplus of graduates relative to the demand for graduates.

5. Demonstrated need for a high level of performance required to successfully complete a certain program or certain courses. The Curriculum Council would routinely approve the requirement that students complete a course in the major with a passing grade of C or better. If a grade of greater than C is required, approval would be based upon the above criteria.

Other Factors:

1. Any proposed admission/retention standards must discuss mechanisms designed to alert and assist students who are having difficulty or who need to change to another major.
2. Courses taken at a community college or other four year institution must be treated the same as equivalent courses at OSU. It is not the policy of the university to discriminate against students who transfer equivalent courses to OSU.
3. If proposed admission/retention standards deviate from procedures for the computation of GPA's and the policies on the use of repeated courses adopted by the Faculty Senate, then the deviation must not work to the disadvantage of students.
4. The opportunities for students to petition for exceptions must be clearly stated.
5. Retention standards must allow for a period of "probation" during which students who do not meet criteria for retention -- but who come close -- may attempt to improve their performance to that level necessary for them to remain in the program.

February 14, 1991

MEMORANDUM

TO: Zoe Ann Holmes, President, Faculty Senate

FROM: Graham B. Spanier *Graham Spanier*
Provost and Vice President for Academic Affairs

RE: Actions Taken: February 7, 1991 Senate Meeting

Thank you for informing me of the actions of the Faculty Senate at its February meeting.

The change to a plus/minus grading system is approved. It will be implemented effective Fall Term 1991. The Senate has taken the position that the "C-" should count as "satisfactory" for purposes of S/U grading. In that spirit, we would expect to apply that interpretation to graduation requirements that stipulate a grade of "C or better" in particular courses; in such cases, a grade of "C-" will be interpreted as meeting the requirements.

GBS/nrh

c: John Byrne
Barbara Balz
Bruce Shepard



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

Telephone
503-737-2111

Fax
503-737-2400



OREGON STATE UNIVERSITY
Bexell Hall 209 • Corvallis, Oregon 97331-2604
Telephone 503-737-4459

February 20, 1991

TO: Zoe Ann Holmes
President, OSU Faculty Senate

FROM: Gary Tiedeman *Gary Tiedeman*
Director, University Honors Program (UHP)

SUBJECT: Honors Juniors

As you know, the University Honors Program is scheduled to cease existence July 1, 1991. Hence, there will be no built-in "protections" for current Juniors, as there are for several academic programs facing termination; course offerings and Directorship will be absent for academic year 1991-92.

I have discussed this problem with Bruce Shepard, and our agreement is that current UHP Juniors shall remain eligible for 1992 Honors graduation and recognition under the condition that they complete all Honors course requirements as of the end of Spring Term 1991, the final term during which Honors courses will be offered. They must also subsequently complete the required Senior Honors Thesis (and demonstrate a 3.50+ cumulative GPA at time of graduation), and it is Dr. Shepard's stated intent that appropriate authorities in the student's College will take over the responsibilities for guidance, management, and approval of the Thesis.

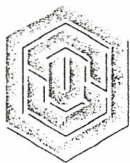
For some time, the UHP has accommodated the special situation of many incoming Junior transfer students by reducing the number of Honors courses required of them from eight (8) to six (6). The chief purpose of this memorandum is to inform you, and the Faculty Senate which oversees and approves Honors Program standards, that we will now activate a parallel accommodation for current UHP Juniors, i.e., total number of required Honors courses (for Juniors only, not for Seniors) will be reduced from eight (8) to six (6), thus allowing them greater opportunity to attain the Honors credentialing they seek by protecting them against the absence of courses during their upcoming Senior year. This alteration of standard requirements is being incorporated following upon consultation with and approval by George Constantine, Chair of the Senate's University Honors Program Committee. This is to inform you and the Executive Committee of our action, in anticipation that you may wish to share it further with the entire Faculty Senate.

cc: B. Shepard, G. Constantine

PROVOST AND
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
Office of the Provost

11

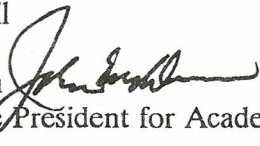
February 20, 1991



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

MEMO TO: Deans' Council

FROM: John M. Dunn 
Associate Vice President for Academic Affairs

SUBJECT: Guidelines for Affected Faculty

Attached for your information is a copy of the guidelines that have been developed to assist faculty affected by program reductions and eliminations. These guidelines were developed following input from several individuals and groups including the President's Cabinet, Deans' Council, and chairs of the Faculty Senate's Committees on Status, Retirement, and Economic Welfare. I am asking the deans to share this information with faculty whose positions are affected by program reductions and eliminations and to schedule a meeting where I can meet with these individuals to review the guidelines and to respond to questions. The meeting would also provide an opportunity to invite faculty to schedule individual meetings with me or others as appropriate.

As of this date, I have met and shared the attached guidelines with the College of Education's Management Team and a group of faculty from the College of Liberal Arts. I believe that both meetings were helpful and served to communicate the assistance that is available to affected faculty.

c: Vice Presidents
✓ President, Faculty Senate

Telephone
503-737-2111

Fax
503-737-2400

GUIDELINES FOR FACULTY AFFECTED BY PROGRAM REDUCTIONS AND ELIMINATIONS

Oregon State University recognizes its responsibility to assist faculty who have been affected by the reduction or elimination of programs. Given that the program reductions/eliminations will require that some faculty not be retained, it is important to share as soon as possible some guidelines to address this situation. This will be accomplished by scheduling information sessions for faculty in units where the impact of these decision has occurred. Information concerning employee benefits, transition services, and the availability of other programs including seminars on retirement options will be provided at that time. The following guidelines, developed in consultation with various faculty groups, will be presented and discussed with an invitation for individual follow-up meetings.

1. The first goal will be to retain and reassign within OSU as many faculty as possible. Efforts will be made to place the affected faculty member in an open and available position for which the faculty member has the required qualifications and expertise. Although first priority will be given to those faculty with indefinite tenure, some faculty on annual-tenure may be better qualified for a specific assignment. The decision as to which faculty to retain will be based upon program needs following consultation with appropriate administrators and faculty. A network will also be established with other OSSHE institutions to see if OSU faculty affected by the program reductions/eliminations can be employed by another institution within the system. A list of faculty and staff vacancies within OSU will be maintained in the Office of Affirmative Action, listed in OSU This Week and provided, upon request, to affected faculty.

2. Faculty who cannot be reassigned will be provided notice as specified in Oregon Administrative Rules (OAR 580-21-315). In most instances, this means that faculty on annual and indefinite tenure will receive twelve months' notice. The contract provisions of faculty on fixed-term appointments, including those on extended or multi-year contracts, will be met. In addition, faculty whose positions are terminated, regardless of their appointment status, are eligible to continue their OSU health insurance coverage at their own expense for up to 18 months.

3. Should an eliminated position be reinstated within two years, the faculty member who held the position at the time of program reduction/elimination, will be eligible for reinstatement (OAR 580-21-315).

4. Faculty with annual or indefinite tenure whose positions are terminated will be eligible to continue to participate in regular, on-campus OSSHE courses at staff rates for a period of up to two years following the elimination of their position. Access to courses and workshops will provide faculty whose positions have been terminated the opportunity for continued professional growth and development. In addition, for a period of up to two years following their position termination, affected faculty will be eligible to obtain a card for use of Kerr Library and purchase parking permits and athletic tickets at the faculty-staff rate. Access to office and secretarial support for position searches and other professionally related responsibilities will be provided to the extent possible.

5. Faculty with indefinite tenure whose position may be eliminated will retain their eligibility to participate in OSU's tenure relinquishment program until June 15, 1991.

6. Oregon State University is exploring a special one-time early retirement program that would be available to faculty with tenure in programs reduced or eliminated, and possibly to all faculty. The Office of Academic Affairs is reviewing the early retirement guidelines used in 1989. Provisions of the program will be made available as soon as possible. Information will be available from the Office of Academic Affairs (7-2111). Oregon Retirement Planning Services is available to conduct a seminar for faculty who would like additional information about retirement programs. The cost of the seminar would be covered by the Office of Academic Affairs for employees in units that have been impacted by program reductions and eliminations.

7. Funds for professional development and out placement will be provided to those with indefinite tenure whose positions are eliminated unless they are eligible and choose to participate in an OSU tenure relinquishment or early retirement program. A special fund has been established to assist affected faculty members with annual and indefinite tenure to attend professional meetings and engage in other activities for the purpose of reentry into the job market. Requests for support should be submitted to the Office of Academic Affairs.

8. Given that this is a difficult and stressful time for many faculty and their families, Cascade Counseling, our vendor for OSU's Employee Assistance Program, has increased the number of visits prior to referral from three to five to accommodate the additional needs that some may have as a result of the proposed program reductions and eliminations.

9. Cascade Counseling will establish at no charge to the employee support groups for faculty and staff who would find this type of assistance helpful. In addition, plans are underway to develop a transition seminar targeted for faculty who have been affected by the program reductions.

Questions regarding the guidelines and other personnel matters related to the program reductions and eliminations should be directed to John M. Dunn, Associate Vice President for Academic Affairs.

RESOURCES:

Academic Affairs: John M. Dunn, Associate Vice President for Academic Affairs (7-2111)
Kathy Meddaugh, Academic Personnel Officer (7-0736)

Human Resources: Jacque Rudolph, Director (7-0546)
Lois de Geus, Benefits Manager (7-2806)

Employee Assistance Program: Cascade Counseling Center (757-3013)

JMD/mvs

REPORTS TO THE FACULTY SENATE

OREGON STATE UNIVERSITY
Corvallis, Oregon 97331-6203

503-737-4344

FACULTY SENATE OFFICE
Social Science 107

Thursday, April 4, 1991; 3:00 pm - 5:00 pm
MU Forum

AGENDA

The agenda for the April Senate meeting will include the reports and other items of business listed below. To be approved are the minutes of the March Senate meeting, as distributed to the faculty.

A. SPECIAL REPORTS

1. Dutch Baughman, Director of Athletics, will report on the rule changes enacted at the NCAA annual meeting and their impact on Oregon State University athletics.
2. Ed Coate, Vice President for Finance and Administration, will review some current concerns and problems in his area of responsibility.

B. INFORMATION ITEMS

1. Executive Office Response
Attached are Provost Spanier's responses to the Faculty Senate actions of January, 10, 1991. (p. 1)
2. Annual Reports of Committees/Councils Due
The Faculty Senate Office is preparing to send a notice to Faculty Senate Committee/Council chairs reminding them that Annual Reports are due for the Senate's information. The May and June Senate agendas will include reports both with and without recommendations for Senate actions.
3. Faculty Senate Committee/Council Volunteers Sought
A Volunteer Form indicating willingness to serve on University and Faculty Senate committees and councils will soon be distributed to all faculty.

During the month of May, the Executive Committee makes new appointments to the committees and councils of the Faculty Senate. Since a major portion of the Senate's work is done through its committees, all Senators are urged to volunteer along with other faculty.

C. REPORTS FROM THE EXECUTIVE OFFICE

Graham Spanier, Provost & Vice President for Academic Affairs.

D. REPORTS FROM THE FACULTY SENATE PRESIDENT

E. EXECUTIVE SESSION

The purpose of the Executive Session is to consider the nominee for the D. Curtis Mumford Faculty Service Award. The Faculty Senate Executive Committee's report is being included with Senators' agendas and marked "CONFIDENTIAL." The Committee Chair, Joel Davis, will present the report and discuss the nomination with Senators.

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.).

Balloting will be limited to Senators or their official representatives and will occur after the Executive Session has ended and the open meeting is again in session (in accordance with the above Article). Materials distributed to Senators marked "Confidential" should be returned to the Senate Administrative Assistant prior to leaving the meeting.

F. NEW BUSINESS

PLEASE NOTE:

THE APRIL SENATE MEETING WILL BE IN THE MU FORUM

PROVOST AND
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
Office of the Provost

March 13, 1991

RECEIVED MAR 14 1991

MEMORANDUM

TO: Zoe Ann Holmes, President, Faculty Senate
FROM: Graham B. Spanier *Graham Spanier*
Provost and Vice President for Academic Affairs
RE: Actions Taken: January 10, 1991 Senate Meeting



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

1. The OSU Policy on Outside Activities, approved by the Faculty Senate, is under final negotiation with the Chancellor's Office. Dick Scanlan will inform you about the formal adoption of the final version.

2. The approval of the recommended changes to the Faculty Grievance Procedures is noted. The formal hearing on the administrative rule change was held on February 22. The changes have been adopted by the President and are in effect.

Thank you for informing us of these actions.

GBS/nrh

c: John Byrne
George Keller
Richard Scanlan
John Dunn
Caroline Kerl

Telephone
503-737-2111

Fax
503-737-2400

OREGON STATE UNIVERSITY
Corvallis OR 97331-6203

(737-4344)

Faculty Senate Office
Social Science 107
March 27, 1991

MEMORANDUM

To: OSU Faculty Senators

From: D. Curtis Mumford Subcommittee
Joel Davis, Chair
Mina McDaniel
Court Smith

Re: D. Curtis Mumford Award Recommendation

On March 14, 1991, the Mumford Award subcommittee met to consider six nominees for the 1991 D. Curtis Mumford Faculty Service Award. We had several excellent nominees and it was a challenge to pick only one.

We selected **Dr. Patricia B. Wells** as recipient of the 1991 D. Curtis Mumford Award. We on the committee felt that her long service to the faculty senate, faculty, Oregon State University and the community fully justified our choice. On March 26, 1991, the Executive Committee of the Faculty Senate approved our selection. We solicit your support for this selection.

Attached you will find a biographical sketch of the candidate to help you decide.

CONFIDENTIAL

CONFIDENTIAL

1991 D. CURTIS MUMFORD FACULTY SERVICE AWARD NOMINEE

Patricia B. Wells received a BS Degree in Business in 1966 from the College of Great Falls, Montana and continued her education at the University of North Dakota. There Dr. Wells received her MS Degree in Business Education in 1967 and her PhD in the business fields of management, economics, research, computer science and education in 1971. After service to several colleges and Universities, including Virginia State University, she joined OSU in 1974.

Dr. Wells has served the Faculty Senate, as senator, as member (and sometimes chair) of over 20 committees, and as Interinstitutional Faculty Senate representative. She served a term as Faculty Senate President, encouraging more two way communication between faculty and administration, especially important to the faculty during times of budget cuts.

She has served the faculty and OSU in extensive service on curriculum development, revision and scheduling and faculty evaluation. She was in charge of curriculum revisions in both the Management Program in the College of Business and several programs in the College of Liberal Arts, with similar work at Virginia State. She served as OSU Curriculum Coordinator from 1984 to 1986. She has done much student advising.

She has published books, monographs, and journal articles pertaining to classroom effectiveness and business management, even an article entitled "Salutation De-sexification". She has given numerous professionally related talks throughout the state and nation. She has taught many undergraduate and graduate courses and served on an impressive number of graduate student committees. She has taught many short courses and Continuing Education courses. Topics include business management, impacts of word processing, better teaching, equal opportunity issues and team play.

She has been active in the larger community. She was chosen National Woman of the Year by the American Business Woman's Association in 1980. She writes a monthly column in the OSU Office Personnel Association Newsletter. She has served as a member of, and then chair of, the Corvallis Area Chamber of Commerce. She has worked six years on the board of United Way, and has served on the Benton County Budget Committee.

Whereas, A mandate for higher education, satisfactory to Legislative, Executive, and State Board of Higher Education interests, has not been forged;

Whereas, Concern for the "special status" of higher education and attempts to "get higher education under control" led to the underfunding of higher education through much of the 1970s, such that the ratio of the State budget going to higher education declined;

Whereas, In 1980 program cuts were made at Oregon State University and the first department was closed since the Great Depression;

Whereas, During the 1980s, the OSU Colleges of Forestry, Agricultural Sciences, Home Economics, Health and Human Performance, and Education were reorganized to better meet Legislative, Executive, and State priorities;

Whereas, In 1989 additional cuts were made that resulted in program closures, layoffs, and severe disruptions in University services;

Whereas, In 1991 and 1992 more program cuts are planned that eliminate several departments and a college; and

Whereas, Uncertainties facing higher education hurt students, disrupt the delivery of University services to the people of Oregon, harm retention of quality faculty, and are injurious to the long-term needs of Oregon;

Resolved, The Faculty Senate of Oregon State University encourages the State Board of Higher Education to set general goals for higher education to achieve during the next 10 years;

Resolved, The Faculty Senate of Oregon State University requests that the Legislative and Executive branches of government develop funding that will support achieving these goals; and

Resolved, The Faculty Senate of Oregon State University favors any effort that reduces tensions between the Legislature, Executive, and State Board of Higher Education.

For consideration by the Faculty Senate
From the Faculty Senate Executive Committee
April 4, 1991

RECEIVED APR 24 1991

Oregon

STATE SYSTEM OF HIGHER EDUCATION

OFFICE OF THE CHANCELLOR
P.O. Box 3175
Eugene, Oregon 97403-0175
(503) 346-5700
(503) 346-5764 (FAX)

April 24, 1991

Ms. Zoe Ann Holmes
President, Faculty Senate
Social Science Hall 107
Corvallis, OR 97331

Dear Ms. Holmes:

Thank you for sending me a copy of the Resolution passed by the Oregon State University Faculty Senate.

These are challenging times for us in higher education and we are a long way from achieving viable solutions to the impacts of Measure 5. Several other faculty groups have taken steps similar to those of OSU's Faculty Senate. I have asked Dr. Shirley Clark, Vice Chancellor for Academic Affairs, to propose a plan for using the interests and energies of the faculty as together we plan ways to meet the uncertain funding future of Oregon.

Again, thank you for writing.

Cordially,



Thomas A. Bartlett
Chancellor

c: Vice Chancellor Clark

REPORTS TO THE FACULTY SENATE

OREGON STATE UNIVERSITY
Corvallis, Oregon 97331-6203

503-737-4344

FACULTY SENATE OFFICE
Social Science 107

Thursday, June 6, 1991; 3:00 pm - 5:00 pm
Construction & Engineering Hall
LaSells Stewart Center

AGENDA

The agenda for the June Senate meeting will include the reports and other items of business listed below. To be approved are the minutes of the May Senate meeting, as published and distributed to the faculty.

A. SPECIAL REPORTS

1. Interinstitutional Faculty Senate Report

Arnold Appleby, IFS Representative, will report on the June meeting.

B. ACTION ITEMS

1. Faculty Senate Consideration of Degree Candidates (p. 1)

Barbara Balz, Registrar, will present the recommended lists of degree candidates for Senior Honors, Baccalaureate Degree Candidates, and Advanced Degrees. 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. Attached is the Registrar's Memorandum dated May 1, 1991, which outlines the policies and procedures for the review and approval of degree candidates.

2. Proposed Consolidation of the Advancement of Teaching and Academic Advising Committees (p. 2-3)

Consolidation of these two committees, to be renamed "Advancement of Teaching and Advising," will be considered.

3. Faculty Consultative Group Recommendations

This will be a follow-up of the May Senate meeting discussion.

C. INFORMATION ITEMS

1. The straw vote on the waiver of access was as follows:

334 - I favor keeping the current system which allows either for open access by candidates or the option of confidential outside letters (retain the current system allowing waiver of access of outside letters).

331 - I favor the system of open file access to all candidates, with no option of confidential letters (discontinue the current system of waiver of access to outside letters).

2. Category II addendum is available in the Faculty Senate Office and the Kerr Library Reserve Book Room

D. ANNUAL REPORTS

All Senate committees and councils are expected to report annually to the Senate and to describe their work for the year. Below is a list of reports that are attached. In most instances, the reports are for the information of the Senate, and committee chairs may not be present at the Senate meeting. These reports contain no specific recommendations, although several express views upon which further consideration could be taken. Questions regarding a report should be directed to the chair (prior to the meeting, through the departmental affiliation), or the Senate president, if appropriate.

- a. **Academic Advising Committee**, Ilsa Kaattari, Chair (p. 4)
- b. **Academic Deficiencies Committee**, Don Armstrong, Chair (p. 5)
- c. **Academic Regulations Committee**, No report received
- d. **Academic Requirements Committee**, Sharon Martin, Chair (p. 6)
- e. **Administrative Appointments Committee**, Michael Burke, Chair (p. 7)
- f. **Advancement of Teaching Committee**, Bob Schwartz, Chair (p. 8)
- g. **Baccalaureate Core Committee**, Henry Sayre, Chair (p. 9)
- h. **Budgets & Fiscal Planning Committee**, Andy Hashimoto, Chair (p. 10-11)
- i. **Committee on Bylaws & Nominations**, Gary Tiedeman, Chair (p. 12)
- j. **Committee on Committees**, No report received
- k. **Curriculum Council**, Kathy Heath, Chair (p. 13-14)
- l. **Faculty Economic Welfare Committee**, (published in the May Agenda)
- m. **Faculty Grievance Committee**, (published in the May Agenda)

- n. **Faculty Mediation Committee**, (published in the May Agenda)
- o. **Faculty Recognition & Awards Committee**, Clara Pratt, Chair (p. 15)
- p. **Faculty Status Committee**, Liz Gray, Chair (p. 16)
- q. **Graduate Admissions Committee**, Mary Alice Seville, Chair (p. 17)
- r. **Graduate Council**, Sally Francis, Chair (p. 18-19)
- s. **Instructional Media Committee**, (published in the May Agenda)
- t. **Library Committee**, Terry Wood, Chair (p. 20-21)
- u. **Promotion & Tenure Committee**, No report received
- v. **Research Council**, Jim Leklem, Chair (p. 22-23)
- w. **Retirement Committee**, Fred Zwahlen, Chair (p. 24-27)
- x. **Special Services Committee**, No report received
- y. **Student Recognition & Awards Committee**, Floyd Bodyfelt, Chair (p. 28-29)
- z. **Undergraduate Admissions Committee**, (published in the May Agenda)
- aa. **University Honors Program Committee**, George Constantine, Chair (p. 30)

E. REPORTS FROM THE EXECUTIVE OFFICE

Graham Spanier, Provost & Vice President for Academic Affairs

F. REPORTS FROM THE FACULTY SENATE PRESIDENT

G. NEW BUSINESS

ENJOY YOUR SUMMER!

***SEE YOU AT UNIVERSITY DAY, SEPTEMBER 19
NEXT FACULTY SENATE MEETING IS OCTOBER 3***



OREGON STATE UNIVERSITY

Administrative Services B102 • Corvallis, Oregon 97331 • 2130

Telephone 503 • 737 • 4331

May 1, 1991

TO: Dr. Zoe Ann Holmes, President
Faculty Senate

FROM: Barbara S. Balz *B. Balz*
Registrar

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 6, 1991 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. This is the last year that senior honors will be awarded. Beginning with the class of 1992, undergraduate students will have the opportunity to graduate with Academic Distinction in accordance with the Faculty Senate's action of May 3, 1990.

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.

cc: Provost and Vice President Graham B. Spanier
Dean Thomas J. Maresh
Ralph H. Reiley, Jr.
Russell G. Dix

OREGON STATE UNIVERSITY
Corvallis OR 97331-6203

(737-4344)

Faculty Senate Office
Social Science 107
May 22, 1991

MEMORANDUM

TO: Faculty Senate

FROM: Zoe Ann Holmes
President, OSU Faculty Senate

RE: Committee Consolidation

The Faculty Senate Executive Committee requests approval of a new committee called "Advancement of Teaching and Advising" which would consolidate the current Advancement of Teaching Committee and Academic Advising Committee.

If approved, the Committee on Committees will be asked to consolidate and write the standing rules to be available at the October 1991 Faculty Senate Meeting. Until that time, the consolidated committee would address concerns within the current bylaws of each committee.

CURRENT BYLAWS

ACADEMIC ADVISING COMMITTEE (6/4/70; 7/86; 6/90)

The Committee on Academic Advising reviews and recommends policies and programs concerning student progress by orientation, academic advising, and vocational planning. The Committee recommends awards for advising performance. Recommended policy and program changes are submitted to the Faculty Senate for approval for implementation by the University administration. The Committee consists of four Faculty and four Student members. One faculty member and one student member shall serve as ex-officio members of the Advising Council.

ADVANCEMENT OF TEACHING COMMITTEE (6/4/70; 7/86; 6/90)

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. In addition, the Committee may serve in an advisory capacity to the Faculty Recognition and Awards Committee, or to other committees or individuals as designated, in the provision of awards in the field of teaching. The Committee consists of five Faculty and three Student members, one of whom must be a graduate student and one of whom must be an undergraduate student, and the VP for Academic Affairs, or designee, ex-officio.

BACKGROUND

In February 1989, Faculty Senate President Gary Tiedeman assigned a group, made up of members of the FS Executive Committee and the Committee on Committees, the task of consolidating committee structures. At the June 1989 Faculty Senate meeting, a straw vote was taken which endorsed the establishment of a new committee, Advancement of Instruction, which would consolidate Advancement of Teaching, Academic Advising, and Instructional Media.

No follow-up appears to have been done until January 26, 1990 when Faculty Senate President Martin suggested to the Executive Committee to proceed with the consolidation. No action appears to have occurred.

The Faculty Senate Executive Committee now recommends the consolidation of two of the committees, Academic Advising and Advancement of Teaching, because of the previous discussion and the recommendations made in the current annual report from Academic Advising. The inclusion of the Instructional Media Committee is not recommended since the focus of that committee has changed with the changes in technology. In any case, during earlier discussions, such a move was less enthusiastically endorsed.

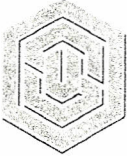
DEPARTMENT OF
MICROBIOLOGY

May 6, 1991

To: Zoe Ann Holmes
President, OSU Faculty Senate

From: Ilsa Kaattari, Chair *JK*
Academic Advising Committee

Subject: Annual Report for the Academic Advising Committee



OREGON
STATE
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Nash Hall 220
Corvallis, Oregon
97331-3804
USA

During the past year, the Academic Advising Committee met four times: October 29, 1990, November 9, 1990, January 15, 1991, and April 23, 1991.

Our committee's main accomplishment was a report to Bruce Shepard, Assistant Vice President of Undergraduate Studies, regarding the new revision of the Academic Advising Manual. We also discussed conducting a survey of faculty about their advising responsibilities.

At our final meeting, the committee voted unanimously that this committee should either be disbanded or incorporated into another pre-existing Faculty Senate committee for next year. The Standing Rules for our committee are simply too vague, and it was felt that the interests of this committee were already being served by the Academic Advising Council (three out of four faculty members on this year's Academic Advising Committee were also participants in the Academic Advising Council).

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5105960682 OSU COVS

OFFICE OF THE REGISTRAR



OREGON STATE UNIVERSITY

Administrative Services B102 · Corvallis, Oregon 97331 · 2130
Telephone 503 · 737 · 4331

April 24, 1991

TO: Zoe Ann Holmes, President
Faculty Senate

FROM: Don Armstrong, Chair *Don Armstrong*
Academic Deficiencies Committee

SUBJECT: 1990-91 Academic Deficiencies Committee Annual Report

The Academic Deficiencies Committee met on the Thursday following the end of each term to review the records of undergraduate and postbaccalaureate students failing to make satisfactory academic progress. At these meetings (4-6 hours duration each), students were placed on probation, deferred suspension, or suspension in accordance with Academic Regulation 22 (Academic Deficiencies) and approved implementing policies. The Committee also met at the beginning of each term to consider appeals of suspension and requests for reinstatement. For this purpose, three or four half-day meetings were held on the second through fourth/fifth days of each term.

The Committee finds that current regulations, procedures, and policies concerning academic deficiencies are serving the University well and has no changes to recommend at this time.

The Registrar's Office prepares quarterly reports of the committee actions. When available, these reports will be forwarded for appending to this report.

OFFICE OF THE REGISTRAR



OREGON STATE UNIVERSITY

Administrative Services B102 · Corvallis, Oregon 97331 · 2130

Telephone 503 · 737 · 4331

May 16, 1991

TO: Zoe Ann Holmes, President
Faculty Senate

FROM: Sharon Martin, Chair *Sharon Martin*
Academic Requirements Committee

SUBJECT: 1990-91 Annual Report to the Faculty Senate

Seven faculty and three students have served as members of the Academic Requirements Committee. The committee meets weekly during the Academic year and monthly during the summer. The meetings are from two to four hours in duration. To date approximately three thousand actions have been taken. A detailed numerical categorization for the 90/91 period will be forwarded after 30 June 1991 for inclusion with this report.

Items of concern with recommendations are listed below.

A. NO SHOW DROP (NSHD) policy.

The confusion resulting from the inconsistent administration of the NSHD procedure causes problems for everyone. It is not unusual for a student to be NSHD from a course Fall term; register for the same course in a subsequent term, and not be NSHD that term. Courses are listed as NSHD and some instructors do not consistently follow procedures. Often students register for NSHD courses as schedule padding to avoid registration change fees. If the purpose of the NSHD policy is to efficiently utilize spaces in high demand courses, the following recommendations will support that purpose and reduce abuse.

(1) Modify Academic Regulation 9C as follows:

(a) change "may be dropped from the course" to will be dropped from the course.....

(b) delete the last sentence of section C- "No fee will be charged."

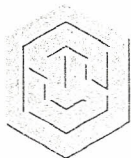
B. There is increasing evidence that faculty seem to be misunderstanding the E, I, and W grades. We recommend that the Executive Committee circulate to all faculty a memorandum reminder of what E, I, and W grades are all about.

sdo

cc: Chair,
Academic Regulations Committee

COLLEGE OF
AGRICULTURAL
SCIENCES
Academic Programs

RECEIVED APR 2 8 301



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**ADMINISTRATIVE APPOINTMENTS COMMITTEE
OREGON STATE UNIVERSITY
FACULTY SENATE**

There was limited activity of the Administrative Appointments Committee for the 1990-91 academic year. Activities were as follows:

The committee recommended three members for the College of Education Dean Search Committee (L. F. Griggs, P. A. Rogerson and J. M. Shaughnessy). There were no other search committees appointed which required input from the Administrative Appointments Committee.

President Holmes asked the committee to suggest members for a committee that will recommend structure and mission for the Office of Multicultural Affairs and act as the search committee for Director of the office.



OREGON STATE UNIVERSITY

Moreland Hall 238 · Corvallis Oregon 97331 · 5302

Telephone 503 · 737 · 3244

29 April 1991

TO: Zoe Ann Holmes
President, OSU Faculty Senate

FROM: Robert Schwartz
Advancement of Teaching Committee, Chair

SUBJECT: Annual Report

As charged by the President of the Faculty Senate on 19 September 1990, the Committee made a series of recommendations regarding the grading system (plus/minus), the use of the "I" grade, and the repeated course policy at OSU. The Committee made its recommendations after lengthy discussion and following a poll of faculty opinion. The recommendations on the plus/minus system were adopted by the Senate with minor modification.

At the request of the Senate President, the Committee responded to suggestions by a faculty member that academic terms be made longer in future years.

The Committee conducted its annual review of Student Assessment of Teaching Survey data, and concluded that the data were consistent with those presented last year. Observations made about patterns in the evaluation data still hold with the much larger sample. The Committee discussed and recommended to Assistant Vice President Shepard some minor modifications in the way in which survey data are reported.

The Committee reviewed and made recommendations to Associate Vice President Dunn on applications for the Stewart Awards.

The Committee discussed and made recommendations as requested on 17 April by the President of the Senate on remaining questions about possible modifications to the grading system at OSU.

May 20, 1991

TO: Faculty Senate Executive Committee

FROM: Henry Sayre, Chair
BCC

RE: Annual Report

The BCC has, this year, been occupied with approval and implementation of the WIC courses required of each department as part of the Baccalaureate Core. To this date, we have approved 37 courses, representing approximately one-third of the number that will need to be in place by 1992-93. Many other courses are in active development and should be in place early next year. The committee will review all courses at the end of one year so that it can learn what works best in the vastly different circumstances faced by individual departments.

By far the majority of the Committee's time has been consumed by the task of developing a rationale and criteria for a new course on Affirming Diversity that will, eventually, become a part of the core curriculum. A draft of that rationale and criteria has been completed. It has been forwarded to the Senate Executive Committee with the recommendation that the Executive Committee appoint a multi-disciplinary team to construct the course in *all* its particulars during the next academic year, that this team review and refine the draft rationale and criteria, and that it forward its course proposal to the BCC and Curriculum Council, and then to the Senate, for approval late next year. The BCC next year will consider how best to fit the course into the existing core. It is important to note that while the BCC approached the idea of this course with some real skepticism, it is now committed to the idea. We believe that with broad support from the faculty, the course can and will be effective.

Department of
Bioresource Engineering
Gilmore Hall Room 116
Corvallis, OR 97331-3906



OREGON STATE UNIVERSITY

Andrew G. Hashimoto
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Fax: (503) 737-2082

E-Mail: hashimoa@ccmail.orst.edu

May 14, 1991

MEMO TO: Executive Committee of the Faculty Senate
Zoe Ann Holmes, President

FROM: Budgets and Fiscal Planning Committee
 Andy Hashimoto, Chair *ASH*
 Gary Beach, Faculty
 Brian Bronson, Student
 Don Farness, Faculty
 Verdon Nielsen, Student
 Mary Kay Schuette, Graduate Student
 Nancy Vanderpool, Faculty
 Craig Wilson, Faculty
 Shiao-Ling Yu, Faculty
 Allan Mathany, Ex-Officio

SUBJECT: Annual Report for 1990-91

The Budgets and Fiscal Planning Committee has met eleven times as of this date, and plans to meet on a nearly weekly basis for the remainder of the spring term. Specific action items taken include:

1. Reviewed and approved the Category I proposal to establish a B.S. in Bioresources Research in the College of Agricultural Sciences.
2. Reviewed and established liaison with Category I proposals to establish an M.A. in History and B.A. in International Studies. Discussion of these two proposals has been deferred at the request of those submitting the proposals.
3. Category I proposal to establish an M.A. in English is under discussion.
4. The committee spent a significant amount of time trying to assess the impact of the Ballot Measure 5 mandated reductions, and the role the committee should play in providing meaningful input into the budget development process. The committee has proposed, and the Administration has accepted a review process in which the committee will review the budgetary accounts administered by the Vice Presidents. The attached **Rationale and Procedures for Review of Administrative Units** outlines the reasons for the procedures we will use for the reviews. University Relations is currently under review.

5. Analysis of budget reductions. The committee has analyzed the budget reductions proposed by OSU, and offers the following summary and observations (**NOTE:** The summaries and observations are applicable for the reductions proposed by OSU and accepted by the OSBHE. Decisions by the Legislature may significantly alter these recommendations. Also, the FTE reductions are "fluid," as budgetary units cope with tenure considerations and/or bumping rights.).

The **1991-93 Budget Reductions** show the recurring reductions in each major budgetary unit. The table shows that the over-all percentage reduction in the instructional units (colleges and Library) is essentially the same as the reduction in the administrative units, although the cuts were focused on specific programs and not across-the-board (ie. the cuts were not identical for all units). The table also shows the recurring funds that were added back to units to meet prior commitments, contractual agreements and to fund university-wide, high priority programs. The individual items and amounts are listed in the table titled **1991-93 Budget Hearings Add-backs**. Because the add-backs were primarily in areas administered by central administration, the net reduction in the administrative units was somewhat lower than in the instructional units. Physical Plant is the only unit that has a net budget increase. The reason given for this is that during the 1980's, Physical Plant bore much larger budget reductions, which resulted in unacceptable deterioration of campus facilities.

It should also be noted that during the 1991-93 biennium, about \$5.4 million of non-recurring funds will be allocated primarily to instructional units to meet transitional costs for the budget reductions. Sources for these non-recurring funds include: over-realized tuition (\$2,000,000), equipment reserve (\$950,000), fighting fund (\$800,000), energy reserve (\$900,000), and OPE savings (\$770,962).

The **1991-93 FTE Reductions** shows that the over-all FTE reductions were about equal between the administrative units compared to the instructional units for graduate assistants, slightly higher for unclassified positions, and significantly higher for classified positions. The FTE reductions follow the same general trends as the budget reductions for individual budgetary units.

IN CONSIDERATION OF PRINTING AND MAILING COSTS,
THE REMAINDER OF THE REPORT WAS NOT REPRODUCED
BUT MAY BE VIEWED IN THE FACULTY SENATE OFFICE.



OREGON STATE UNIVERSITY

Bexell Hall 209 · Corvallis, Oregon 97331-2604

Telephone 503-737-4459

May 8, 1991

TO: Faculty Senate Executive Committee
Zoe Ann Holmes, President

FROM: Committee on Bylaws and Nominations
Gary H. Tiedeman, Chair *Gary H. Tiedeman*
Paul Farber
Gordon Matzke
Mariol Wogaman

SUBJECT: Annual Report for 1990-91

The committee met several times Fall Term to select nominees for President-Elect, Executive Committee, and representative to the Interinstitutional Faculty Senate. Individuals amenable to candidacy in the latter two categories were readily forthcoming. But we echo the concern of prior Nominating Committees in terms of widespread reluctance to accede to candidacy for Senate President-Elect. Also as in the past, it is not lack of appreciation of the importance or honor of the office that disinclines many of our top faculty but, rather, a belief (a) that one's research agenda would suffer an undesired two-year curtailment and (b) that minimal service crediting on the part of administrative supervisors at all levels renders volunteerism tantamount to career (and economic) deceleration. The first belief can be a very real one and probably intimates an applied recognition of the growing gulf between research practitioners and service devotees in academia. The second belief, albeit at times exaggerated, signals the desirability of more vivid and authentic administrative demonstration of reward for service.

The committee received no requests to review or revise organizational bylaws during the past academic year, nor did it initiate any such review or revision in its own right.



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May 17, 1991

TO: Zoe Ann Holmes
President, OSU Faculty Senate

FROM: Kathleen Heath, Chair *K. Heath*
Curriculum Council

SUBJECT: Annual Report of the Curriculum Council

The Curriculum Council met nineteen times during the 1990-91 school year.

The following Category I Proposals were approved and forwarded to Faculty Senate for action.

Category I Proposal to Change Name of Climatic Research Institute to Center for the Analysis of Environmental Change.

Category I Proposal for the Transfer of the B.S. Radiation Health Program from General Science to Nuclear Engineering and the Transfer of the B.S. General Science (Radiation Health) Degree to Nuclear Engineering as a B.S. Radiation Health Physics - College of Agricultural Sciences.

Category I Proposal to Establish a New Undergraduate Major in Bioresources Research - College of Agricultural Sciences.

Category I Proposal to Consolidate and Rename Majors in Human Development and Family Sciences - College of Home Economics.

Category I Proposal to Combine the Departments of Animal Science and Poultry Science into Department of Animal Sciences - College of Agricultural Sciences.

Category II Proposals. The Council approved a number of Category II proposals which were reported to the Senate for information. These included new courses; dropped courses; and changes in permanent courses including changes in prerequisites, corequisites, number, description, grading, title, credit and prefix. Prior to Curriculum Council action, the Graduate Council approved the Category II proposals for courses that carry graduate credit. New minors approved include: Microbiology, Naval Science, and Military Science, Theatre Arts and Writing.

Other actions included:

Developed Policies and Guidelines for Approval of Undergraduate Admission and Retention Standards. These were approved by Senate at the March meeting.

Approved new procedure to allow Bruce Shepard, Curriculum Coordinator to act on behalf of the Council in approving routine actions and reporting these actions to the Council.

Reviewed the M.A. Degree in History and the M.A. in English. The degree in History has been withdrawn and the degree in English is still pending.

Approved Admission and Retention Policies for Health Care Administration.

Members of the Curriculum Council for 1990-91 are: John Drexler, Business Administration; Kenneth Krane, Physics, Robert Lawrence, Geosciences; Margaret Niess, Science, Math and Computer Science Education; Ed Schmissuer, Ag & Resource Economics; John Young, Anthropology; Michael Bailey, Student Member; Viet Do, Student Member and Kathleen Heath, Health and Human Performance, Chair. Ex Officio Members include: Gary Beach, Institutional Research & Planning; Bruce Shepard, Assistant Vice President for Academic Affairs and Curriculum Coordinator; Nan McNatt, Academic Affairs; Madge Patterson, Catalog Editor; and Craig Wilson, Library, Budgets and Fiscal Planning Committee Liaison.

KH:mm

May 1, 1991

To: Faculty Senate

Fr: Clara C. Pratt, Chair, Faculty Awards and Recognitions
Committee

Re: Committee Report for 1990-91

The Faculty Awards and Recognitions Committee seeks nominations and selects recipients for several major university awards, including:

OSU Distinguished Service Award
OSU Alumni Distinguished Professor Award
Burlington Resources Foundation Faculty Achievement Awards
Outstanding Research Assistant Award

This year the committee's responsibilities were expanded to include selection of two other awards that have been previously administered by the Office of Academic Affairs. These include:

Elizabeth P. Ritchie Distinguished Professor Award
Dar Reese Excellence in Advising Award

The addition of these two awards and the need to reorganize the nomination process for all awards expanded the duties of the committee for this year. Major accomplishments for this year include:

Work with the Office of Academic Affairs to develop complete listing of all university awards and distribution of this list to all faculty and administrators in order to facilitate nominations.

Revision of nomination procedures and development of a nomination packet for all awards administered by the committee.

Selection of recipients for awards for 1991.

During 1991-92, the Committee recommends that the committee include an ASOSU representative for selection of Ritchie, the Burlington Resources, and the Dar Reese Awards. Similarly, a representative of the Committee for the Advancement of Teaching should continue to participate in the selection of the Ritchie and Burlington Resources recipients. A representative from the Advising Committee should be sought for selection of the Dar Reese Award.

Committee Members: Arnold Appleby/CRS, Ann Asbell/EXSS, Gary Merrill/BB, Tom McClintock/HST (emeritus)

16.
DEPARTMENT OF
COUNSELOR EDUCATION
AND COLLEGE
STUDENT SERVICES
ADMINISTRATION

April 22, 1991

MEMO

TO: Zoe Ann Holmes
President, OSU Faculty Senate

FROM: Liz Gray, Chair *lz g-m*

Faculty Status Committee Members:

Pam Wagner	Doug Stennett
Jim Hall	Jim Pease
Carl O'Connor	Bob Rackham
Carol Soleau	

RE: 1990-1991 Annual Report of Faculty Status Committee

The Faculty Status Committee met regularly and completed the following tasks during the 1990-1991 academic year.

1. Reviewed draft and provided input for the OSU Faculty Grievance Procedure.
2. Reviewed draft and provided input for the OSU Policy on Outside Professional Activities.
3. Reviewed draft and provided input for the OSU Guidelines for Affected Faculty.
4. Reviewed draft and provided input for the OSU Early Retirement Plan.
5. Heard the request for the OSU Research Assistant Name/Rank change and made recommendations to the Faculty Executive Committee.

In addition, the chair of the Faculty Status Committee represented the committee to the following larger committees which met regularly during and following the budget hearings:

1. Faculty Consultative Group to the Provost, Graham Spanier
2. Ad Hoc Consultative Group to Associate Vice President of Academic Affairs, John Dunn



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Education Hall 308
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May 9, 1991

TO: Zoe Ann Holmes
President, OSU Faculty Senate

FROM: Mary Alice Seville
Chair, Graduate Admission committee

RE: Annual Report, 1990-91



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Bexell Hall 200
Corvallis, Oregon
97331-2603

The Graduate Admissions Committee reviews cases of Graduate School applicants who do not meet the minimum admission requirement; the minimum requirement is a grade point average of at least 3.00 in the last 90 quarter hours of undergraduate course work. The committee considers other predictors of success in graduate programs; these other predictors might include standardized test scores, recommendation letters, and academic or work performance since the applicant earned the bachelor's degree. The Graduate Admissions Committee operates under the Standing Rules established for it by the Oregon State University Faculty Senate and under the policies and Procedures established by the Graduate Council.

The Committee meets weekly throughout the academic year and summer. To date this year (July 1, 1990 through April 30, 1991) the Graduate Admissions Committee has reviewed 206 cases and has approved 82.5% of them.

cc: Kay Conrad, Director of Admissions
Graduate School
Graduate Admissions Committee

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DEPARTMENT OF APPAREL, INTERIORS,
HOUSING AND MERCHANDISING



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May 9, 1991

TO: Zoe Ann Holmes, President, OSU Faculty Senate

FROM: Sally Francis, Chair, Graduate Council *Sally Francis*

RE: Annual Report

The Graduate Council met on the second and fourth Thursday's of each and additionally as necessary. The main accomplishments of the year are summarized below.

1. The newly developed "Guidelines for the Review of Graduate Programs" were distributed to departments. The new Guidelines include suggested formats for maintaining appropriate records, specify the role of the review committee, and establish deadlines for completing reviews.
2. The first Graduate Council Reviews of graduate programs utilizing the new Guidelines were conducted during spring term. The following programs were reviewed: Forest Products, Forest Science, Mechanical Engineering, Nuclear Engineering, and Statistics.
3. The Council provided input to the Advancement of Teaching Committee regarding: (1) a proposal to change to a plus/minus grading system; and (2) a proposal to change the management of the "I" grade. The Council supported both proposals but recommended that "graduate level blanket-numbered courses and graduate level internships be exempt from the reduced time limit and that one year continue to be the allowed time period for the completion of work without requiring a petition."
4. The Council reviewed a Category I proposal for an M.A. in History; this proposal has since been placed "on hold" by the History Department. A Category I proposal for an M.A. in English was approved.

5. The usual number of Category II proposals were reviewed. The Council also reviewed a Category II proposal for establishing a Molecular and Cellular Biology "curriculum" prior to a Category I proposal for a new degree program.

The Council will retain its current method of reviewing Category II proposals, but decided to give authority to John Ringle to approve routine proposals and report such actions to the Council.

6. A number of policy issues were addressed:

a. A policy on graduate program use of foreign study courses was adopted. The policy requires prior approval for "all repeatable, variable topic and credit foreign studies courses taken at overseas study centers" and specifies that such courses will be treated as transfer courses.

b. In response to a faculty member's request, the Council considered several issues regarding the master's degree including the role of committee members, scheduling of the defense, and conduct of the final examination. Although no formal recommendations were made, the Graduate School was directed to make changes in appropriate materials reflecting the Council's intent.

c. The Council also confirmed the policy prohibiting faculty at the rank of assistant professor or above from pursuing advanced degrees at OSU.

d. Issues regarding the doctoral degree including minimum course work required and the content of the preliminary oral examination were discussed. (Pending at the time of this report.)

e. A new policy on repeating as 500 level courses, those taken previously at the 400 level while an undergraduate at OSU. (Pending at the time of this report.)

7. The Council reviewed the content and format of the Graduate Catalog and provided suggestions for improvement.

MEMORANDUM

RECEIVED MAY 9 1991

TO: Zoe Ann Holmes, President, OSU Faculty Senate
FROM: Terry M. Wood, Chair, Faculty Senate Library Committee
DATE: May 7, 1991 *Terry M. Wood.*
RE: Library Committee Annual Report 1990-1991

Faculty Senate Library Committee Members (FSLC) for 1990-1991 were:

Terry Wood (Chair), Health and Human Performance
 David Myrold, Soil Science
 Robert Sproull, Chemical Engineering
 Sean O'Rourke, Speech
 LoErna Simpson, Apparel/Interiors/Housing/Merchandising
 Robert Wess, English
 Carl Kocher, Physics
 Gene Newcomb, Plant Pathology
 Helen Polensek, English Language Institute
 Tom France (Student Member), College of Liberal Arts
 Melvin George (Ex-Officio), Director of Libraries

In addition, significant contributions to the Committee were made by the following Kerr Library staff: Karyle Butcher, Craig Wilson, Sarah Beasley, and Robert Lawrence.

The FSLC met four times this year and has a fifth meeting scheduled for the end of May. Specific activities of the Committee included:

- In response to College of Science concerns over the relocation of science reference materials from the 5th to the 2nd floor, the Committee met with College of Science representative Ken Krane. As a result of these discussions (a) approximately 8 abstracts were moved from the 2nd floor reference area, back to the 5th floor, (b) the feasibility of establishing a phone link between the 5th floor and the 2nd floor reference area was explored, and (c) Library staff agreed to look into funding additional OASIS terminals for the 5th floor.
- The serials budget and proposed serials cuts were the focus of two meetings. Considerable discussion was given to methods for bringing the serials budget crises to the attention of state legislators and OSU faculty, administration, and students. After the passage of Ballot Measure 5 and the resultant budget cuts to all units on campus, the Committee decided it would be prudent to delay



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FSLC Annual Report
Page 2

plans for a campus-wide information letter and a proposed campus symposium on the issue. However, the Committee approved a serials budget information letter prepared by Library staff as an aid to faculty wishing to write their legislators. Copies of the information letter and a list of legislators were distributed to FSLC members.

- The inflationary cost of serials necessitated another round of serials cuts. After discussion with Library staff the FSLC recommended that (a) departments identify serials to be cut for both a 16% and a 10% reduction and that (b) cuts be assessed across the board.
- Discussion was given to the process for faculty end of year renewal of books. It was recommended that a cover letter describing the renewal process be sent to faculty. Telephone renewals will be accepted between May 16 and June 1. Books not renewed prior to June 1 will be considered overdue.
- Under advisement from Library staff the FSLC supported combining the Reserve Book Room (now located on the 1st floor) with the Circulation Department on the 2nd floor. The move will save space and release personnel for other tasks. Library staff assured the Committee that space was available on the 2nd floor to adequately support both services and that the student study area on the first floor next to the Reserve Book Room would not be affected.

cc: FSLC members



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Administrative Services
A312
Corvallis, Oregon
97331-2140

May 13, 1991

MEMORANDUM

TO: Executive Committee of the Faculty Senate

FROM: Jim Leklem, Chair, Research Council

SUBJECT: Research Council Activities, June, 1990 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 Vice President for 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.

During the period June, 1990 to date, the Research Council reviewed 67 requests for support. Of these requests, 40 were approved for funding at a total of \$192,460. The source of funds and amounts provided are indicated below.

Funding Source	Number of Grants	Total Amount
Public Health Service Institutional Grant	19	\$108,152
General Research Fund	20	\$67,796

The Public Health Service Institutional Grant has been renewed for April 1, 1991 to March 31, 1992 in the amount of \$49,451. This particular grant is a formula grant awarded on the basis of project funds assigned to Oregon State University on a competitive basis. The award for this year was drastically lower than previous years as indicated by the following.

Year	PHS Award
91-92	49,451
90-91	94,940
89-90	118,997
88-89	129,788
87-88	144,076
86-87	145,258



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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. Because of the increasing pressure for funds, the Research Council revised their procedures and will meet once per quarter instead of once per month to consider proposals.

In addition to the two funding sources shown above, Gene Knudson has donated funds to an OSU Foundation account to support grant proposals from faculty. These funds are being handled under the guidelines in existence for the General Research Fund. To date, 5 awards have been made for a total of \$18,512.

The Research Council members and year of termination are listed below:

Chris Bayne, Zoology	Indefinite
Rubin Landau, Physics	1991
Jim Leklem, Foods & Nutrition (chair)	1991
Ed Piepmeier, Chemistry	1991
Annette Rossignol, Health	1992
Charles Starnes, Sociology	1992
Sandra Woods, Civil Engineering	1992
Mark Daeschel, Food Science & Technology	1993
David Hardesty, Art Department	1993
Terri Lomax, Botany & Plant Pathology	1993

bh

c: Richard Scanlan

=====

RETIREMENT COMMITTEE REPORT

=====

May 15, 1991

To: Zoe Ann Holmes
President
OSU Faculty Senate

From: Fred C. Zwahlen, Jr.
Chair
Retirement Committee

Fred C. Zwahlen

Subject: 1990-1991 Annual Report

The committee met two times.

At the first meeting it was decided that the two issues of concern should be: (1) the early retirement plan and (2) PERS legislation.

Each member was given condensed versions of more than 20 proposed legislative bills having to do with PERS of which the most important was deemed to be the increase of retirement benefits to take care of the income tax exemption which was "eliminated".

Each member was given a copy of the first proposed Early Retirement Plan and was asked to make suggestions to the committee chair after they had read it and discussed it with colleagues. The chair represented the committee at several meetings with Associate Vice President John Dunn and others to discuss the original plan and subsequent revisions. A copy of the final plan is attached.

The committee chair attended legislative hearings and visited with selected senators and representatives two and three times a week through May 15, when the Senate Labor Committee passed out SB 656 which has language to increase the retirement pay of those already retired by 9.89 percent and those who will retire by percentages from 1 to 6 percent, depending on the number of years of service. A summary of SB 656 is attached.

Several lobbyists believe that there has been agreement between the speakers of the Senate and the House that SB 656 will pass both chambers.

Because of the state's financial circumstances which were brought on by either overspending and/or Measure 5, it is believed that a proposed consumer-price-index or COLA type of annual increase in retirement benefits will not pass this session, but will have to wait "until next time".

The committee gives a special thanks to Lois deGeus, Staff Benefits Officer, who scheduled several general meetings and took on numerous questions and gave assistance to many on an individual basis.

* * *

cc: committee members

**OREGON LEGISLATIVE ASSEMBLY
PRELIMINARY STAFF MEASURE SUMMARY
Senate Committee on Labor**

MEASURE: SB 656-8

Working Title: Provides for An Ad Hoc Increase in Benefits For Retirees and Certain Active Members.
Prepared By: Annette Talbott, Committee Counsel
Date Prepared: May 14, 1991

WHAT THE BILL DOES: The measure provides an ad hoc increase in the monthly retirement benefits for members of Public Employees' Retirement System (PERS), the Judges' Retirement System (JRS) and nonPERS police and fire systems to offset any burden created by the legislature's decision to equalize tax treatment of state and federal retirees.

Sections 1 and 2 of SB 656-4 provide for an increase to monthly retirement benefits based on the years of service at the time of retirement. Section 2(4)(a) sets the schedule for general service PERS members and it provides for: a 1% increase for 10-14 years; 3% increase for 15-19 years; 5% increase for 20-24 years; 6% increase for 25-29 years; and a 7% increase for 30 or more years. Section 2(4)(b) sets the schedule for police and fire members of PERS and provides for: a 2% increase for 10-14 years; a 4% increase for 15-19 years; 6% increase for 20-24 years; and a 7% increase for 25 or more years.

Section 3(6) states that effective January 1, 1991, a person who has retired shall receive a 9.89% increase in their monthly retirement allowance and that this increase will be funded by increased employer contributions. Sections 4 provides that the 9.89% increase apply to retired Judges in PERS. Section 5 applies the schedule in section 2(4) to active judges.

Sections 6 and 7 apply to active judges who are currently members of the JRS and sets out the same schedule used for general service PERS members in section 2(4)(a). Section 8 provides that the 9.89% increase will be applied to all retired members of the JRS.

Section 9 provides the effective dates for the sections. The 9.89% increase applies to all currently retired persons and any person who retires on or before July 1, 1993. The scheduled increases apply to a member of these systems that retire after July 1, 1993.

Sections 10 and 11 address the nonPERS police and fire systems. ORS 236.620 currently allows public employers of police and fire to maintain their own retirement systems if the systems are "equal to or better than" PERS. Section 11 provides that public employer who have nonPERS police and fire systems must increase the benefits of the retirees and actives as set out in this 1991 Act.

Section 12 provides that any increase in benefits under this act shall not be paid in any tax year in which the retirement benefits payable under PERS are exempt from personal income taxation.

Section 13 provides that PERS and the nonPERS systems will determine the additional amounts retirees are entitled to under this Act and mail the checks by December 1, 1991. Section 14 provides for an emergency clause.

This summary has not been adopted or officially endorsed by action of the committee.

OSU EARLY RETIREMENT PLAN

1. The early retirement plan will be a one-time only opportunity. Faculty members must decide whether or not to take this plan by June 15, 1991. The current 6% tenure relinquishment salary adjustment program will continue as an option, but faculty members may not select both the 6% option and the early retirement plan.
2. The Plan is available to all faculty members with indefinite tenure who are 55 or older by December 31, 1992, and have been employed by Oregon State University for at least 10 years at the time tenure is relinquished.
3. Faculty members selecting the Plan must agree to relinquish indefinite tenure and terminate employment from the State System of Higher Education not later than June 30, 1992.
4. Faculty members selecting the Plan will not be entitled to state-funded 600-hour or other appointments after June 30, 1992, and such appointments may not be mentioned as options in the letters of agreement. Exceptions to this policy will be considered only for extenuating circumstances and any such agreement must be recommended by the Dean/Director and approved by the Provost.
5. Across-the-board increases for the 1991-92 academic year will also be paid to all faculty members selecting the Plan, provided salary adjustments are included in the OSSHE budget. Merit increases may also be granted if not in excess of institutional norms.
6. In addition, an early retirement incentive equal to 50% of the June 30, 1991, state-funded base salary will be paid. The 50% incentive would not be eligible for PERS or Federal retirement benefits, or used in calculation of base retirement salaries.
7. The 50% incentive could be paid, at the option of the faculty member, in one, two, three, or four annual installments. The funds derived from the 50% incentive will not accrue interest and will be taxed during the years the individual payments are received. Because the incentives are not considered salary, they are not eligible for OSSHE tax-deferred investment plans.
8. In addition to the 50% incentive, an amount of up to \$278 per month for a period of three years will be available to apply to the premium of an OSSHE approved health insurance plan.
9. The Plan's 50% incentive will be prorated for anyone who has already signed a tenure relinquishment agreement that carries indefinite tenure beyond June 30, 1992. If the faculty member's current tenure relinquishment agreement includes an opportunity for state-funded 600 hour appointments, that opportunity must be relinquished when converting to the new plan.

4/8/91

For faculty members with a currently executed tenure relinquishment agreement, the following schedule would apply:

Current tenure relinquishment date	Early Retirement incentive
12/31/91 or earlier	-0-
June, 1992 (with no 600-hr appts.)	-0-
June, 1992 (with 600-hr appts.)	20%
December, 1992	25%
June, 1993	30%
December, 1993	40%

10. A decision to exercise the Plan is required by faculty members no later than June 15, 1991. Copies of the agreement form are available from the Office of Academic Affairs, and will be distributed at the special planning programs noted below.

11. Retirement, tax, and related advice and seminars will be scheduled during March/April as follows:

Tuesday, March 26, 1:30 to 2:30 p.m. and 4:00 to 5:00 p.m., MU 210: General questions and answers with Staff Benefits Officer, Lois deGeus and Associate Vice President for Academic Affairs, John M. Dunn.

Thursday, March 28, 1:30 to 2:30 p.m., MU 210: General questions and answer with Staff Benefits Officer, Lois deGeus and Associate Vice President for Academic Affairs, John M. Dunn (this is a repeat of the March 26 and 28 programs).

Monday, April 8, 4:30 to 9:00 p.m., MU 211: "The OSU Early Retirement Plan: PERS, Taxes, Annuities and Investments, Medical Benefits, and Other Considerations." This is a special program for faculty members seriously considering the early retirement incentive plan. It will be presented by Oregon Retirement Planning Services. RESERVATIONS ARE REQUIRED BY WEDNESDAY, APRIL 3, WITH THE OFFICE OF ACADEMIC AFFAIRS. Spouses are welcome. Box lunches will be provided at no cost.

Tuesday, April 9, 1:30 to 2:30 p.m., MU 210: General questions and answer with Staff Benefits Officer, Lois deGeus and Associate Vice President for Academic Affairs, John M. Dunn (this is a repeat of March 28).

Thursday, April 25, 4:30 to 9:00 p.m., MU 206: "The OSU Early Retirement Plan: PERS, Taxes, Annuities and Investments, Medical Benefits, and Other Considerations." (a repeat of April 8 program). RESERVATIONS ARE REQUIRED BY WEDNESDAY, APRIL 3, WITH THE OFFICE OF ACADEMIC AFFAIRS. Spouses are welcome. Box lunches will be provided at no cost.

12. The current 6% PERS-eligible tenure relinquishment program will continue to be available as a separate option.
13. For faculty with indefinite tenure whose positions will be eliminated because of program reductions or eliminations and for whom no other opportunity for employment at OSU is available, a special plan, with incentives similar to those noted above will apply with the exception that eligible faculty will be defined to include those with indefinite tenure age 50 or older on December 31, 1991. Information regarding this plan may be obtained from John M. Dunn, Associate Vice President for Academic Affairs (7-0732).

DEPARTMENT OF
FOOD SCIENCE AND TECHNOLOGY



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MEMO

DATE: May 7, 1991

TO: Zoe Ann Holmes, President
OSU Faculty Senate

FROM: Floyd W. Bodyfelt, Chair
Student Recognition and Awards Committee

RE: Annual Report of Student Recognition and Awards Committee (SR&A)

The first meeting of the SR&A Committee was held on February 15, 1991 for the purpose of initiating plans for the All-University Student Recognition Awards Banquet, set for Wednesday, May 22, 1991.

Sub-Committees were established as follows:

- Banquet Arrangements
- Applications, Certificates and Awards
- Printed Program
- Publicity
- Entertainment
- Class Sub-Committees (4)

The SR&A Committee deliberated on the choice of a Banquet speaker, and the consensus was to specifically seek an "off-campus" individual for this role this year. Hence, Dr. Michael Leeds, a Clinical Psychologist from Eugene was secured.

A time table was developed to direct the SR&A Committee and the respective sub-committees in accomplishing the various tasks of designing and distributing the Waldo-Cummings Award application forms (to approx. 1400 OSU undergraduates). Approximately 175 applications were submitted by eligible students.

Interviews of award finalists were undertaken and completed within an eight day period in late April.

The Chair of the SR&A Committee contacted the appropriate representative(s) of each organization or sponsor for the 12 other major awards to be presented at the All-University Awards Banquet. Names of award presenters and award recipients were secured by May 7 to facilitate printing the program.

The primary concern of the SR&A Committee chair and other committee members was the continuation of financial support of this Committee's work; e.g. the selection of merchandise gifts and certificate frames, the printing and mailing costs and the underwriting of the Banquet costs for the rather large group of people. These questions or doubts were raised naturally in response to the impact of Ballot Measure #5. Fortunately, the Memorial Union and the Student Foundation have continued to support this recognition and awards activity for undergraduates in a most positive and supportive manner. The Committee was most appreciative and grateful for this.

No major recommendations are made to revise the work and process of this Committee, other than it is hopeful that this invaluable awards program can and will continue for the 1991-92 academic year and beyond.



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May 14, 1991

TO: Zoe Ann Holmes, President
Faculty Senate

FROM: George H. Constantine, Chair 
University Honors Program Committee

SUBJECT: Annual Report to Faculty Senate

The Committee and Director met six times during fall and winter to discuss methodologies to enhance the Honors Program at Oregon State University. We evaluated 14 goals and submitted plans and program enhancements along with budgetary lines to Assistant Vice President Shepard on 18 January. These included departmentally sponsored honors courses, subsidizing colloquia and development of Research Mentorships. On February 10, the OSU budget proposal recommended elimination of the entire Honors Program as of July 1, 1991.

We have not met since except to ratify the Director's plan to 'protect' current Junior honors students who could possibly graduate with honors in June 1992.

The Committee decries and deplores the loss of an Honors Program in a major academic university. The termination of the Honors Program indicates a distinct lack of encouragement for undergraduate scholarship. We believe the elimination of the program is incompatible with the stated goal of excellence at OSU. Most comparable universities support academic excellence by encouraging student growth and creativity with a funded Honors Program and/or college. We contend that OSU cannot and should not claim to value undergraduate education while it eliminates a component that specifically recognizes and encourages excellence in that area.

Appreciation is expressed to those directors who have unselfishly served the program and to the many faculty who volunteered their energies to enhance academic quality.

car

cc: G. Tiedeman, Honors Program Director

I move that one of the agenda items for the October meeting of Faculty Senate be a report on parking. This would include, but would not necessarily be limited to, discussion on parking permits issued without reimbursement and policies on loss of parking to construction.

Arnold P. Appleby

IFS Senator

Suggested Changes in the Criteria for
Program Reduction and Redirection at OSU

Prepared by Subcommittee of the Faculty Consultative Group:
Andy Hashimoto, Chair, Budgets & Fiscal Planning Committee
Mike Martin, Faculty Senate Immediate Past President
Kathy Heath, Faculty Senate President-Elect

Motion: We move that the Faculty Senate direct the Faculty Senate Executive Committee to initiate discussion with the Provost's Office and the Deans' Council on the areas listed below for specific changes in the "Guidelines for Program Reduction".

We believe that there are several changes which must be made in the criteria and procedures used by the Faculty Consultative Group (FCG) and the administration in identifying program reductions or redirection at Oregon State University.

First, the criteria and procedures do not specifically address the role to be played by the Deans, individually or collectively, in suggesting and justifying program cuts and redirection. It is essential that the role of the Deans and the Deans' Council be clarified and understood by all participating parties. It would be helpful to develop some type of flow diagram that explains the sequence of events and channels of communication to be used in carrying out program adjustments.

Second, it is essential that we revisit the question of confidentiality imposed upon the FCG and other participants in the process. If initial proposals arise out of the Colleges, then the procedures should specify that faculty participate in discussions and decision-making within the Colleges. If this has been done, the FCG can be bound to confidentiality. However, if there is no assurance that faculty have had input in discussing and setting priorities for cuts and redirection at the College level, then the FCG must be released from its obligation of confidentiality. The Faculty Consultative Group must have the opportunity to solicit faculty input from affected units or programs. Thus, procedures for developing proposals at the College level must be further clarified to include a significant role for faculty members within those Colleges. Recent experience suggests that carrying on program reduction or redirection discussions in the open may well be preferable to the current method.

Third, the specific criteria used for program reduction and/or redirection must be fully articulated with respect to each reduction or redirection. That is to say, it must be clearly demonstrated that proposed program reductions or redirections clearly fall within the specified criteria. A classic example of this dilemma is the decision to eliminate the College of Education. Members of the FCG could not identify that the criteria which led to the elimination of this College more closely fit the criteria for elimination than did other

Colleges or programs that remained. It would seem reasonable that the Provost or the Provost's Office be charged with this responsibility.

Finally, the program reduction and redirection process must be cast in a larger University and political context. The University must identify priority or essential programs which are exempt from reduction or redirection except under the most severe of financial pressures. Further, greater time must be allocated to discussion, debate and reflection on proposed cuts or reductions. The compressed time under which the FCG operated during the winter of 1991 made it virtually impossible to carefully assess proposals and options. A calendar of events and timing for decisions that will allow faculty to maximize input, and for administrators and faculty jointly to assess likely impacts of proposed program changes should be established and adhered to.

6/6/91

ANALYSIS OF FACULTY IN UNITS AFFECTED BY BUDGET REDUCTIONS

UNIT	REASSIGN	RESIGN	RETIRE	TENURE RELINQUISH	LETTER OF TIMELY NOTICE		FIXED-TERM Not Reappointed
					Indefinite	Annual	
EDUC	23	3	4	4	-	2	5
AG SCI	-	-	-	-	-	-	4
GEN SCI	12	-	-	1	-	-	-
JOURN	3	2	1	-	-	1	-
MGMT SCI	7	-	-	-	-	-	2
HRTM	-	-	-	-	-	1	2
REL STUDIES	3	-	-	-	-	2	-
BRD MEDIA	1	1	-	-	-	1	1
COMP SERV	-	-	-	-	-	-	1
VET MED	-	1	-	-	-	1	5
GERMAN	-	-	-	-	-	-	1
ACAD AFF	-	-	-	-	-	-	1
TOTAL	49	7	5	5	0	8	22
WOMEN	10	3	1	1	0	2	10
MINORITY	2	2	1	0	0	0	1

225 positions - Classified + faculty
have position collapsed

EXECUTIVE SUMMARY

1990-91 PROMOTION AND TENURE REVIEW

The University Promotion and Tenure Committee began its review of 108 dossiers on April 24 and concluded its analysis on June 3, 1991. Indicated in the following tables is a summary of the requests received and the actions taken. The data presented in Tables I analyzes the data for the group as a whole. A total of 155 decisions (102 promotion decisions and 53 tenure decisions) were made by the University Promotion and Tenure Committee. In Tables II and III, the summary analyses for women and minority applicants are presented. Tables IV and V provide information regarding the agreement among the department, college, and University for tenure and promotion decisions for the current and earlier years. The attached information has been sent to the Faculty Senate's Promotion and Tenure Committee for their review and comment.

Preliminary analyses suggest that the percent of agreement for the dossiers as a whole is high (94%) and consistent with that noted in the past few years. It is also clear that there is a high level of agreement among the department chair, dean, and University Promotion and Tenure Committee. In contrast to the past two years, the percentage of favorable decisions for women faculty was less than that for men. However, seven women were promoted to the rank of Professor which is high as contrasted to previous years. The number of minority faculty promoted and tenured was a significant increase over previous years with a favorable review in all cases submitted. (11 individuals promoted, seven with tenure.).

The University Promotion and Tenure Committee is composed of the following individuals: Provost and Vice President Spanier, Vice President Keller, Dean Maresh, and Associate Vice President Dunn. A faculty observer from the Faculty Senate Promotion and Tenure Committee was present for all dossiers in which a discussion with the appropriate dean was necessary.

Members of the 1990-91 Faculty Senate's Promotion and Tenure Committee include the following: Mary Kelsey (Home Economics), Chair; Roger Fletcher (Extension); Flo Leibowitz (Liberal Arts); Starr McMullen (Liberal Arts); Alice Mills Morrow (Home Economics Extension); and Darrah Thomas (Science).

TABLE I
PROMOTION AND TENURE
ANALYSIS BY RANK AND TENURE
1990-1991

Request by Rank	Promotion		Tenure	
	Yes	No	Yes	No
Senior Res. Asst.	19	-	-	-
Research Assoc.	1	-	-	-
Senior Instr.	2	-	1	-
Assistant Prof.	-	-	3	-
Associate Prof.	43	9	38	4
Professor	26	2	1	-
No Change	NA	NA	6	-
TOTAL	91	11	49	4

SUMMARY OBSERVATIONS

- 19 faculty were promoted to the rank of Senior Research Assistant
- 1 faculty member was promoted to the rank of Research Associate
- 2 faculty members were promoted to the rank of Senior Instructor; 1 with indefinite tenure
- 43 faculty were promoted to the rank of Associate Professor; 38 with indefinite tenure; 4 were previously tenured; 1 was promoted without tenure
- 3 faculty were granted indefinite tenure, but not granted promotion to Associate Professor
- 26 faculty were promoted to the rank of Professor; 1 with indefinite tenure
- 6 faculty were granted indefinite tenure; no change in rank requested
- 49 faculty were granted indefinite tenure

TABLE II
PROMOTION AND TENURE ANALYSIS
ANALYSIS FOR WOMEN
1990-1991

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Research Asst.	5	-	-	-
Senior Instructor	1	-	-	-
Assistant Professor	-	-	-	-
Associate Professor	9	5	7	3
Professor	7	1	-	-
No Change	-	-	1	-
TOTAL	22	6	8	3

TABLE III
PROMOTION AND TENURE ANALYSIS
ANALYSIS FOR MINORITIES
1990-1991

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Research Asst.	1	-	-	-
Senior Instructor	-	-	-	-
Assistant Professor	-	-	-	-
Associate Professor	7	-	7	-
Professor	3	-	-	-
No Change	-	-	-	-
TOTAL	11	0	7	0

TABLE IV

SUMMARY OF TENURE RECOMMENDATIONS - 1990-91HC - Head count of faculty in this categoryTotals in each category are underlined

Year of Annual Review:	<u>1990-91</u>		<u>1989-90</u>		<u>18-year Total 1973-91</u>	
	HC	(%)	HC	(%)	HC	(%)
1. <u>Faculty on Annual tenure</u>	<u>384</u>		<u>335</u>		<u>5284</u>	
Male	279	(73)	238	(71)	4011	(75.9)
Female	105	(27)	97	(29)	1273	(24.0)
Minority	27	(7)	20	(6)	266	(5.0)
2. <u>Recommended for Indefinite tenure</u>						
a. <u>by the department</u>	<u>49</u>		<u>55</u>		<u>1007</u>	
Male	40		43		811	
Female	9		12		196	
Minority	7		1		49	
b. <u>by the dean/director</u>	<u>49</u>	(100)	<u>60</u>	(100)	<u>838</u>	(83.1)
Male (% of 2a)	41	(100)	47	(100)	666	(82.1)
Female (% of 2a)	8	(89)	13	(100)	172	(87.8)
Minority (% of 2a)	7	(100)	1	(100)	42	(85.7)
3. <u>Granted Indefinite tenure</u>						
a. <u>HC (% of 2b)</u>	<u>49</u>	(100)	<u>59</u>	(100)	<u>767</u>	(91.5)
Male	41	(100)	47	(100)	615	(92.3)
Female	8	(100)	12	(93)	152	(88.4)
Minority	7	(100)	1	(100)	38	(90.0)

TABLE V
SUMMARY OF APPROVED PROMOTIONS IN RANK
AND CHANGES IN STATUS TO INDEFINITE TENURE

1990-91

HC - Head Count of faculty promoted or granted Indefinite tenure

(%) - Percent of departmental recommendations approved

Totals in each category are underlined

Year of Annual Review:	<u>1990-91</u>		<u>1989-90</u>		<u>18-year totals 1973-91</u>	
	HC	(%)	HC	(%)	HC	(%)
A. <u>To Professor</u>	<u>26</u>	(93)	<u>30</u>	(87)	<u>499</u>	(58)
Male	19	(95)	25	(86)	442	(59)
Female	7	(88)	5	(100)	57	(61)
Minority	3	(100)	2	(100)	19	(76)
B. <u>To Associate Professor</u>	<u>43</u>	(90)	<u>54</u>	(96)	<u>685</u>	(73)
Male	34	(94)	40	(95)	559	(72)
Female	9	(95)	14	(100)	126	(77)
Minority	7	(100)	2	(100)	34	(76)
C. <u>To Assistant Professor or Senior Instructor</u>	<u>2</u>	(100)	<u>6</u>	(100)	<u>161</u>	(86)
Male	1	(100)	5	(83)	89	(81)
Female	1	(100)	1	(100)	72	(91)
Minority	0		0		11	(100)
D. <u>To Senior Research Asst.</u>	<u>19</u>	(100)	<u>12</u>	(100)	<u>129</u>	
Male	14	(100)	9	(100)	88	
Female	5	(100)	3	(100)	41	
Minority	1		1		5	
E. <u>Promotion Totals (All Ranks)</u>	<u>91</u>	(93)	<u>102</u>	(94)	<u>1378</u>	(68)
Male	69	(96)	79	(92)	1116	(67)
Female	22	(85)	23	(100)	262	(75)
Minority	6	(100)	5	(100)	66	(80)
F. <u>To Indefinite tenure</u>	<u>49</u>	(98)	<u>59</u>	(100)	<u>767</u>	(76)
Male	41	(100)	47	(100)	615	(75)
Female	8	(89)	12	(100)	152	(77)
Minority	7	(100)	1	(100)	38	(78)
G. <u>All Promotions and Tenure Combined Totals</u>	<u>108</u>	(95)	<u>111</u>	(95)	<u>2063</u>	(70)
Male	79	(96)	87	(94)	1662	(67)
Female	29	(88)	24	(100)	401	(75)
Minority	11	(100)	5	(100)	96	(77)
Total Reviewed	<u>108</u>					
Total Approved	<u>102</u>	(94% Approval Rate)				

REPORTS TO THE FACULTY SENATE

OREGON STATE UNIVERSITY
Corvallis, Oregon 97331-6203

503-737-4344

FACULTY SENATE OFFICE
Social Science 107

FACULTY SENATE RECEPTION

Thursday, October 3, 1991; 2:30 pm - 3:00 pm
Myrtle Tree Alcove
LaSells Stewart Center

Reception hosted by the Academic Affairs Office, Graham Spanier, Provost and Vice President for Academic Affairs, and the Faculty Senate Office. Please plan to attend the reception.

FACULTY SENATE AGENDA

Thursday, October 3, 1991; 3:00 pm - 5:00 pm
Construction & Engineering Hall
LaSells Stewart Center

The agenda for the October Senate meeting will include the reports and other items of business listed below. To be approved are the minutes of the June Senate meeting, as published and distributed to the faculty.

A. SPECIAL REPORTS

1. Provost & Vice President Graham Spanier

Provost Spanier will make brief remarks to the Senate.

2. Dr. Shirley Clark, Vice Chancellor for Academic Affairs

Dr. Clark will discuss the organization and activities of Academic Affairs at the OSSHE office. She will highlight the opportunities and concerns over the coming year.

3. Dr. Sally Malueg, OSU NCAA Faculty Representative

Dr. Malueg will discuss NCAA activities and concerns on the national scene and how these impact Oregon State University.

4. Traffic Committee Report

Follow-up of parking motion which was passed at the June Faculty Senate meeting.

B. ACTION ITEMS

1. Research Assistant Name/Rank Change (pp. 1-2)

Attached is a document from the Research Assistant Committee regarding a name/rank change for Research Assistants.

The Faculty Senate Executive Committee submits the following motion:

The Faculty Senate recommends that Oregon State University change the titles of the faculty ranks "Research Assistant" and "Senior Research Assistant" to "Faculty Research Assistant" and "Senior Faculty Research Assistant."

C. INFORMATION ITEMS

1. Bylaws and Nominations Committee

Mike Martin, Bylaws and Nominations Committee Chair, is accepting recommendations for: (1) President-Elect, (2) Executive Committee members, and (3) Interinstitutional Faculty Senate representatives. Please forward your nominations to him in care of the Faculty Senate Office.

2. 1991 Early Retirement Agreements (pp. 3-6)

A summary, table and analysis from Associate Vice President John Dunn is included for your perusal.

3. Graduation Statistics (p. 7)

Barbara Balz, Registrar, provided the Faculty Senate Office with the final graduation statistics for Commencement.

4. Faculty Senate Calendar

Please reserve the following dates for Faculty Senate meetings. All meetings have been scheduled in the Construction and Engineering Hall of the LaSells Stewart Center, unless otherwise noted.

November 7, 1991
December 5, 1991
January 9, 1992
February 6, 1992 - MU Forum

March 5, 1992
April 2, 1992
May 7, 1992
June 4, 1992

5. Faculty Senate Agendas and Minutes

Starting this month, the Faculty Senate Agenda (without attachments) and Minutes will be available university-wide via electronic mailing list and electronic news group. A hard copy of each will be available in the Reserve Book Room of Kerr Library. Please advise your colleagues of this opportunity to keep informed. **ALL Faculty Senate Senators will continue to receive the entire Agenda and Minutes in paper format.**

6. Faculty Senate Committee Membership as of September 20, 1991 (pp. 8-11)

Attached is a list of all 1991-92 Faculty Senate Committees and membership.

D. ANNUAL REPORTS

All Senate committees and councils are expected to report annually to the Senate and to describe their work for the year. Below is a list of reports that were not published last spring. In most instances, the reports are for the information of the Senate, and committee chairs may not be present at the Senate meeting.

- a. **Academic Regulations Committee**, Mina McDaniel, Chair - (p. 12)
- b. **Committee on Committees**, Terry Miller, Chair - No report received
- c. **Promotion and Tenure Committee**, Mary Kelsey, Chair (pp. 13-18)
- d. **Special Services Committee**, Donald Unger, Chair - No report received

E. REPORTS FROM THE FACULTY SENATE PRESIDENT

F. NEW BUSINESS

**IN ORDER TO PROPERLY RECORD MINUTES OF THE SENATE MEETING,
ALL SENATORS ARE REMINDED TO IDENTIFY THEMSELVES
AND THEIR COLLEGE AFFILIATION WHEN RISING TO SPEAK.**

RA COMMITTEE

Marlys Cappaert, Botany x75308
 Connie Love, Crop & Soil Sci x75874
 Bob Lowry, Ag Chem x71790
 Larry Mirosh, Poul Sci, x75061
 Rob Pabst, For Res, 750-7356
 Mary Perkins, Res Off, x73437
 Frank Isaacs, Fsh & Wldf, x74531

August 16, 1991

MEMO TO: John Dunn
 Associate Vice President
 for Academic Affairs

FROM: Marlys Cappaert *Marlys Cappaert*
 Chair
 Research Assistant Committee

SUBJECT: RA name/rank change

Our committee met last week to discuss the status of the name/rank change for RA's. We discussed your proposal of adding the designator "faculty" to our current ranks. The proposed names would become Faculty Research Assistant and Faculty Senior Research Assistant. After considerable discussion we agreed to accept these changes. Our deliberation focussed on several points: (1) Would this change solve our problems? (2) Would the population of RA's be satisfied with this change? (3) The likelihood of success of our proposal for adding the third rank.

We agreed that, though it would take some time for the new name to be used in practice, this change could eliminate the confusion between faculty and students. Since this was initially one of the primary concerns, we believe most RA's will be happy with this change. We also concluded that our chances of succeeding with our proposal to establish a third rank were minimal. We recognize that this OSU is unique in giving faculty status to this group of personnel.

Research Assistants are a diverse group. Many people in the Research Assistant ranks are transitional or temporary; however, there are some individuals who have chosen to make this a career. It is this latter group that we feel would benefit by the addition of a third rank. This university has an opportunity to be an exceptional example for support and recognition of these individuals who take an active role in research and production.

Our hope is that one day you will reconsider the merits of a third rank.

At this time we would like to proceed with the addition of the word "Faculty" to our name. We understand that this change must still be approved by the Faculty Senate this fall. If there is any other action our committee needs to take to see this process through to it's completion, please contact me.

cc Richard Scanlan
ZoeAnn Holmes
Kathy Heath
RA Committee members

PROVOST AND
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
Office of the Provost

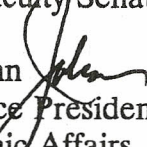
July 12, 1991



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

MEMO TO: Zoe Ann Holmes
President, Faculty Senate

FROM: John M. Dunn 
Associate Vice President
for Academic Affairs

SUBJECT: Early Retirement Agreements

Attached for your review is a one page summary of the final outcome of the 1991 Early Retirement Program. If you have questions regarding the report or other aspects of the program, I would be happy to meet with you at your convenience. Please note that, due to confidentiality, names and departments were deleted from the attachment to the report. I appreciate the support and assistance I received from the chairs of the following Faculty Senate committees: Faculty Economic and Welfare, Retirement, and Status.

c: President
Vice Presidents
J. O'Connor, Faculty Economic and Welfare Committee
F. Zwahlen, Faculty Retirement Committee
L. Gray, Faculty Status Committee

Telephone
503-737-2111

Fax
503-737-2400

**OREGON STATE UNIVERSITY
1990-91 EARLY RETIREMENT PLAN**

EXECUTIVE SUMMARY

In response to budget reductions and program eliminations associated with Ballot Measure 5, Oregon State University implemented an Early Retirement Program during the spring of 1991. The program was officially announced on March 19, 1991 with a requirement that the declaration of intent to retire be finalized by June 15, 1991. Faculty eligibility for the program was limited to faculty age 55 by December of 1992 with tenure and ten years of employment at OSU. Faculty who chose to accept the conditions of the program were required to relinquish their tenure and retire by June 30, 1992. Faculty who had previously signed a Tenure Relinquishment Agreement were eligible to participate if they met requirements as specified in the Early Retirement Program.

The incentives for participation in the 1991 program included up to 50% of the June 30, 1991 base salary and up to 36 months of a monthly stipend of \$278 to apply toward health insurance. A special provision of the program allowed faculty with indefinite tenure who were 50 years of age to participate in the program.

A letter was mailed to each eligible faculty member announcing the program. Unit leaders were encouraged to follow-up with a personal contact to all eligible faculty. Four general sessions were held to provide interested faculty with information about the program and to respond to various questions. In addition, with the cooperation of the Department of Human Resources and the Oregon Retirement Planning Services, special in-depth sessions on the OSU program and other aspects of retirement were held.

The final results indicate that 28 faculty chose to participate in the program. This number represents slightly less than 10% of those eligible to participate. Participants were drawn from six academic colleges and two administrative units: Agricultural Sciences (9); Education (4); Engineering (3); Science (3); Forestry (1); Liberal Arts (1); Administration and Finance (2); and Student Affairs (1). Three of the 28 participants had previously signed a Tenure Relinquishment Agreement and converted to the Early Retirement Plan according to the prorated salary schedule. Not reflected in this analysis is the number of faculty who have or will sign tenure relinquishment agreements as a result of their study of the Early Retirement Plan.

In summary, the program proved to be highly successful. The addition of the health insurance provision was reviewed very favorably. Attached is a table that provides additional information on the individual retirees and associated costs of the program. Names and department affiliations have been deleted to provide confidentiality.

TABI
1991 OSU EARLY RETIREMENT PROGRAM

<u>NAME</u>	<u>RETIREMENT DATE</u>	<u>SETTLEMENT</u>	<u>%</u>	<u>INSURANCE</u>	<u>TOTAL</u> ⁴
1	6/30/92	\$30,264.	50%	36 months ³	\$40,272.
2	6/30/92	0.	0%	36 months	\$10,008.
3	6/30/92	\$28,890.	50%	36 months ³	\$38,898.
4	7/31/91	\$31,686.	50%	none	\$31,686.
5	6/30/92	\$31,950.	50%	36 months	\$41,958.
6	6/15/91	\$33,324.	50%	none	\$33,324.
7	6/30/92	\$21,924.	50%	36 months ³	\$31,932.
8	4/30/92	\$29,868.	50%	36 months	\$39,876.
9	6/15/91	\$30,492.	50% ¹	none	\$30,492.
10	6/30/92	\$21,786.	50%	36 months ³	\$31,794.
11	6/30/92	\$25,734.	50%	36 months	\$35,742.
12	6/30/92	\$20,952.	50%	36 months	\$30,961.
13	6/15/92	\$29,790.	50% ¹	none	\$29,790.
14	6/30/92	\$36,600.	50%	36 months	\$46,608.
15	6/30/92	\$24,762.	50%	36 months	\$34,770.
16	6/30/91	\$17,784.	25%	36 months	\$27,792.
17	6/30/92	\$20,400.	50%	36 months	\$30,408.
18	6/30/92	\$21,636.	50%	36 months	\$31,644.
19	6/30/92	\$23,335.	25%	36 months	\$33,343.
20	6/15/92	\$25,047.	50%	36 months	\$35,055.
21	6/30/92	\$29,256.	50%	36 months ³	\$39,264.
22	6/30/91	\$19,641.	40%	36 months	\$29,649.
23	6/30/92	\$23,400.	50%	36 months	\$33,408.
24	6/30/92	\$31,602.	50%	36 months ³	\$41,610.
25	6/15/92	\$26,784.	50% ²	18 months	\$31,788.
26	6/30/92	\$30,774.	50%	36 months ³	\$40,782.
27	4/15/91	\$16,000.		none	\$16,000.
28	9/30/91	\$25,692.	50%	36 months ³	\$35,701.

¹ A sum equivalent to 36 months of insurance included in the settlement

² A sum equivalent to 18 months of insurance included in the settlement

³ Federal insurance program participants

⁴ Total reflects maximum amount of allowed insurance. Actual amount may be less

TOTAL **\$934,555.**

ANALYSIS OF FACULTY IN UNITS AFFECTED BY BUDGET REDUCTIONS

UNIT	REASSIGN	RESIGN	RETIRE	TENURE RELINQUISH	LETTER OF TIMELY NOTICE		FIXED-TERM Not Reappointed
					Indefinite	Annual	
EDUC	23	3	4	4	-	2	5
AG SCI	-	-	-	-	-	-	4
GEN SCI	12	-	-	1	-	-	-
JOURN	3	2	1	-	-	1	-
MGMT SCI	7	-	-	-	-	-	5
HRTM	-	-	-	-	-	1	2
REL STUDIES	3	-	-	-	-	2	-
BRD MEDIA	1	1	-	-	-	1	1
COMP SERV	-	-	-	-	-	-	1
VET MED	-	1	-	-	-	1	5
GERMAN	-	-	-	-	-	-	1
ACAD AFF	-	-	-	-	-	-	2
TOTAL	49	7	5	5	0	8	26
WOMEN	10	3	1	1	0	2	11
MINORITY	2	2	1	0	0	0	1

OFFICE OF THE REGISTRAR



OREGON STATE UNIVERSITY

Administrative Services B102 · Corvallis, Oregon 97331 · 2130

Telephone 503 · 737 · 4331

July 23, 1991

TO: Faculty Senate

FROM: Barbara S. Balz *B. Balz*
Registrar

SUBJECT: Final Graduation Statistics for June 9, 1991 Commencement

Doctors of Philosophy	159
Doctor of Education	10
Doctors of Veterinary Medicine	34
Masters of Arts	4
Masters of Arts (Interdisciplinary Studies)	40
Masters of Science	363
Masters of Agriculture	8
Masters of Business Administration	83
Masters of Education	104
Masters of Forestry	6
Masters of Ocean Engineering	1
Master of Material Science	1
Bachelors of Fine Arts	25
Bachelors of Arts	291
Bachelors of Science	2604
Total Degrees	3733

FACULTY SENATE COMMITTEES/COUNCILS **1991-1992**

ACADEMIC DEFICIENCIES COMMITTEE

Ataa Akyeampong '93, Chair	Ed. Opportunities Prog.
Parandeh Kia '92 (v. Hallander)	International Education
Ching Yuan Hu '93	Animal Sciences
Anita Green '94	Horticulture
Morris LeMay '94	Counseling Center
Ex-Officio: Assistant Registrar (Ralph Reiley)	

Student Members -

- Jeff Mooney
- Anthony Davis

'91 Executive Committee Liaison - Court Smith

ACADEMIC REGULATIONS COMMITTEE

Mina McDaniel '93, Chair	Food Science & Tech.
Leslie Dunnington '92	Counseling Center
Stephanie Sanford '92	Affirmative Action
Jody Engel '94	Curriculum & Instruction
Sharon Martin '94	Business
Ex-Officio: Registrar (Barbara Balz)	

Student Members -

- Katie Davies
- Donovan Bresko
- TBA

'91 Executive Committee Liaison - Mina McDaniel

ACADEMIC REQUIREMENTS COMMITTEE

Janet Nishihara '92, Chair	Educational Opp. Prog.
Murray Laver '92	Forest Products
TBA '92 (v. Miller)	
Marjorie Reed '93 (v. Sellers)	Psychology
Barb McEwan '93	Curriculum & Instruction
Walter Loveland '94	Chemistry
Nancy Wendt '94	Speech Communication
Ex-Officio: Assistant Registrar (Ralph Reiley)	

Student Members -

- TBA
- TBA
- TBA

'91 Executive Committee Liaison - Mina McDaniel

ADMINISTRATIVE APPOINTMENTS COMMITTEE

Jim Krueger '94, Chair	Chemistry
Charlotte Headrick '92	Speech Communication
Miriam Lowrie '92	Polk CO. Extension
Jon Root '92	Com. Media Center
Larry Griggs '93	Ed. Opportunities Prog.

ADMINISTRATIVE APPOINTMENTS COMMITTEE (Cont'd)

Dave Williams '93	Food Science & Tech.
LaVerne Woods '93	Ed. Opportunities Prog.
TBA '94	
Cliff Michel '94	Counseling Center
'91 Executive Committee Liaison - Joel Davis	

ADVANCEMENT OF TEACHING COMMITTEE

Norm Lederman '93, Chair	Science Education
Bob Schwartz '92	English
Lex Runciman '93	Writing Inten. Curric.
Barb Cusimano '94	Exercise/Sport Science
Ken Williamson '94	Civil Engineering
Ex-officio: Academic Affairs (Bruce Shepard)	

Student Members -

- TBA
- Blue Key Rep. (TBA)
- TBA

'91 Executive Committee Liaison - Joe Hendricks

BACCALAUREATE CORE COMMITTEE

Jim Foster '92, Chair	Political Science
Jonathan King '92	Business Admin.
Robert Morris '92	General Science
Patricia Lindsey '93	Ag. & Res. Economics
Frank Moore '93	Zoology
Chris Anderson '94	English
Janet Nishihara '94	Ed. Opportunities Prog.

Student Members -

- TBA
- TBA

'91 Executive Committee Liaison - Larry Curtis

BUDGETS & FISCAL PLANNING COMMITTEE

Andy Hashimoto '93, Chair	Bioresource Engr.
Gary Beach '92	Budgets Office
Shiao-Ling Yu '92	Foreign Lang. & Lit.
Don Farness '93	Economics
Curtis Cook '94	Computer Science
Robert Michael '94	Exercise/Sport Science
Ex-Officio: Office of Budgets & Planning Director (Allan Mathany)	

Student Members -

- Graduate Student (TBA)
- Scott Carter
- Sam Lee

'91 Executive Committee Liaison - Court Smith

COMMITTEE ON BYLAWS AND NOMINATIONS

Mike Martin '92, Chair	Ag. & Resource Econ.
Mariol Wogaman '92	Kerr Library
Paul Farber '93	General Science
Bill Smart '94	International Ed.

'91 Executive Committee Liaison - Mike Martin

COMMITTEE ON COMMITTEES

Don Olcott '93, Chair	Continuing Higher Ed.
Terry Miller '92,	Ag. Chemistry
Mariol Wogaman '92	Kerr Library
Gary Musser '93	Mathematics
Mike Burke '94	Agricultural Sciences
Lita Verts '94	Ed. Opportunities Prog.

Student Members -

- Linda M. King
- TBA

'91 Executive Committee Liaison - Joel Davis

CURRICULUM COUNCIL

Ken Krane '92, Chair	Physics
Ken Ahrendt '92 (v. Heath)	Instructional Ed.
John Drexler '93	Business Admin.
Ed Schmisser '93	Ag. & Res. Economics
Rod Harter '94	Exercise/Sport Science
Cheryl Jordan '94	AIHM
Nancy Rosenberger '94	Anthropology
Non-Voting Member: Budgets & Fiscal Planning Committee Member (Gary Beach)	

Student Members -

- Paul Sawyer
- TBA

'91 Executive Committee Liaison - Larry Curtis

FACULTY ECONOMIC WELFARE COMMITTEE

Dick Towey '94, Chair	Economics
Ed Brazee '92	Kerr Library
Austin Walter '92	Poli. Sci. (Emeritus)
Diane Kaufman '93	Clackamas County Ext.
James Thompson '93 (v. Nielson)	Animal Sciences
Derek Baisted '94	Bio/Bio
Ed McDowell '94	Indust/Manuf Engr.
Ex-Officios: Staff Benefits Officer (Lois J. deGeus) D. Curtis Mumford	

'91 Executive Committee Liaison - Joe Hendricks

FACULTY GRIEVANCE COMMITTEE

Mike Burgett '93, Chair	Entomology
Vicki Schmall '92	Gerontology
Denise Krause '93	Speech Communication
Larry Griggs '94	Ed. Opportunities Prog.
Masakazu Matsumoto '94	Veterinary Medicine

'91 Executive Committee Liaison - Kathleen Heath

FACULTY MEDIATION COMMITTEE

Ron Miller '92, Chair	Business/Management
Marilyn Lunner '93	Clackamas CO. Ext.
Gregg Walker '94	Speech Communication

'91 Executive Committee Liaison - Kathleen Heath

FACULTY RECOGNITION AND AWARDS COMMITTEE

Clara Pratt '92, Chair	Human Development & Family Studies
Arnold Appleby '92	Crop & Soil Science
Ann Asbell '92	Exercise/Sport Science
Morrie Craig '93 (v. Merrill)	Veterinary Medicine
Tom McClintock '93	Liberal Arts
Duane Johnson '94	4-H Youth Development

'91 Executive Committee Liaison - Court Smith

FACULTY STATUS COMMITTEE

Jim Hall '93, Chair	Fisheries & Wildlife
Liz Gray '92	Counseling
Carl O'Connor '92	Ag. & Res. Economics
Bob Rackham '92	Benton CO. Extension
Jim Pease '93	Geosciences
TBA '93 (v. Wagner)	
Owen Osborne '94	Extension Services
Stephanie Sanford '94	Affirmative Action
Jay Sexton '94	Forest Science

'91 Executive Committee Liaison - Kathleen Heath

GRADUATE ADMISSIONS COMMITTEE

Chris Zauner '92, Chair	Physical Education
Ann Messersmith '92	Nutrition/Food Mmgt.
Lucy Skjelstad '92	Horner Museum
Joe McGuire '93	Bioresource Engr.
James Richman '93	Oceanography
Sayfe Kiaei '94	Elec./Computer Engr.
Mario Magana '94	Elec./Computer Engr.
Larry Ryan '94	Psychology

Ex-Officio: Dir. of Admissions (Kay Conrad)

'91 Executive Committee Liaison - Larry Griggs

GRADUATE COUNCIL

Jack Leonard '93, Chair	Engineering
Bill Browne '92	Business
Tom Evans '92	Education
Sally Francis '92	Home Economics
Jeff Gonor '92	Oceanography
Karen Timm '92	Veterinary Medicine
Donald Armstrong '93	Science
Doug Brodie '93	Forestry
Gerald Smith '93	Health & Human Perf.
Elizabeth Campbell '94	Liberal Arts
Mark Christenson '94	Pharmacy
Bruce Rettig '94	Agricultural Sciences

Non-Voting Members:
 Dean, Graduate School (Thomas Maresh)
 Associate Dean, Graduate School (John Ringle)
 Chair, Graduate Admissions Committee (Chris Zauner)

'91 Executive Committee Liaison - Larry Griggs

INSTRUCTIONAL MEDIA COMMITTEE

Curtis Cook '92, Chair	Computer Science
Craig Anderson '92	Comm. Media Center
Daisy Clifton '93	OSU Foundation
Guy Wood '93	Foreign Lang. & Lit.
Helen Polensek '94	English Lang. Inst.
Tom Savage '94	Animal Sciences

Ex-Officio: Director of CMC (Jon Root)

Student Members -
 - TBA
 - TBA

'91 Executive Committee Liaison - Mina McDaniel

LIBRARY COMMITTEE

LoErna Simpson '92, Chair	AIHM
Sean O'Rourke '92	Speech Communication
Robert Wess '92	English
Carl Kocher '93	Physics
Gene Newcomb '93	Plant Pathology
Helen Polensek '93	English Language Inst.
David Brauner '94	Anthropology
Robert Smith '94	Oceanography
Lloyd Swanson '94	Animal Sciences

Ex-Officio: Director of Libraries (Melvin George)

Student Members -
 - TBA
 - TBA

- Waheed I. Bajwa, Graduate Student

'91 Executive Committee Liaison - Larry Curtis

PROMOTION & TENURE COMMITTEE

Starr McMullen '92, Chair	Economics
Roger Fletcher '92	Extension Service
Alice Morrow '93	Ext. Family Economics
Flo Leibowitz '93	Philosophy
Robert Sproull '94	Chemical Engineering
TBA '94	

'91 Executive Committee Liaison - Kathleen Heath

RESEARCH COUNCIL

Annette Rossignol '92, Chair	Health/Human Perf.
Joe Hendricks '92 (v. Starnes)	Sociology
Sandra Woods '92 (v. Koong)	Civil Engineering
Mark Daeschel '93	Food Science & Tech.
David Hardesty '93	Art
Terri Lomax '93	Botany & Plant Path.
William Hetherington '94	Physics
Barry Sherr '94	Oceanography
Bart Thielges '94	Forest Research

Ex-Officio: Dean, Research Office (Richard Scanlan)

'91 Executive Committee Liaison - Larry Curtis

RETIREMENT COMMITTEE

John Yoke '92, Chair	Chemistry
Milt Larson '92	Mechanical Eng.
M.T. AliNiazee '93	Entomology
Donna Gregerson '93	Benton CO. Extension
Robert Houston '94	Public Health
Wilbur Widicus '94	Business Administration

Ex-Officios: Staff Benefits Officer (Lois J. deGeus)
 FEWC Liaison (Dick Towey)

'91 Executive Committee Liaison - Joe Hendricks

SPECIAL SERVICES COMMITTEE

Don Johnson '93, Chair	Student Activities
Donald Unger '92	Library
Parandeh Kia '93	International Ed.
Jane Siebler '94	Business Administration
Rebecca Warner '94	Sociology

Ex-Officios: Director, EOP (Larry Griggs)
 Director, Upward Bound (Mario Cordova)

Student Members -
 - TBA

- Hispanic Student Union Representative (TBA)
 - Native American Student Representative (TBA)

'91 Executive Committee Liaison - Larry Griggs

STUDENT RECOGNITION & AWARDS COMMITTEE

Beth Strohmeyer '93, Chair	Recreational Sports
Rachelle McCabe '92	Music
Brenda McCullough '92	Foreign Lang. & Lit.
LaVerne Woods '92 (v. Weber)	Ed. Opportunities Prog.
Martha Fraundorf '93	Economics
Floyd Bodyfelt '94	Food Science & Tech.
Rick Finnan '94	English Language Inst.
Connie Georgiou '94	Nutrition & Food Mgmt.

Student Members -

- Blue Key Representative (TBA)
- Mortar Board Representative (TBA)
- Brian Clem
- Ann Marie Coffey
- Katie Davies
- Jed Larson
- TBA
- TBA

'91 Executive Committee Liaison - Court Smith

UNDERGRADUATE ADMISSIONS COMMITTEE

Richard Thies '92, Chair	Science
William Jenne '92	Sociology
Harry Nakaue '92	Animal Sciences
Bill Smart '92	International Ed.
Robert Curtis '93	Naval Science
Lance Haddon '93	Education
Clara Horne '94	Business Admin.
Sheila Roberts '94	Ed. Opportunities Prog.
Maya Sonenberg '94	English

Ex-Officio: Assoc. Dir., Admissions (Cathy Robandt)

Student Members -

- Scott Ballo

'91 Executive Committee Liaison - Larry Griggs

UNIVERSITY HONORS PROGRAM COMMITTEE

Carleton Carroll '93, Chair	Foreign Lang. & Lit.
Sandra Potter '93	Zoology
Cheryl Kolbe '94	Ag. & Resource Econ.
Larry Merriam '94	Forest Resources

Students Members -

- TBA
- TBA
- TBA

'91 Executive Committee Liaison - Joe Hendricks

FACULTY FORUM PAPER EDITOR

Gary Tiedeman '92	Sociology
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FACULTY SENATE EXECUTIVE COMMITTEE

Joel Davis '91	Mathematics
Mina McDaniel '91	Food Science & Tech.
Court Smith '91	Anthropology
Larry Curtis '92	Fisheries & Wildlife
Larry Griggs '92	Ed. Opportunities Prog.
Joe Hendricks '92	Sociology
Zoe Ann Holmes '92	Nutrition/Food Mgmt.
Senate President	
Kathy Heath '93	Health/Human Performance
Senate President-Elect	
Mike Martin '91	Ag. & Res. Economics
Immediate Past Senate President	
Ex-Officio:	
Graham Spanier	Academic Affairs
Provost & VP for Academic Affairs	

FACULTY CONSULTATIVE GROUP

Composed of the Faculty Senate Executive Committee and the Committee Chairs from Budgets & Fiscal Planning, Curriculum Council and Faculty Status.

CULTURAL DIVERSITY COMMITTEE - COURSE DEVELOPMENT

Jointly appointed by OSU President Byrne and Faculty Senate President Holmes.

Bess Beatty	History
Mary Chandler	Education
Carroll DeKock	Chemistry
Jim Foster	Political Science
Joan Gross	Anthropology
Janet Lee	Women Studies
Janet Nishihara	Ed. Opportunities Program
Narcie Rodriguez-Smith	Ed. Opportunities Program
Alexis Walker	Human Dev/Family Sciences
LaVerne Woods	Ed. Opportunities Program
TBA	
TBA	
TBA	

DEPARTMENT OF
FOOD SCIENCE AND TECHNOLOGY



OREGON STATE UNIVERSITY
Wiegand Hall • Corvallis, Oregon 97331-6602
Telephone 503-737-3131 Fax 503-737-1877

September, 1991

To: Faculty Senate

From: Academic Regulations Committee, Mina R. McDaniel, Chair

Subject: Annual Report

Grading System:

The major task for the 1990-91 year was to examine and make recommendations regarding the grading system at OSU. Academic Regulations and Advancement of Teaching Committees were jointly charged with making a recommendation to the Faculty Senate. After consultation with the faculty, ASOSU, the Graduate Council, and appropriate Faculty Senate Committees, the Academic Regulations Committee proposed a change to a plus/minus grading system. This recommendation was passed by the Faculty Senate at their January, 1991 meeting and approved by the Provost. The change will become effective for Fall term, 1991.

Also discussed in detail was a change in the I grade. A recommendation on this issue can be expected in the fall of 1991.

Discussion is currently taking place on a new grade to be used in a situation when there is "no basis for grade".

Consideration of a change in the "no-show-drop" procedure proposed by the Academic Requirement Committee will take place this fall.

Residency Requirement:

A resolution was presented to Faculty Senate to delete reference to courses offered through Continuing Higher Education as part of the residency requirement. Deleting the reference effectively makes OCHE-delivered courses the same as any other OSU course for residency purposes, and includes those courses offered off-campus through OCHE as regular OSU courses for those students who are enrolled in a degree program. This resolution was passed at the December, 1990 Faculty Senate Meeting.

1991 Promotion and Tenure Report To Faculty Senate

Promotion and Tenure Committee

The Faculty Senate Promotion and Tenure Committee is responsible for reviewing policy and observing the activities related to the promotion and tenure process.

The promotion and tenure process is conducted under the direction of Provost Spanier as described in the 1986-87 annual report of the faculty senate committee, and following the procedures described in the most recent guidelines. Each dossier is reviewed by (1) a committee and the chairperson of the department sponsoring the candidate, (2) by the Dean of the College, and, if applicable, (3) by the Director of an administrative unit within which the candidate may serve. The dossiers are forwarded to the Associate Vice President for Academic Affairs, who reviews them for completeness and presents them to the other members of the University Promotion & Tenure Committee. The university committee consists of the Provost, the Vice President for Research, the Associate Vice President for Faculty Affairs, and the Dean of the Graduate School. Each member reviews the dossiers and makes a recommendation to the Provost, with whom the final decision rests. In those instances where some question exists about the qualifications of a candidate, the university committee meets as a group, and confers with the academic Dean (and Director) of the administrative unit sponsoring the candidate. It is these meetings that members of the Faculty Senate Promotion and Tenure Committee attend. The procedures followed this year and in the past three years represent a considerable departure from those followed by President MacVicar, where every dossier was discussed by the committee as a whole.

108 dossiers were reviewed by the University Promotion and Tenure Committee. A total of 155 decisions (102 promotion decisions and 53 tenure decisions) were made by the committee. 91 promotions were approved (94% of total submitted) and 40 persons were tenured. Seven women were promoted to the rank of professor, although the percentage of favorable decisions for women was less than that for men. The number of minority faculty promoted and tenured was a significant concern over previous years with a favorable review in all cases submitted (11 individuals promoted, 7 with tenure) according to Associate Vice President John Dunn.

The Senate Committee has questions about these items:

Clarification of outside reviewers' roles in evaluation of candidates. Who is an appropriate reviewer? Should the reviewers be described in the dossier so the committee will know why these people were chosen? Emphasis should be made to reviewers that letters are to be evaluations rather than advocacy for the candidate.

If additional references are requested by the University Committee, these should be in writing to be added to the dossiers so candidates may see them, rather than oral references given by telephone.

There is a continuing problem with position definitions and how to fit everyone into the academic model (library, extension, etc.). This is especially difficult in determining "scholarly achievement".

Do "prior service agreements" made with some candidates affect the promotion negatively? Those having such agreements seem to be looked at differently.

The University Promotion and Tenure Committee felt that some committee assignments for candidates were inappropriate. Does this reflect on the candidate or on his/her department head? Is there any feedback to the candidate or supervisor about this?

The committee suggests that the University have a promotion and tenure meeting for all faculty, not just new ones. Department heads and deans might also attend this meeting. Candidates need to be cautioned to categorize their work appropriately, and to avoid "fluff".

Does this committee need to deal with a problem like a department head not helping in preparing a dossier or in soliciting letters that are not helpful?

The Senate Promotion and Tenure Committee was asked during 1990-91 to look closely at the role of teaching in the promotion and tenure process. The committee feels that the guidelines do give serious importance to teaching, but is concerned that teaching may not always receive sufficient weight in practice.

Faculty Senate Promotion and Tenure Committee:

Mary W. Kelsey, Chairman
Starr McMullen, Chairman pro-tem
Darrah Thomas
Alice Mills Morrow
Roger Fletcher
Flo Leibowitz

TABLE I
PROMOTION AND TENURE
ANALYSIS BY RANK AND TENURE
1990-1991

Request by Rank	Promotion		Tenure	
	Yes	No	Yes	No
Senior Res. Asst.	19	-	-	-
Research Assoc.	1	-	-	-
Senior Instr.	2	-	1	-
Assistant Prof.	-	-	3	-
Associate Prof.	43	9	38	4
Professor	26	2	1	-
No Change	NA	NA	6	-
TOTAL	91	11	49	4

SUMMARY OBSERVATIONS

- 19 faculty were promoted to the rank of Senior Research Assistant
- 1 faculty member was promoted to the rank of Research Associate
- 2 faculty members were promoted to the rank of Senior Instructor; 1 with indefinite tenure
- 43 faculty were promoted to the rank of Associate Professor; 38 with indefinite tenure; 4 were previously tenured; 1 was promoted without tenure
- 3 faculty were granted indefinite tenure, but not granted promotion to Associate Professor
- 26 faculty were promoted to the rank of Professor; 1 with indefinite tenure
- 6 faculty were granted indefinite tenure; no change in rank requested
- 49 faculty were granted indefinite tenure

TABLE II
PROMOTION AND TENURE ANALYSIS
ANALYSIS FOR WOMEN
1990-1991

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Research Asst.	5	-	-	-
Senior Instructor	1	-	-	-
Assistant Professor	-	-	-	-
Associate Professor	9	5	7	3
Professor	7	1	-	-
No Change	-	-	1	-
TOTAL	22	6	8	3

TABLE III
PROMOTION AND TENURE ANALYSIS
ANALYSIS FOR MINORITIES
1990-1991

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Research Asst.	1	-	-	-
Senior Instructor	-	-	-	-
Assistant Professor	-	-	-	-
Associate Professor	7	-	7	-
Professor	3	-	-	-
No Change	-	-	-	-
TOTAL	11	0	7	0

TABLE IV

SUMMARY OF TENURE RECOMMENDATIONS - 1990-91HC - Head count of faculty in this categoryTotals in each category are underlined

Year of Annual Review:	<u>1990-91</u>		<u>1989-90</u>		<u>18-year Total 1973-91</u>	
	HC	(%)	HC	(%)	HC	(%)
1. <u>Faculty on Annual tenure</u>	<u>384</u>		<u>335</u>		<u>5284</u>	
Male	279	(73)	238	(71)	4011	(75.9)
Female	105	(27)	97	(29)	1273	(24.0)
Minority	27	(7)	20	(6)	266	(5.0)
2. <u>Recommended for Indefinite tenure</u>						
a. <u>by the department</u>	<u>49</u>		<u>55</u>		<u>1007</u>	
Male	40		43		811	
Female	9		12		196	
Minority	7		1		49	
b. <u>by the dean/director</u>	<u>49</u>	(100)	<u>60</u>	(100)	<u>838</u>	(83.1)
Male (% of 2a)	41	(100)	47	(100)	666	(82.1)
Female (% of 2a)	8	(89)	13	(100)	172	(87.8)
Minority (% of 2a)	7	(100)	1	(100)	42	(85.7)
3. <u>Granted Indefinite tenure</u>						
a. <u>HC (% of 2b)</u>	<u>49</u>	(100)	<u>59</u>	(100)	<u>767</u>	(91.5)
Male	41	(100)	47	(100)	615	(92.3)
Female	8	(100)	12	(93)	152	(88.4)
Minority	7	(100)	1	(100)	38	(90.0)

TABLE V

SUMMARY OF APPROVED PROMOTIONS IN RANK
AND CHANGES IN STATUS TO INDEFINITE TENURE

1990-91

HC - Head Count of faculty promoted or granted Indefinite tenure

(%) - Percent of departmental recommendations approved

Totals in each category are underlined

Year of Annual Review:	<u>1990-91</u>		<u>1989-90</u>		<u>18-year totals 1973-91</u>	
	HC	(%)	HC	(%)	HC	(%)
A. <u>To Professor</u>	<u>26</u>	(93)	<u>30</u>	(87)	<u>499</u>	(58)
Male	19	(95)	25	(86)	442	(59)
Female	7	(88)	5	(100)	57	(61)
Minority	3	(100)	2	(100)	19	(76)
B. <u>To Associate Professor</u>	<u>43</u>	(90)	<u>54</u>	(96)	<u>685</u>	(73)
Male	34	(94)	40	(95)	559	(72)
Female	9	(95)	14	(100)	126	(77)
Minority	7	(100)	2	(100)	34	(76)
C. <u>To Assistant Professor or Senior Instructor</u>	<u>2</u>	(100)	<u>6</u>	(100)	<u>161</u>	(86)
Male	1	(100)	5	(83)	89	(81)
Female	1	(100)	1	(100)	72	(91)
Minority	0		0		11	(100)
D. <u>To Senior Research Asst.</u>	<u>19</u>	(100)	<u>12</u>	(100)	<u>129</u>	
Male	14	(100)	9	(100)	88	
Female	5	(100)	3	(100)	41	
Minority	1		1		5	
E. <u>Promotion Totals (All Ranks)</u>	<u>91</u>	(93)	<u>102</u>	(94)	<u>1378</u>	(68)
Male	69	(96)	79	(92)	1116	(67)
Female	22	(85)	23	(100)	262	(75)
Minority	6	(100)	5	(100)	66	(80)
F. <u>To Indefinite tenure</u>	<u>49</u>	(98)	<u>59</u>	(100)	<u>767</u>	(76)
Male	41	(100)	47	(100)	615	(75)
Female	8	(89)	12	(100)	152	(77)
Minority	7	(100)	1	(100)	38	(78)
G. <u>All Promotions and Tenure Combined Totals</u>	<u>108</u>	(95)	<u>111</u>	(95)	<u>2063</u>	(70)
Male	79	(96)	87	(94)	1662	(67)
Female	29	(88)	24	(100)	401	(75)
Minority	11	(100)	5	(100)	96	(77)
Total Reviewed	<u>108</u>					
Total Approved	<u>102</u>	(94% Approval Rate)				

REPORTS TO THE FACULTY SENATE

OREGON STATE UNIVERSITY
Corvallis, Oregon 97331-6203

503-737-4344

FACULTY SENATE OFFICE
Social Science 107

Thursday, November 7, 1991; 3:00 pm - 5:00 pm
Construction & Engineering Hall
LaSells Stewart Center

AGENDA

The agenda for the November Senate meeting will include the reports and other items of business listed below. To be approved are the minutes of the October Senate meeting, as published and distributed to the faculty.

A. SPECIAL REPORTS

1. Barbara Balz - SIS/Banner System

Dr. Balz will report on the status and costs of SIS/Banner.

2. Joan Gross, Affirming Diversity Course Committee Development Chair

Dr. Gross will report on the activities of the Committee and the results of the faculty survey.

3. Mary Kelsey, Interinstitutional Faculty Senate Representative (p. 1)

This report will summarize the IFS meeting in Klamath Falls held October 5 and 6. Attached is a copy of the IFS resolution passed on October 5, 1991, regarding athletics.

B. ACTION ITEMS

1. Approval of Apportionment Table for 1991-92 (p. 2)

The Apportionment Table for 1991-92 (consisting of OSU FTE in the ranks of Instructor or above, including Senior Research Assistants, but excluding all other Research Assistants), is attached.

2. Report of the Committee on Bylaws and Nominations (p. 3)

The Committee's report is attached. It includes nominees for 1992 Senate President-Elect, for new members of the Executive Committee, and for an Interinstitutional Faculty Senate representative. The President-Elect serves for one year, then automatically assumes the Presidency of the Senate. Executive Committee members serve two-year terms; IFS members' terms are three years.

As provided in the Senate's Bylaws, (Article VI, Section 3) as amended on October 6, 1977, "additional nominations may be made from the floor and the nominations shall be closed." The Executive Committee recommends that if such nominations from the floor are made, the nominator obtain, in advance, the nominee's willingness to serve if elected. The names of all nominees will be submitted to be published in the November 14 issue of OSU This Week.

The University-wide election of the President-Elect and IFS representatives will be conducted between November 18 and December 2. Ballots are to be distributed simultaneously to all

members of the OSU faculty, in accordance with current Faculty Senate Bylaws. Signed ballots received in the Faculty Senate Office no later than 5:00 pm on December 2 will be counted by the Counting Committee on Tuesday, December 3. The individual receiving the highest number of votes will be declared the winner in each of the elections.

Election of new members of the Executive Committee will take place at the December 5 meeting of the Faculty Senate, and will be conducted by written ballot. Those candidates receiving the highest number of votes shall be elected. Tie votes shall be resolved by written ballot in a run-off election.

3. Resolution on funding of athletics at OSU (pp. 4-19)

Recent events mandate an immediate discussion at this meeting. The Board of Higher Education has placed a decision vote on their agenda for the November 15 meeting. The attachment is reproduced from recent events and the September OSBHE Agenda.

C. INFORMATION ITEMS

1. D. Curtis Mumford Faculty Service Award

Nominations will now be accepted for 1992 nominees for the D. Curtis Mumford Faculty Service Award for Distinguished Service to OSU Faculty. This award is not necessarily given yearly. Nominations are due in the Faculty Senate Office by January 24, 1992. The award is traditionally presented at University Day which will be September 17, 1992. (Guidelines may be obtained from the Faculty Senate Office or via electronic mail addressed to "Faculty Senate Office" or "fso@ccmail.orst.edu".)

2. 1991 Election Schedule (p. 20)

Attached is a schedule of deadline dates for the Faculty Senate elections to be conducted in November and December 1991.

3. 1990/91 Annual Reports

The following annual reports have not yet been received:

- a. Committee on Committees, Terry Miller, Chair
- b. Special Services Committee, Donald Unger, Chair

4. Senator Attendance Summary for 1990/91 (p. 21)

Attached is a summary of Senator attendance by unit for academic year 1990/91.

5. Executive Office Response (p. 22)

Attached is Provost Arnold's response to the action taken on October 3, 1991.

D. REPORTS FROM THE EXECUTIVE OFFICE

Roy Arnold, Provost & Vice President for Academic Affairs

E. REPORTS FROM THE FACULTY SENATE PRESIDENT

F. NEW BUSINESS

THE IFS UNANIMOUSLY ADOPTED THE FOLLOWING RESOLUTION AT ITS MEETING ON OCTOBER 5, 1991:

The IFS shares the Oregon State Board of Higher Education's frustration that it should be forced to consider bailing out university intercollegiate sports programs at a time when valuable academic programs have been cut. While IFS is cognizant of the symbolic value of athletics in higher education, we reaffirm the value of academic programs to the State of Oregon. Therefore, we heartily encourage the creative and thorough search for alternative dollars to fund university intercollegiate sports programs. However, we are unalterably opposed to the transfer of any dollars that would otherwise fund academic programs.

OSU IFS Senators:
Arnold Appleby
Mary Kelsey
Jim Pease

FACULTY SENATE APPORTIONMENT FOR 1992

<u>College</u>	<u>1991 Total FTE</u>	<u>1992 Total FTE</u>	<u>1991 Number of Senators</u>	<u>1992 Number of Senators</u>	<u>Gain or Loss</u>
Agricultural Sciences	353.470	360.010	25	26	+1
Associated Faculty	103.080	98.487	7	7	
Business	58.200	53.800	4	4	
Education	40.490	32.034	3	2	-1
Engineering	120.731	118.517	9	8	-1
Extension (off-campus)	152.080	157.280	11	11	
Forestry	92.580	101.610	7	7	
Health & Human Perf.	41.673	41.020	3	3	
Home Economics	44.420	65.357	3	5	+2
Liberal Arts	199.053	188.691	14	13	-1
Library	28.950	30.920	2	2	
Oceanography	60.360	61.070	4	4	
Pharmacy	30.250	27.910	2	2	
ROTC	29.000	23.000	2	2	
Science	221.584	226.440	16	16	
Student Affairs	44.930	45.860	3	3	
Veterinary Medicine	<u>38.150</u>	<u>37.290</u>	<u>3</u>	<u>3</u>	
	1695.001	1669.296	118	118	-0-

10/28/91



OREGON STATE UNIVERSITY
Ballard Extension Hall 213 • Corvallis, Oregon 97331-3601
Telephone 503-737-2942 Fax 503-737-2563

October 23, 1991

MEMORANDUM

TO: Executive Committee of the Faculty Senate
Zoe Ann Holmes, Senate President

FROM: Faculty Senate Nominations Committee
Mike Martin, Chair
Paul Farber
Bill Smart
Mariol Wogaman

RE: Faculty Senate Nominations

The Faculty Senate Nominations Committee recommends the following nominees for this fall's elections:

Faculty Senate President-Elect

1. Carroll DeKock, Department Head, Chemistry
2. Joe Hendricks, Department Head, Sociology

Faculty Senate Executive Committee

1. Bruce Coblentz, Professor, Fisheries & Wildlife
2. Gordon Matzke, Associate Professor and Associate Chair, Geosciences
3. Cliff Michel, Counselor, Counseling Center
4. Janet Nishihara, Counseling Coordinator, Educational Opportunities Program
5. Laura Rice, Associate Professor, English
6. Tony Wilcox, Associate Professor, Exercise & Sport Science

Interinstitutional Faculty Senate

1. Sally Francis, Associate Professor and Head, Apparel, Interiors, Housing & Merchandising
2. Ron Hathaway, Klamath County Extension Chair

OREGON STATE UNIVERSITY
Corvallis OR 97331-6203

(737-4344)

Faculty Senate Office
Social Science 107
October 21, 1991

MEMORANDUM

TO: Faculty Senate

FROM: Zoe Ann Holmes
President, OSU Faculty Senate

RE: Motion Regarding Funding of Athletics

The Chancellor's staff recommendation to the Board of Higher Education was presented on September 27th (pp. 5-14). The Chancellor's preferred option of funding OSU, U of O and PSU athletics from state funds was delayed until the Board could receive further input. A hearing was held on campus on October 17, 1991. At that hearing a number of faculty, students and nonuniversity people took the opportunity to express their views. I presented testimony that the Faculty Senate Executive Committee reluctantly, with several exceptions, concurred with the staff recommendations; however, the issue would be discussed at the November 7, 1991 Faculty Senate meeting (pp. 15-17). A number of reports and stories have appeared since that time (pp. 18-19).

Support of use of state funds for athletics is extremely difficult at this time. In times of limited resources, program reductions, and termination of faculty it is ill-advised to support implementation of programs in athletics with state funds. However, upon reading the choices available it is not an easy decision.

MOTION:

The Oregon State University Faculty Senate agree:

1. Information included in the Chancellor's preferred proposal is inadequate for faculty to make a judgement.
2. We do support intercollegiate athletics as part of the University.
3. University support should not exceed \$1.5 million in 1991-92 for scholarships and/or coaches salaries, and this situation should be reviewed by the faculty for future years, based on the experience of this fiscal year.
4. That the Athletic Department should be operated without encumbering any additional debt.

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INTERCOL-
LEGIATE
ATHLETICSStaff Report to the Board

At the June 14, 1990, meeting of the State Board of Higher Education, a detailed report was made on the status of intercollegiate athletics. A significant portion of that report dealt with the issue of deficits at the three universities, and the fiscal solutions required for them to remain in current athletic conferences without incurring greater deficits. The conclusion stated in the June 1990 report was that there was little or no room for reduction of expenditures under current conditions of competition and conference affiliations. The solution presented at that time was to look to the resource side if the current level of competition was to be maintained. The following assumptions were made about resources:

- 1) Support from incidental fees would not be increased faster than inflation;
- 2) Contributions would be increased only marginally;
- 3) Admission charges for athletic events were at or approaching the maximum;
- 4) Television, conference shares, and concession income were likely to increase only marginally or not at all; and
- 5) The only remaining resources available for 1990-91 were tuition waivers and the use of other institutional funds.

The Board made the following recommendations concerning resources:

- 1) Authorize tuition waivers at the University of Oregon, Oregon State University, and Portland State University in a sum sufficient that, in combination with recommendations 2 and 3 below, would permit a balanced budget;
- 2) At the University of Oregon, Oregon State University, and Portland State University, allow the use of institutional funds for coaches' salaries in

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non-revenue sports (five men's and all women's sports) as is now permitted at the colleges; and

- 3) Authorize the use of institutional funds for academic support, operation, and maintenance of facilities.

The Board's policies were implemented by the institutions and, for 1990-91, the athletic departments did not incur additional deficits. The University of Oregon authorized \$242,500 in fee waivers, transferred \$397,900 from athletic department building and equipment reserves, and applied \$61,600 of general institution resources to cover coaches' salaries for non-revenue sports. Oregon State University authorized \$625,680 in fee waivers, transferred \$436,000 in expenditures associated with facilities, student support, and institutional PAC-10 and NCAA dues to the Educational and General budget, and covered expenditures associated with non-revenue sports coaches' salaries of \$420,252 from general institution resources. Portland State University authorized \$200,000 in fee waivers. Without the funding solutions provided by the Board, the 1990-91, athletic department annual operating deficits would have been: University of Oregon, \$702,000; Oregon State University, \$1,481,932; and Portland State University, \$200,000. As of June 30, 1991, the athletic cumulative deficits are as follows: University of Oregon, \$1,728,537; Oregon State University, \$3,001,338; and Portland State University, \$1,609,329.

It is apparent, in reviewing the most conservative and realistic revenue and expense projections for university intercollegiate athletics, that the revenues generated by men's football and basketball, TV and radio contracts, concessions and private gifts cannot sustain the current programs. Each of these programs at the University of Oregon and Oregon State University have the minimum number of sports and participants to meet NCAA Division I and PAC-10 requirements, as well as meet the Board's and State of Oregon's requirement that there exist equal opportunities for female and male student athletes. The reasons for this conclusion are:

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- 1) Expenditures will continue to outstrip the ability to raise revenues from gate receipts and gifts. A five-year projection of operating revenues and expenditures reveals the following:

	<u>Budget</u> <u>1991-92</u>	<u>Est.</u> <u>1992-93</u>	<u>Est.</u> <u>1993-94</u>	<u>Est.</u> <u>1994-95</u>	<u>Est.</u> <u>1995-96</u>
Univ. of Oregon					
Expenditures	\$12.8	\$13.8	\$14.1	\$14.9	\$15.7
Revenues	10.9	11.3	10.8	11.5	11.3
Deficit	<\$ 1.9>	<\$ 2.5>	<\$ 3.3>	<\$ 3.4>	<\$ 4.4>
Oregon State Univ.					
Expenditures	\$11.1	\$11.5	\$11.8	\$12.4	\$12.9
Revenues	9.4	9.3	9.2	9.5	9.5
Deficit	<\$ 1.7>	<\$ 2.2>	<\$ 2.6>	<\$ 2.9>	<\$ 3.4>
Portland State Univ.					
Expenditures	\$ 2.6	\$ 2.8	\$ 3.0	\$ 3.2	\$ 3.4
Revenues	2.4	2.5	2.6	2.7	2.8
Deficit	<\$.2>	<\$.3>	<\$.4>	<\$.5>	<\$.6>

The expenditure estimates for the five-year period do not contemplate any additions to the number of sports currently offered, or any increase in expenditures to become more competitive. In fact, the budgets for 1991-92 were reduced in many areas, and modest inflationary increases of three-to-five percent were projected for most program areas.

An example of rising costs for athletics can be found in the \$500 surcharge on tuition for 1991-1993. This increase in tuition is a cost increase being passed on to the athletic departments, greatly impacting their costs for grants-in-aid. For example, the tuition increase for 1991-92 at the University of Oregon will increase the cost of operation by nearly \$400,000.

- 2) Revenue increases from current sources are limited. Support from student incidental fees can, and should be increased. However, the increases should be proportional to inflation. Increased income from private contributions

are a possibility. However, private giving would need to grow from 150-to-200 percent to offset the current imbalance between revenue and expenditures. Currently, Oregon PAC-10 institution ticket prices are at the top of PAC-10 institutions. Therefore, only marginal increases can be projected without resulting in loss of income due to declining attendance. While team win\loss records directly impact attendance and revenues, assuming a team will be competing each year for a conference championship is extremely dangerous. Conference, regional, and national television income could, and perhaps should, be shared more equitably. However, those are issues that must be solved on a national level and Oregon cannot place its funding hopes on such action occurring in the near future.

- 3) The Legislative action to decouple Sports Action Lottery from the regular lottery will provide much needed help to finance intercollegiate athletics. However, it is not the total answer to the athletic funding crisis. In 1989, the original projections were that Sports Action would generate \$8 million annually. The actual experience the past two years shows that it generated \$2.3 million in 1989-90, and \$2.4 million in 1990-91. Current estimates by the Lottery Commission are that Sports Action in 1991-1993, will generate \$1.95 million per year, less than the \$2.3 million generated in 1990-91. The reason for the reduced income from Sports Lottery is that the decoupling legislation also limited the games to "an electronic lottery game or games." Therefore, the "scratch games" will not be available to Sports Action, thus the reduced income estimate. With annual income of \$1.95 million, the University of Oregon and Oregon State University would realize \$575,000; Portland State University \$292,000; and each of the colleges, \$68,000.
- 4) Dropping out of the PAC-10 Conference is not a viable strategy to reduce costs. If the University of Oregon and Oregon State University were to drop out of the PAC-10 Conference and NCAA Division 1A, the number of sports supported could be reduced, thereby reducing

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expenditures for grants-in-aid, coaches' salaries, and travel costs. But they would no longer receive revenue from major bowl games and television, and gate receipts could be severely reduced. The negative impact on ability to generate gift income would be great. Dropping out of NCAA Division IA level of competition would reduce expenditures but also would reduce revenues, resulting in the need for institutional funds to be continued at 1990-91 or greater levels to sustain minimal programs with equal opportunities for women and men.

It is the staff's assumption that continued intercollegiate athletic competition at the existing levels, with the University of Oregon and Oregon State University remaining as full participants in the PAC-10, is in the best interests of the universities and the people of Oregon. Therefore, the key question is how to continue to support these programs at their current levels of performance, while continuing to provide high quality competitive and developmental experiences for male and female students with athletic talents.

It is clear that, while revenues from men's football and basketball can support themselves, the revenues can no longer support the full range of programs required to sustain equal participation by women and men without exerting the extreme pressures of a "win at any cost" philosophy on the students and coaches to fill the stadium and arena. This latter approach is one Oregon has avoided and should continue to reject. Intercollegiate athletic programs in Oregon have been operating with a high level of integrity, and with a sense of responsibility toward assuring that students receive degrees. That is the primary responsibility of the institutions.

Therefore, the issue is how to provide the resources needed to sustain quality athletic programs at current levels. The staff has developed the following strategy for the Board's consideration.

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Staff Recommendation

The staff recommendation is in three parts: First, the State System should continue to provide a top quality choice of intercollegiate athletic experiences to qualified female and male students while continuing to demonstrate the highest standards of ethical practices. This goal can be achieved only by continuing to authorize the use of institutional funding for support of nonrevenue sports. Second, the university presidents be charged to adhere to the following conditions as a prerequisite to the authorization of the use of institutional funding:

1. Continue to be aggressive advocates within the NCAA to change policies that will reduce costs;
2. Reduce athletic programs' expenditures to the new NCAA policy minimums at the earliest appropriate time;
3. Limit growth in the annual operating budget of the athletic department to a level comparable to the growth in the institutions's education and general budget;
4. Operate the athletic department within available resources, i.e. further deficits are unacceptable; and
5. Continue the annual audits of the athletic department finances by the System's Internal Audit Division and annually report the results to the Board along with comments by the presidents of the three universities regarding the financial situation of their athletic programs as well as the graduation rates of student athletes and integrity of program practices.

Finally, with the above conditions as a prerequisite, the staff recommends that the Board of Higher Education authorize the following as a permanent athletic funding policy:

- 1) Authorize grants-in-aid support funded from university resources at a level equivalent to the cost of instruction

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times the number of student athletes who received their degrees the prior academic year. A two-year phase-in period will be provided in which institutional grants-in-aid support will not exceed the number awarded to students competing in non-revenue generating sports.

- 2) Continue to permit, at the University of Oregon, Oregon State University, and Portland State University, the use of institutional funds for coaches' compensation in non-revenue sports to provide comparable opportunities for female and male student athletes.
- 3) Require that all academic support provided to student athletes be the responsibility of the university.
- 4) Continue to authorize appropriate institutional funds for operation and maintenance of facilities not dedicated solely to men's football or basketball to ensure that comparable facilities are available to women and men athletes.
- 5) Require that a sum equal to 50 percent of the annual Sports Action Lottery receipts be set aside to repay accumulated deficits. After repayment of all deficits, these funds are available for operating expenses.
- 6) Assist the implementation of the above policies by providing the University of Oregon and Oregon State University each \$1,500,000 per year, and Portland State University \$350,000 from System resources.

COMMITTEE RECOMMENDATION:

BOARD ACTION: (Roll Call Vote)

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SUMMARY OF REVENUE AND EXPENSE
Athletic Department
University of Oregon

September 27, 1991

	Actual 1987-88	Actual 1988-89	Actual 1989-90	Est Actual 1990-91	Estimated 1991-92	Estimated 1992-93	Estimated 1993-94	Estimated 1994-95	Estimated 1995-96
<u>REVENUES</u>									
Home Games	3,101,741	3,002,810	2,789,192	3,764,841	3,137,860	3,831,310	3,061,310	3,762,480	3,561,310
Away Games/Post Season	1,436,372	1,057,719	2,098,523	1,588,428	1,141,500	816,500	991,500	1,016,500	966,500
PAC 10 Revenue	1,095,302	1,469,808	1,791,031	1,708,624	2,082,200	2,082,200	2,082,200	2,082,200	2,082,200
Television and Radio	515,983	698,073	748,814	792,235	780,697	819,732	844,324	869,654	895,743
Student Incid. Fee	1,155,000	1,189,650	1,189,650	1,149,000	1,091,550	1,091,550	1,091,550	1,091,550	1,091,550
Contributions	1,150,678	1,700,508	1,108,505	1,997,948	1,568,800	1,602,214	1,603,000	1,603,000	1,603,000
Sports Action Lottery			37,083	0	575,000	575,000	575,000	575,000	575,000
Other Revenues	416,268	644,457	836,271	310,397	500,167	507,616	520,404	533,832	547,931
Institution Support		0	0	300,000	0	0	0	0	0
Subtotal Operating Revenue	8,871,344	9,763,025	10,999,069	11,611,473	10,877,774	11,326,122	10,769,288	11,534,216	11,323,234
Transfers In: Building and Equip Res.				450,000					
Total Operating Revenue	8,871,344	9,763,025	10,999,069	12,061,473	10,877,774	11,326,122	10,769,288	11,534,216	11,323,234
<u>Debt Retirement Revenue</u>									
Ticket Surcharges		474,262	430,505	543,894	401,000	482,000	450,000	482,000	450,000
Lease Income (Autzen)				490,000	542,500	1,082,500	1,082,500	1,082,500	1,082,500
Eugene/Springfield/Lane C.				90,000	90,000	90,000	90,000	90,000	90,000
Skysuites/Sponsors				766,983	716,000	0	0	0	0
Total Debt Retire. Rev.	0	474,262	430,505	1,890,877	1,749,500	1,654,500	1,622,500	1,654,500	1,622,500
Grand Total Revenue	8,871,344	10,237,287	11,429,574	13,952,350	12,627,274	12,980,622	12,391,788	13,188,716	12,945,734
<u>EXPENDITURES</u>									
Coaches Payroll, plus OPE	1,276,846	1,350,534	1,560,678	1,698,077	1,823,109	1,877,800	1,971,689	2,070,272	2,173,784
Financial Aid	1,250,794	1,470,004	1,608,494	1,809,364	2,202,930	2,335,103	2,568,612	2,825,472	3,108,018
Game and Event Expense	1,874,815	2,242,687	2,885,942	3,116,643	2,597,574	2,796,176	2,570,681	2,709,240	2,897,954
Other Direct Sports Rel.	1,291,874	1,444,369	1,660,829	1,808,522	2,074,240	2,151,616	2,231,311	2,314,049	2,399,951
Promotion/Fund Raising	872,556	847,690	958,127	861,012	855,811	888,360	924,755	962,691	1,002,207
Administration/Facilities	1,850,117	1,811,602	2,090,695	2,119,292	2,309,540	2,709,149	2,819,383	2,934,361	3,054,203
Other(Counseling/Noncash)	171,617	726,039	893,431	648,561	879,458	898,373	918,044	938,529	959,864
Total Operating Expend.	8,588,619	9,892,925	11,658,196	12,061,471	12,742,662	13,656,577	14,004,475	14,754,614	15,595,981
Repair & Replacement Res.		(186,306)	(184,036)	0	(131,966)	(131,966)	(131,966)	(131,966)	(131,966)
Excess (Deficit) Operat.	282,725	(316,206)	(843,163)	2	(1,996,854)	(2,462,421)	(3,367,153)	(3,352,364)	(4,404,713)
<u>Transfers -- Debt Retirement</u>									
Surcharges to Plant Funds		0	0	0	0	0	0	0	0
Operating Indebtedness				0	(287,000)	(287,000)	(287,000)	(287,000)	(287,000)
Bond Debt Retirement		(474,262)	(430,505)	(1,890,879)	(1,462,814)	(1,471,625)	(1,466,037)	(1,476,327)	(1,484,809)
Total Transfers	0	(474,262)	(430,505)	(1,890,879)	(1,749,814)	(1,758,625)	(1,753,037)	(1,763,327)	(1,771,809)
Excess (Deficit) Athletic	282,725	(316,206)	(843,163)	0	(1,997,168)	(2,566,546)	(3,497,690)	(3,461,191)	(4,554,022)

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SUMMARY OF REVENUE AND EXPENSE
Athletic Department
Oregon State University

	Actual 1987-88	Actual 1988-89	Actual 1989-90	Est Actual 1990-91	Estimated 1991-92	Estimated 1992-93	Estimated 1993-94	Estimated 1994-95	Estimated 1995-96
<u>REVENUES</u>									
Home Games	1,383,282	2,269,428	2,202,052	2,564,173	2,241,472	2,225,546	2,215,546	2,405,546	2,355,546
Away Games\Post Season	1,552,605	1,463,815	2,221,350	1,262,716	1,669,900	1,581,635	1,421,635	1,541,635	1,461,635
PAC 10 Revenue	1,122,440	1,276,534	1,721,772	1,325,866	1,419,734	1,420,000	1,420,000	1,420,000	1,420,000
Television and Radio	167,725	194,609	270,896	550,000	609,500	609,500	609,500	609,500	609,500
Contributions	1,107,612	1,737,500	1,504,465	1,766,322	1,477,964	1,478,000	1,478,000	1,478,000	1,478,000
Student Incid. Fee	627,750	703,385	727,531	763,907	802,104	842,209	884,320	928,536	974,962
Sports Action Lottery			131,867		575,000	575,000	575,000	575,000	575,000
Other Revenues	318,079	344,163	299,954	508,169	579,340	579,000	579,000	579,000	579,000
Institution Support				1,481,932					
Subtotal Operating Revenue	6,279,493	7,989,434	9,079,887	10,223,085	9,375,014	9,310,890	9,183,001	9,537,217	9,453,643
Transfers In: Building and Equip Res.									
Total Operating Revenue	6,279,493	7,989,434	9,079,887	10,223,085	9,375,014	9,310,890	9,183,001	9,537,217	9,453,643
<u>Debt Retirement Revenue</u>									
Ticket Surcharges		91,212	185,451	293,126	301,000	301,000	301,000	301,000	301,000
Total Debt Retire. Rev.	0	91,212	185,451	293,126	301,000	301,000	301,000	301,000	301,000
Grand Total Revenue	6,279,493	8,080,646	9,265,338	10,516,211	9,676,014	9,611,890	9,484,001	9,838,217	9,754,643
<u>EXPENDITURES</u>									
Coaches Payroll, plus OPE	1,446,324	1,397,416	1,535,830	1,776,468	1,862,594	1,918,472	2,012,674	2,113,304	2,218,971
Financial Aid	1,041,892	1,144,430	1,238,586	1,326,832	1,475,526	1,564,057	1,532,752	1,686,026	1,854,629
Game and Event Expense	1,348,383	1,849,009	2,147,948	2,159,701	2,437,150	2,543,451	2,610,399	2,726,593	2,705,199
Other Direct Sports Rel.	1,268,075	1,534,703	1,700,924	1,999,884	1,789,027	1,852,222	1,937,696	2,000,033	2,094,425
Promotion\Fund Raising	299,026	1,331,077	836,349	840,655	817,180	846,266	888,579	933,007	979,658
Administration\Facilities	1,239,877	1,214,315	1,649,525	1,931,869	2,079,388	2,135,199	2,214,959	2,298,708	2,386,643
Other(Counseling\Noncash)	122,838	299,413	299,593	271,973	452,131	459,879	472,487	485,934	500,289
Total Operating Expend.	6,766,415	8,770,363	9,408,765	10,307,382	10,912,996	11,319,546	11,669,546	12,243,605	12,739,814
Repair & Replacement Res.		(125,008)	(132,511)	(154,523)	(175,000)	(175,000)	(175,000)	(175,000)	(175,000)
Excess (Deficit) Operat.	(486,922)	(905,937)	(461,389)	(238,820)	(1,712,982)	(2,183,656)	(2,661,545)	(2,881,388)	(3,461,171)
<u>Transfers -- Debt Retirement</u>									
Surcharges to Plant Funds			(52,375)	(54,309)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)
Operating Indebtedness			(17,659)		(287,000)	(287,000)	(287,000)	(287,000)	(287,000)
Bond Debt Retirement				0	(143,000)	(145,000)	(517,000)	(516,000)	(509,000)
Total Transfers	0	0	(70,034)	(54,309)	(490,000)	(492,000)	(864,000)	(863,000)	(856,000)
Excess (Deficit) Athletic	(486,922)	(814,725)	(345,972)	(3)	(1,901,982)	(2,374,656)	(3,224,545)	(3,443,388)	(4,016,171)

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SUMMARY OF REVENUE AND EXPENSE
Athletic Department
Portland State University

	Actual 1987-88	Actual 1988-89	Actual 1989-90	Est Actual 1990-91	Estimated 1991-92	Estimated 1992-93	Estimated 1993-94	Estimated 1994-95	Estimated 1995-96
<u>REVENUES</u>									
Football	199,730	395,221	527,294	734,283	669,000	707,133	747,440	790,044	835,076
Student Incidental Fees	848,434	995,729	1,128,757	1,202,475	1,239,212	1,199,663	1,247,649	1,297,555	1,349,457
Contributions	71,252	207,848	314,667	271,313	300,000	315,000	330,750	347,288	364,652
Sports Action Lottery			69,564		291,000	291,000	291,000	291,000	291,000
Institution Support				200,000					
Other	36,436	88,426	135,908	172,382	102,580	108,735	115,259	122,174	129,505
Total Operating Revenue	1,155,852	1,687,224	2,176,190	2,580,453	2,601,792	2,621,531	2,732,098	2,848,061	2,969,690
<u>EXPENDITURES</u>									
Football	419,713	456,613	673,770	841,386	768,040	821,803	879,329	940,882	1,006,744
Financial Aid	354,775	370,054	400,404	471,313	516,000	546,960	579,778	614,564	651,438
Other Operations	1,023,643	1,054,679	1,243,677	1,267,754	1,329,112	1,422,150	1,521,700	1,628,219	1,742,195
Total Operating Expend.	1,798,131	1,881,346	2,317,851	2,580,453	2,613,152	2,790,913	2,980,807	3,183,665	3,400,377
Excess (Deficit) Operat.	(642,279)	(194,122)	(141,661)	0	(11,360)	(169,382)	(248,709)	(335,604)	(430,687)
<u>Transfers -- Debt Retirement</u>									
Operating Indebtedness					(145,500)	(145,500)	(145,500)	(145,500)	(145,500)
Excess (Deficit) Athletic	(642,279)	(194,122)	(141,661)	0	(156,860)	(314,882)	(394,209)	(481,104)	(576,187)

University Athletic Funding and the State System of Higher Education

The Issue:

The current funding policy for university athletic programs results in deficits. The policy seeks to fund all of our athletic programs from just two sports: men's basketball and football. While these programs at the University of Oregon and Oregon State University produce enough revenue to pay their own way, they do not produce enough additional money to carry other athletic programs that are known as "non-revenue" sports.

Non-revenue sports have been incorrectly identified by some in the media as "women's sports." While it is true that no women's athletic program produces enough gate receipts to cover its expenses, neither do most of the men's programs.

The questions is: Should athletic programs remain a part of the Oregon higher education experience? If the answer is yes, how should we fund these programs and what should be the terms and conditions of any such support?

The History:

In 1976, the Oregon State Board of Higher Education adopted a policy stating that intercollegiate athletics are important in achieving institutional goals. At that time, the Board authorized the use of state General Funds for coaches' salaries in non-revenue producing sports and appropriate physical plant costs.

In 1981, the policy was reversed. The sports programs at Oregon State University, the University of Oregon, and Portland State University basically were asked to support themselves with gate receipts, conference revenue-sharing, and gifts. Subsequently, those programs began accumulating deficits. (It should be noted that there are no deficits at the four regional colleges. Due to the limited ability to generate revenue from sports at any of the colleges, athletic programs there simply would not exist without state institutional support.)

In June 1990, the State Board was given a detailed report on the status of intercollegiate athletics. A significant portion of that report dealt with the issue of deficits at the three universities. As of that time, the cumulative deficits were as follows: the University of Oregon, \$1.7 million; Oregon State University, \$3 million; and Portland State University, \$1.6 million.

Also at the June 1990 meeting, the Board took the following one-year action to avoid future deficits:

1. Allow the use of institutional funds for coaches' salaries in non-revenue sports (as is now permitted at the colleges).
2. Permit the use of institutional funds for academic support, operation, and maintenance of facilities.

3. Authorize tuition waivers at the three universities that, in conjunction with recommendations 2 and 3, would result in a balanced budget.

Where We Are Now:

The Board's policies were implemented by the universities. For the 1990-91 school year, the three institutions did not incur additional deficits. However, the 1990 action was for one year only, and now further action is required to avoid additional deficits. And, we must take action to pay back the cumulative deficits.

Revenue Options:

In reviewing the most conservative and realistic revenue and expense projections for university intercollegiate athletics, the revenues generated by men's football and basketball, television and radio contracts, concessions, and private gifts cannot meet the expenses of the non-revenue sports. That conclusion is based on the following:

1. Each of these programs at the University of Oregon and Oregon State University has the minimum number of sports and participants to meet NCAA Division I and PAC-10 requirements, as well as meet the Board's and the State of Oregon's requirement for equal opportunities for female and male student athletes.
2. Expenditures will continue to outstrip the ability to raise revenues from gate receipts and gifts.
3. Revenue increases from current sources are limited. (Ticket prices at the University of Oregon and Oregon State University are the highest in the PAC-10. Gifts already have doubled in the past five years.)
4. Revenues from Sports Action Lottery will help, but not solve the deficit.
5. Dropping out of the PAC-10 is not a viable option financially. Even though expenses would drop from such a move, revenues would drop even faster. Dropping out of the PAC-10 would eliminate television, bowl, and other revenue sources immediately.
6. Eliminating athletic programs altogether would not be without cost. Several athletic facilities were constructed with revenue bonds. Those bonds are being repaid through gate receipts. Without the athletic programs, institutions would still be required to repay the bonds plus the costs of mothballing the unused facilities.

Proposal before the Board:

1. Authorize the use of institutional funds for grants-in-aid (scholarships) at a level tied to the number of degrees awarded to student athletes.
2. Continue to permit the use of institutional funds for coaches' compensation as well as facilities for non-revenue sports.
3. Provide \$1.5 million each to the University of Oregon and Oregon State University, and \$350,000 to Portland State University from State System resources.
4. Require that an amount equal to half of the Sports Action Lottery receipts be set aside to retire the accumulated deficit. The remaining funds will be used to reduce the institutional support required for the current option of the non-revenue sports.

18. No free way out of crunch

By Kip Carlson
Gazette-Times reporter

The ability of sports to provoke emotion was displayed Thursday afternoon as the State Board of Higher Education held a hearing at Oregon State University on state funding for intercollegiate athletics.

Those expressing opinions ranged from an OSU faculty member whose job was eliminated and a student whose course of study was dropped due to Measure 5 budget cuts, to faculty and community members who feel athletics is an important part of the university and Corvallis businessmen who said the area would feel a definite economic impact if the university no longer was the site of Division I athletic contests.

And Thomas A. Bartlett, chancellor of the State System of Higher Education, told the crowd of about 150 that "there's no zero-cost option" when it comes to athletics at the universities.

Of the 27 speakers, 17 favored the proposal. But each of those in opposition drew applause when they sat down following their comments.

State funding

The proposal

- 1. Authorizes the use of institutional funds for grants-in-aid (scholarships) at a level tied to the number of degrees awarded to student athletes.
- 2. Continues to permit the use of institutional funds for coaches' compensation as well as facilities for non-revenue sports.
- 3. Provides \$1.5 million each to Oregon State University and the University of Oregon, and \$360,000 to Portland State University from State System resources.
- 4. Requires that an amount equal to half of the Sports Action Lottery receipts be set aside to retire the accumulated deficit. The remaining funds will be used to reduce the institutional support required for the current option of the non-revenue sports.

The athletic departments of Oregon's three largest universities have a combined deficit of \$6.3 million, with \$3 million of that at OSU.

Before hearing testimony, Bartlett asked people to realize there's no way out of the current situation that won't cost money.

Moving to a lower level of competition would not reduce costs enough to

make up for the revenues lost from television, football bowl games and other sources. Even completely discontinuing athletics would have its costs.

Phasing out coaches who currently have contracts, honoring the scholarships of players and facilities would cost about \$8 million, Bartlett said.

See 'Funding' B5

• Funding: hearing

Continued from Page B1

And after that was complete, the cost of paying off bonds inherited from athletic departments and mothballing facilities to keep them from becoming dangerous would cost the state another \$2.8 million to \$3 million a year.

"We came to the conclusion, in my office, that it's better to invest \$3 million a year to keep the programs going than \$3 million a year for no programs," Bartlett said.

OSU and Oregon are already at the minimum number of sports necessary to remain in NCAA Division I and the Pacific-10 Conference.

"We're not finding a way out of this box that doesn't use institutional funds," Bartlett said. "One of the hardest things is getting out of the level of saying we shouldn't use funds for athletics instead of academics. But there's no course we can identify that doesn't use institutional funds."

That didn't stop several of those speaking Thursday from opposing the proposal on the basis that academics should be funded before athletics.

Todd Mickey, the president of the Associated Students of Oregon State University, said he thinks most students support athletics and enjoy going to games, as do community members and alumni.

"But think of the message the board would send if it adopts this proposal," Mickey said. "Measure 5 came across suddenly, it was passed and they started making cuts. It was very demoralizing."

"Now there's a problem with athletic funding, it's a problem we've been facing for several years. Look at the message you send students, faculty and staff if you spend the money — it's very demoralizing. What do you tell them? Is the university designed for education or athletics. I implore you to seek alternate funding before you adopt this proposal."

A number of speakers questioned the argument that OSU gains prestige by being a member of the Pac-10, saying a university's academic reputation should stand on its own.

Ray Leidich was director of the academic services center before passage of Measure 5 resulted in his job being eliminated.

"This is poorly timed," Leidich said. "I consider this an insult to myself and others like me to talk about funding athletics when programs have been cut to the bone and to the muscle because of this institution and others."

Leonard Adolf, who spent 32 years as a professor in the history department at OSU before retiring, asked what guarantee there would be that if money were directed toward athletics, the deficit wouldn't simply grow again.

"I hope we're not digging a bigger hole," Adolf said. "Maybe it's time to cut the losses. And there's no fear in dropping a division — we might win a game."

After Adolf questioned the "misplaced priorities" of spending money on athletics when academics are hurting for money, Bartlett spoke again.

"I go back to the point, we don't have a choice," Bartlett said. "Once we leave the level of rhetoric, we don't have a choice."

"Our ancestors may have made a mistake, or may not have, but we don't have a choice. Going back to Todd Mickey, we will send the message (by spending money), but for what? We keep coming back to this. If there's a way out of this, we have yet to identify it."

Those in favor of the proposal included Zoe Ann Holmes, who was speaking on behalf of the 13-member executive committee of the OSU Faculty Senate.

"With one exception, it (the committee) agrees with the solution offered by the chancellor's staff," Holmes said. "Right or wrong, the bond and physical plant commitments and commitments to student/athletes must be met."

Other supporters cited the prestige they feel OSU gains by being in the same conference with schools such as Stanford, Washington and UCLA. A number of area businessmen pointed to the money spent in Corvallis before and after games, which John Cooper of the Corvallis Visitors and Convention Bureau estimated at \$2.3 million for each home football game.

John Evey, director of the university's development office and an OSU graduate, is in favor of the proposal. He said much of the \$24.3 million given to support the university's programs came from supporters interested in athletics who donated to academic causes.

* Faculty Senate Executive Committee has nine members.

** There were others, but the majority agreed with the position stated.

**OREGON STATE ATHLETIC DEPARTMENT
1991-1992 REVENUE/EXPENSE BUDGET REPORT**

<u>COST CENTER</u>	<u>REVENUE</u>	<u>EXPENSE</u>
Baseball	28,300	229,298
Basketball (M)	1,386,000	912,022
Basketball (W)	30,657	555,396
Crew (M&W)	14,000	165,321
Far West Classic	400,000	350,000
Football	3,090,000	2,979,963
Golf (M)	97,833	118,081
Golf (W)	9,500	68,308
Gymnastics	69,000	345,422
Soccer (M)	1,005	56,186
Soccer (W)	14,420	108,673
Softball	2,500	100,572
Swimming	1,389	108,720
Volleyball	12,500	243,984
Wrestling	5,000	195,119
Administration	3,708,045	2,290,081
Beaver Club	1,303,900	345,723
Broadcasting	614,244	349,626
Compliance	0	94,279
Equipment	1,276	103,362
Facilities	25,000	127,299
Merchandise	30,000	0
Medical/Training	755	362,289
Promotions	75,000	188,567
Sports Information	17,922	282,890
Student Services	0	132,840
Ticket Office	21,159	212,832
Video Operations	2,506	96,845
Weight Room	2,418	62,542
Special Events	135,000	131,086
Concessions	282,023	161,510
Band	1,543	0
Rally	4,000	7,559
TOTAL	11,386,395	11,386,395

BUDGET SUBMITTED TO CHANCELLOR'S OFFICE
APPROVAL PENDING ACTION OF BOARD OF HIGHER EDUCATION (OSSHE)

**1991 SCHEDULE OF NOMINATIONS/ELECTIONS
FOR
FACULTY SENATE PRESIDENT-ELECT, ONE IFS REPRESENTATIVE
AND THREE EXECUTIVE COMMITTEE MEMBERS**

October 22:	Nominations Committee Report received in Faculty Senate Office on or before this date.
October 28:	Nominations received by Executive Committee
November 7:	1) Nominees presented at Faculty Senate Meeting. Additional nominations may be taken from the floor. 2) Senate approval of Apportionment Table.
November 11-13:	Ballots will be prepared for distribution to Faculty eligible for voting.
November 13:	Ballots will be sent during the late afternoon to all Faculty eligible to vote in the Faculty Senate Election.
November 14:	List of Nominees and their Vita will be submitted to be published in the staff newsletter, <u>OSU This Week</u> .
November 18- December 2:	VOTING...VOTING...VOTING...VOTING
December 2:	All signed ballots due back in the Faculty Senate Office <u>by 5:00 p.m.</u> Those not received will not be included in the Counting Committee's tally of votes on Tuesday.
December 3:	Counting of votes will be conducted by the Ballot Counting Committee, and overseen by a representative of the Executive Committee.
December 5:	Election results will be announced at the Faculty Senate Meeting.
December 12:	Results of election will be announced to the University Community through staff newsletter, <u>OSU This Week</u> .

ELECTION OF EXECUTIVE COMMITTEE

October 22:	Nominations Committee Report received in Faculty Senate Office on or before this date.
October 28:	Nominations received by Executive Committee.
November 7:	Nominees announced at Faculty Senate Meeting. Nominations will be taken from the floor.
December 5:	Ballots will be distributed to Faculty Senators present at the Senate meeting. Results will be made known at the end of the Senate meeting, if available.

SENATOR A. TENDANCE BY UNIT

FY 90/91	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Overall	89/90 Overall
Agriculture	69%	57%	53%	60%	88%	56%	56%	64%	52%	61.7%	71.8%
Associated	88%	88%	88%	100%	100%	85%	100%	100%	71%	91.1%	78.3%
Business	50%	75%	75%	100%	75%	75%	75%	75%	75%	75%	80.5%
Education	66%	66%	66%	66%	33%	33%	33%	33%	66%	51.3%	37%
Engineering	85%	71%	28%	66%	77%	55%	66%	88%	44%	64.4%	76.1%
Extension	45%	63%	63%	75%	81%	81%	54%	63%	54%	64%	65.6%
Forestry	100%	83%	16%	85%	71%	28%	71%	71%	42%	63%	66.6%
Health/Human Perf.	100%	66%	100%	100%	100%	100%	33%	100%	100%	88.8%	92.5%
Home Economics	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	96.2%
Liberal Arts	85%	78%	78%	85%	78%	64%	78%	78%	78%	78%	73.8%
Library	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Oceanography	25%	25%	0%	80%	60%	60%	0%	60%	40%	38.9%	13.7%
Pharmacy	100%	100%	50%	100%	50%	50%	0%	100%	0%	61.1%	72.2%
ROTC	0%	50%	0%	100%	100%	0%	50%	50%	50%	44.4%	52.9%
Science	80%	53%	80%	64%	76%	76%	70%	58%	35%	65.8%	72%
Student Affairs	100%	100%	100%	100%	100%	100%	100%	100%	66%	96.2%	94.4%
Veterinary Medicine	100%	66%	66%	100%	100%	100%	66%	33%	66%	77.4%	66.6%

NOTE: All 90/91 monthly percentages for each unit were figured using whole numbers.

22.
PROVOST AND
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
Office of the Provost



OREGON
STATE
UNIVERSITY

Administrative Services A624
Corvallis, Oregon
97331-2128

October 21, 1991

MEMO TO: Zoe Ann Holmes
President, OSU Faculty Senate

FROM: Roy Arnold *Roy Arnold*
Provost and Vice President
for Academic Affairs

SUBJECT: Action of the October 3, 1991 Faculty Senate Meeting

In response to the action taken by the Faculty Senate at its October 3, 1991 meeting, I am pleased to inform you that the recommended changes in title for Research Assistant to Faculty Research Assistant and Senior Research Assistant to Senior Faculty Research Assistant have been approved.

Thank you for your attention to this important matter. We hope that this action will help to insure that these employees are recognized as members of the OSU faculty.

c: J. Dunn
M. Cappaert

Telephone
503-737-2111

Fax
503-737-2400

DRAFT



OREGON
STATE
UNIVERSITY

AFFIRMING DIVERSITY

Rationale

One of the chief aims of a liberal education is to provide a forum in which the diverse points of view of the entire community can be meaningfully articulated, understood, and evaluated. Every effort must be made to create a climate for learning in which intolerance and insensitivity, racism, sexism, agism, homophobia, religious discrimination, and discrimination against the handicapped, can neither thrive nor endure. The university should be a place that affirms diversity. As a community, it must appreciate difference. The existence of such an atmosphere is in fact central to our ability to appreciate and benefit from liberal education itself.

Criteria

The course Affirming Diversity shall:

1. study the origins and effects of discrimination of all kinds;
2. promote the creation of an atmosphere of openness and sensitivity to others as human beings;
3. foster an openness to the ideas and perspectives of others;
4. focus on a wide range of appropriate issues and examples;
5. be multidisciplinary in its approach.

FACULTY SENATE APPORTIONMENT FOR 1992

<u>College</u>	<u>1991 Total FTE</u>	<u>1992 Total FTE</u>	<u>1991 Number of Senators</u>	<u>1992 Number of Senators</u>	<u>Gain or Loss</u>
Agricultural Sciences	353.470	360.039	25	26	+1
Associated Faculty	103.080	98.487	7	7	
Business	58.200	53.800	4	4	
Education	40.490	31.034	3	2	-1
Engineering	120.731	118.517	9	8	-1
Extension (off-campus)	152.080	157.280	11	11	
Forestry	92.580	101.610	7	7	
Health & Human Perf.	41.673	41.020	3	3	
Home Economics	44.420	41.607	3	3	
Liberal Arts	199.053	187.691	14	13	-1
Library	28.950	30.920	2	2	
Oceanography	60.360	61.070	4	4	
Pharmacy	30.250	27.910	2	2	
ROTC	29.000	23.000	2	2	
Science	221.584	225.440	16	16	
Student Affairs	44.930	47.860	3	3	
Veterinary Medicine	38.150	37.290	3	3	
	1695.001	1644.926	118	116	-2

Revisions are highlighted

11/05/91

PLEASE SEE REVERSE SIDE

University athletics out of time, money

By THOMAS A. BARTLETT

Two things are becoming clear as the State Board of Higher Education tackles the \$3.3 million deficit in the sports programs at our universities:

1. There is no cost-free option.
2. There is no more time to delay a decision.

A number of friends and critics have tried to suggest alternatives to the use of institutional funds for university sports programs. The Oregonian, for example, suggested that the board delay action on the athletic funding issue for another year, until the post-Measure 5 political landscape becomes clearer.

For the State System of Higher Education, the timing of this decision is unfortunate, but delay is not an option. There is insufficient cash to finance additional deficits in athletic programs. The capacity to borrow internally has been exhausted. For that reason, the board took steps in June 1990 to finance athletic programs for one year while we search for other solutions. We have done so. Now a decision must be made.

An Italian proverb reminds us, "By asking for the impossible, we obtain the best possible." The impossible — finding a way to resolve the athletic deficits without spending institutional money — has been tried and failed. Instead, we must now move to the best possible prescription.

The current funding policy for university athletic programs results in deficits. The policy seeks to finance all of our athletic programs from just two sports: men's basketball and football. While these programs at the University of Oregon and Oregon State University produce enough revenue to pay their own way, they do not produce enough additional money to carry other athletic programs, which are known as "non-revenue" sports.

Some tell us not to use institutional funds

Thomas A. Bartlett is chancellor of the Oregon State System of Higher Education.

(state general-fund dollars and tuition) to support athletics. Unfortunately, after reviewing all the options open to us, it appears we have no choice but to use institutional funds. The question is: How best can institutional dollars be invested, given the accumulated debt in athletics?

We have three options: Stay as we are and pay the deficits. (Cost: \$3.3 million per year.) Close all athletic programs. (Cost: \$8 million to phase out and \$3 million minimum continuing for 20 years.) Downgrade programs (Cost: hard to be precise, but more than either of the first two options.)

Let's explore the two alternatives to maintaining current programs with institutional funds:

• *Drop out of the Pac-10 and save money by participating in a less-demanding conference.*

Yes, expenses could be reduced by dropping out of the Pac-10. However, revenues from gate receipts, television and other sources would fall even faster. Dropping out of the Pac-10 would require an even greater use of institutional funds.

• *Drop all athletic programs, because "frills" cannot be afforded at a time when faculty are being cut and tuition raised.*

Pushing aside the tremendous cultural changes such a decision would bring to the campuses, this suggestion also has heavy financial costs.

Athletic facilities have been developed through combined funding of gate receipts, gifts, television revenues and some state-guaranteed bonds. Without athletic programs, there would be no gate receipts, no television revenue and fewer gifts. That means campus institutions would have to foot a bill in excess of \$2 million a year through the year 2019 in facilities debt.

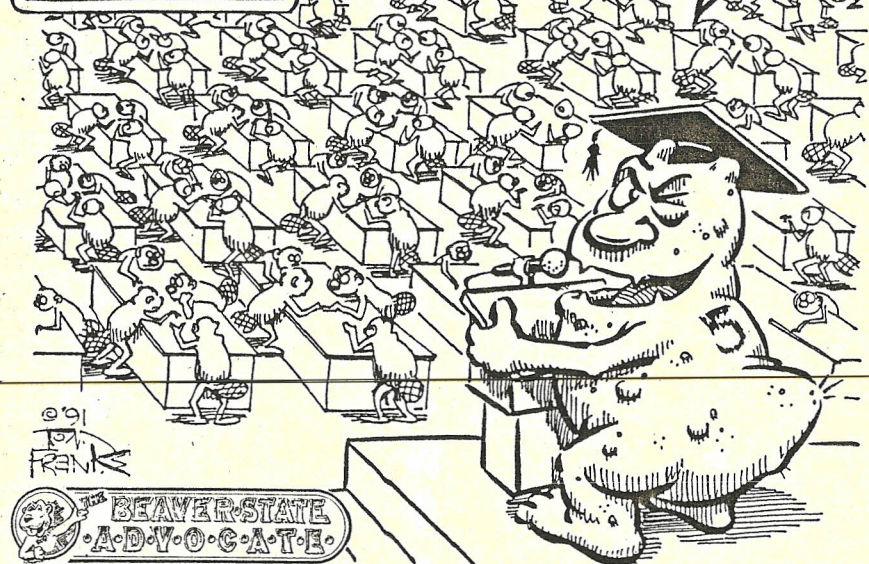
In addition, there would be mothballing costs because facilities could not be allowed to become "derelicts." (Furthermore, could public and student demands that athletic facilities be used for non-revenue programs be long resisted? If not, they would create maintenance costs approaching another mil-

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Government
Anatomy 101



lion dollars a year. Ironically, eliminating athletic programs at the three universities would cost more than the current proposal before the board.)

At various times in the past, Oregon has financed intercollegiate athletics with institutional funds. Ten years ago, that policy changed when the board instructed the three university sports programs (OSU, UO and Portland State University) to be self-supporting. The four regional colleges (Western, Eastern, Southern and Oregon Institute of Technology) have continued to use institutional funds.

One major factor in athletic funding is related to the decision by Congress and the state of Oregon to guarantee women equal access to participation in athletic programs for women. (That has become known as Title IX.) The concept of equal access is not just the law, it's the right thing to do. Title IX is not the cause of our deficits in athletic funding. However, doing the right thing combined with a financial policy requiring university sports to be self-supporting has caused the universities to amass a deficit of

\$6 million in the past few years.

We cannot shrink the size of our programs any further. The athletic programs at Oregon State System institutions consist of the minimum required by the Pac-10 and the NCAA Division I. They include football, basketball, baseball, crew, cross country, golf, gymnastics, soccer, softball, tennis, track and field, volleyball and wrestling. Altogether, 750 students participate in intercollegiate sports.

At the September meeting, the state Board of Higher Education reviewed the staff recommendation on athletic funding. The board voted to delay final action on the proposal to give concerned citizens an opportunity to learn more about this issue and to comment. A series of public hearings has been held. A hotline (725-5708) has been set up to receive comments and requests for further information. Written comments are welcome as well.

The problem is a tough one and won't go away just by wishing for the impossible. It's time to act on the best possible solution, given our circumstances.

Operating Debt History

<u>Year</u>	<u>Operating Gain (Loss)</u>	<u>How Loss Was Covered</u>	<u>Accumulative Fund Balance</u>	<u>Interest Paid on Deficit</u>
1981-82	182,719		83,292	0
1982-83	29,575		112,867	0
1983-84	261,244		374,111	0
1984-85	(467,239)	OSSHE	(93,128)	0
1985-86	(293,838)	OSSHE	(386,966)	(6,985)
1986-87	(1,141,818)	OSSHE	(1,528,784)	(29,022)
1987-88	(376,980)	OSSHE	(1,905,764)	(114,659)
1988-89	(822,550)	OSSHE	(2,728,314)	(142,932)
1989-90	(273,022)	OSSHE	(3,001,336)	(204,624)
1990-91	(420,252)	OSU	(3,421,588)	(225,100)

Shut-Down Costs

<u>Year</u>	<u>Bond Retirement</u>	<u>Operating Debt Retirement</u>	<u>Total Debt Retirement</u>	<u>Mothball Costs</u>	<u>Total Costs</u>
1991-92	143,331	537,000	680,331	0	680,331
1992-93	145,575	452,587	598,162	250,000	848,162
1993-94	317,321	452,587	769,908	125,000	894,908
1994-95	516,216	452,587	968,803	131,250	1,100,053
1995-96	509,599	452,587	962,186	137,813	1,099,999
1996-97	471,345	452,587	923,932	144,703	1,068,635
1997-98	472,051	452,587	924,638	151,938	1,076,576
1998-99	471,609	452,587	924,196	159,535	1,083,731
1999-00	472,640	452,587	925,227	167,512	1,092,739
2000-01	481,311	452,587	933,898	175,888	1,109,786
:	:	:	:	:	:
2001-21	<u>9,157,579</u>	<u>452,587</u>	<u>9,610,166</u>	<u>6,106,690</u>	<u>15,716,856</u>
Total	13,158,577 *	5,062,870 **	18,221,447	7,550,328	25,771,775

* Principal payments of \$6,859,634 and interest payments of \$6,298,943.

**Principal payments of \$3,421,588 and interest payments of \$1,641,282.

Summary of Revenue and Expenses

<u>Revenue</u>	<u>1990-91 Actual</u>	<u>1991-92 Budget</u>
Home and Away Game Revenue	3,575,437	3,462,432
Tourn/PAC-10/TV/Radio	1,999,771	2,430,451
Student Fees	763,907	802,104
Sports Lottery	0	550,000
Contributions and Fund Raising	1,766,322	1,477,964
Tuition & Fee Waivers	625,680	0
OSU Funds	856,252	436,000
Requested Board Funds	0	1,500,000
Other Revenues	928,845	919,045
 Total Revenue	 10,516,214	 11,577,996
 <u>Expenses</u>		
Coaches Payroll	1,776,468	1,862,594
Financial Aid	701,152	1,475,526
Tuition & Fee Waivers	625,680	0
Team and Game Related Expenses	2,899,637	2,712,486
Administration	1,800,602	1,952,090
Counseling and Academic Advising	159,693	227,119
TV/Radio/Information/Publicity/Ticket Office	964,054	1,033,915
Booster Club	404,330	345,723
Equipment Reserve	154,523	175,000
Operating Debt Retirement (Principal only)	0	287,000
Bond Debt Retirement	0	143,331
Other Expenses and Transfers	1,030,075	1,363,212
 Total Expenses	 10,516,214	 11,577,996

Educational and General Funds

050 Budget Support

	<u>1990 – 91</u>		<u>1991 – 92</u>	
	<u>Amount</u>	<u>Date Approved</u>	<u>Amount</u>	<u>Date Approved</u>
University Facilities	\$132,000	June 1991	\$132,000	June 1991
Academic Student Services	103,000	June 1991	103,000	June 1991
University Compliance	71,000	June 1991	71,000	June 1991
Institutional PAC 10 and NCAA Dues	130,000	June 1991	130,000	June 1991
Operating Loss *	420,252	June 1991	0	
Tuition & Fee Waivers **	353,610	July 1990	0	
Total –050– Support	\$1,209,862		\$436,000	

040 Budget Support

Tuition & Fee Waivers	\$272,070	July 1990	\$0	
Requested Board Funds	0		1,500,000	Proposed
Total –040– Support	\$272,070		\$1,500,000	
Total Ed & General Support	\$1,481,932		\$1,936,000	

* To be repaid

** OSU budget reduced by \$353,610 because Athletic Tuition & Fee Waivers caused total net revenues to drop below budget by \$353,610.

REPORTS TO THE FACULTY SENATE

OREGON STATE UNIVERSITY
Corvallis, Oregon 97331-6203

503-737-4344

FACULTY SENATE OFFICE
Social Science 107

Thursday, December 5, 1991
LaSells Stewart Center

2:30 - 3:00 pm
Myrtle Tree Alcove
Reception for Retiring Senators

3:00 pm - 5:00 pm
Construction & Engineering Hall
Faculty Senate Meeting

AGENDA

The agenda for the December Senate meeting will include the reports and other items of business listed below. To be approved are the minutes of the November Senate meeting, as published and distributed to Senators.

A. REPORTS FROM THE EXECUTIVE OFFICE

Roy Arnold, Provost & Vice President for Academic Affairs

B. SPECIAL REPORTS

1. Mike Martin, Faculty Salary Structures & Trends Chair

This report is a follow-up of the status of recommendations made in the November 20, 1990, report "Faculty Salary Structures and Trends: How We Currently Track Them."

2. Election Results

Ed McDowell, Ballot Counting Committee Chair, will report on the outcome of the elections for President-Elect and IFS Representative.

3. Mark Nelson, Executive Director of the Association of Oregon Faculties

Mark Nelson will review current AOF concerns, priorities, and activities, with particular attention to issues involving faculty salaries and benefits.

C. ACTION ITEM

1. Executive Committee Elections (pp. 1-3)

See attached biographical sketches. Voting will take place during the meeting by Senators or their proxies only. Three people will be elected for two-year terms beginning January 1992.

D. INFORMATION ITEMS

1. January Faculty Senate Meeting

Please note that the regular January meeting will be January 9, 1992, NOT the first Thursday of the month as regularly scheduled.

2. New Senator Orientation

New Senator Orientation will be held January 9, 1992, preceding the regular Senate Meeting, in the Agricultural Production Room in the LaSells Stewart Center.

E. REPORTS FROM THE FACULTY SENATE PRESIDENT

F. NEW BUSINESS

OREGON STATE UNIVERSITY
Corvallis OR 97331-6203

(737-4344)

Faculty Senate Office
Social Science 107
November 29, 1991

MEMORANDUM

TO: Members of the OSU Faculty Senate

FROM: Executive Committee of the Faculty Senate
Zoe An Holmes, President, OSU Faculty Senate

RE: Biographical Sketches of Candidates for Executive Committee of the Faculty Senate

Voting will take place during the meeting by Senators or their proxies only. Three people will be elected for two-year terms beginning January 1992.

BRUCE COBLENTZ (at OSU since 1975), Professor of Wildlife Ecology.

FACULTY SENATE: Senator, 1986-present and Bylaws Committee, 1986-87.

COLLEGE OF AGRICULTURAL SCIENCES: Curriculum Committee, 1988-89 and Agricultural Awards Committee, 1985 and 1990.

OTHER SERVICE: NEWSLETTER EDITOR, Oregon Chapter, The Wildlife Society, 1976-78; Ad Hoc Committee on Introduction and Management of Exotic Animals, 1989-present; and The Wildlife Society Wildlife Publications Award Committee, 1977-78.

GORDON E. MATZKE (at OSU since 1977) Associate Professor of Geography.

FACULTY SENATE: Senator, 1991- present, and Committee on Bylaws and Nominations, 1990-91.

COLLEGE OF LIBERAL ARTS: Chair, Department of Geography, 1989, and Research Committee, 1982-83, 1985-86.

COLLEGE OF SCIENCE: Director, Geography Program and Associate Chair of Geosciences Department, 1989-present; Chair, Department of Geography; Affirmative Action Committee, 1989-present; and Dean's Advisory Committee, 1986-87.

OTHER SERVICE: Natural Resources Degree Committee, 1991-present; Environmental Science Degree Committee, 1991-present; International Programs Advisory Committee, 1987-89, Chair, 1989-1991; Foreign Student Enrollment Committee Chair, 1988; and Rhodes Scholarship Committee, 1985-86, Chair, 1986-88.

CLIFF MICHEL (at OSU since 1970), Counselor/Associate Professor, OSU Counseling and Testing Center.

FACULTY SENATE: Senator, 1986-88, 1989-present; and Administrative Appointments Committee, 1991-present.

DIVISION OF STUDENT AFFAIRS: Student Conduct Committee, 1983-85, Chair, 1985-86; Professional Development Committee; and Excellence in Service Committee.

OTHER SERVICE: Faculty Senate/Academic Affairs Task Force on Academic Advising, 1985; Faculty Senate/Academic Affairs Fixed Term Appointments Task Force, 1986; Chair, Academic Affairs Committee to Develop Advising Evaluation Procedures; and Co-Chair, Unassociated Faculty Caucus, 1987.

JANET NISHIHARA (at OSU since 1981), Academic and Counseling Coordinator for Educational Opportunities Program.

FACULTY SENATE: Senator, 1984-86, 1988-present; Academic Advising Committee, 1989-91; Academic Requirements Committee, 1990-present, Chair, 1991-present; Baccalaureate Core Committee, 1991-present; and Affirming Diversity Course Development Committee, 1991-present.

OTHER SERVICE: Asian Cultural Center Advisory Board, 1990-present; OSU Representative, Oregon State System High School Visitation Team, 1988-present; Faculty Advisor, Cambodian Student Association, 1984-present; Faculty Advisor, TALONS (Sophomore Women's Service Honorary), 1984-88; University Financial Aid Committee, 1985-88, Chair, 1987-88; and Community College Articulation Team, 1985-87.

LAURA P. RICE (at OSU since 1979), Associate Professor of English.

FACULTY SENATE: Senator, 1982 (replacement); 1990-present.

COLLEGE OF LIBERAL ARTS: CLA Personnel Committee, 1984-85, 1990-present; Faculty Review and Appeals Committee, 1988-90; CLA Curriculum Committee, 1982-83, 1986-88; Long Range Planning Committee, 1985-86; and Search Committee for CLA Dean, 1982.

OTHER SERVICE: Grant writer and co-director for National Endowment for the Humanities Summer Seminar for OSU faculty, 1990; Grant writer and co-director for OSU/PSU Fulbright Group Project Abroad (Tunisia/Yemen) for OSU Faculty, 1989; Faculty Associate to the VP for Academic Affairs and Provost, 1988-89; President's Commission on the Status of Women, 1988-present, currently Chair; Black Cultural Center Advisory Board, 1985-present, Chair, 1986-88; Women Studies Advisory Board, 1990-91; Middle East Seminar Committee, 1986-present, Chair, 1989-91; Women Studies Graduate Curriculum Committee, 1982-present; OSSHE French Executive Board, 1984-85, 1990-present; International Programs Advisory Committee, 1988-91, Chair, 1988-89; International Education Committee, 1986-87; OSU International Council Committee to Review International Agreements, Chair, 1986-87; Women Center Advisory Board, 1982-83; Minority Affairs Commission, 1988-present; Oregon Council for the Humanities, 1985-present, Chair, 1989-91; and regional delegate, Modern Language Association, 1984-87.

WALTER RUDD (at OSU since 1985), Professor and Head, Department of Computer Science, 1985-present.

FACULTY SENATE: Senator, 1988-present.

UNIVERSITY SERVICE: University Computer Steering Committee, University Network Committee, University Microcomputer Laboratory Committee, 1987-91; and Chair, Biology Computing Group, 1988-1991.

COLLEGE SERVICE: Affirmative Action Committee, 1989-90, and Promotion and Tenure Committee, 1986-present.

OTHER SERVICE: Director, Oregon Advanced Computing Institute, 1990-present, and Chair, Chancellor's Task Force on Computer Science, 1986-88.

ANTHONY WILCOX (at OSU since 1987), Associate Professor, Exercise and Sport Science.

FACULTY SENATE: Senator, 1990-present.

COLLEGE OF HEALTH AND HUMAN PERFORMANCE: Graduate Curriculum Committee 1988-90, Chair, 1989-present; Lecture and Seminars Committee, 1988-present, Chair, 1989-90; Out-of-State Travel Committee, 1987-present, Chair, 1987-90, 91-present; Baccalaureate Core Fitness Course Development Committee, 1987-90; Department Graduate Admissions Committee, 1987-90; Department Graduate Curriculum Committee, 1988-present; Department Advisory Committee, 1990-91; and Graduate Coordinator, Department of Exercise & Sport Science, 1991-present.

OTHER SERVICE: University Recreational Sports Committee, 1990-present; and New Faculty Orientation Program, 1990.

JOE ZAERR (at OSU since 1965), Professor of Forest Science.

FACULTY SENATE: Senator 1969, 1991-present; Graduate Council, 1975-77; Research Council 1986-89, Chair 1988-89; Graduate Admissions Committee, 1983-86, Chair 1984-86, Patent Committee 1968-72; and Radiation Safety Committee 1987-89.

GRADUATE SCHOOL: Assistant Dean, 1977-80.

COLLEGE OF FORESTRY: Graduate Committee, 1977-89.

OTHER SERVICE: Army ROTC Scholarship Board, 1976; and University Plant Physiology Group, Chair, 1980-81.

FACULTY SENATE OFFICE
OREGON STATE UNIVERSITY

BALLOT

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BALLOT FOR ELECTION OF EXECUTIVE COMMITTEE MEMBERS

December 5, 1991

BALLOT FOR ELECTION OF THREE MEMBERS OF THE FACULTY SENATE'S
EXECUTIVE COMMITTEE FOR TWO-YEAR TERMS

Beginning January 1992

(ONLY FACULTY SENATORS OR THEIR PROXIES ARE ELIGIBLE TO VOTE)

Vote for Three (3), and no more than three (3)

___ BRUCE COBLENTZ

___ GORDON MATZKE

___ CLIFF MICHEL

___ JANET NISHIHARA

___ LAURA RICE

___ WALTER RUDD

___ ANTHONY WILCOX

___ JOE ZAERR

OREGON STATE UNIVERSITY
Corvallis OR 97331-6203

(737-4344)

Faculty Senate Office
Social Science 107
December 2, 1991

MEMORANDUM

TO: Faculty Senate
FROM: Faculty Senate Executive Committee
RE: IFS Senator Representation

NEW BUSINESS

**FACULTY SENATE MEETING
DECEMBER 5, 1991**

The Interinstitutional Faculty Senate is considering changing the representation of the regional college versus university from the current representations (regional colleges 2 IFS senators; universities 3 IFS senators) to have equal institutional representation of 2 senators from the colleges and universities. We believe that it changes the concept of faculty representation to base the numbers on institutional criteria. The original representation was made on the basis of a number of considerations including a rough approximation of number of faculty in each institution. We think this should continue; however, it could be placed on a more specific basis. The details for by-laws development could be concluded once the concept is approved. In all instances, we would assume all faculty from all institutions would have some representation. We request a vote by the Oregon State University Faculty Senate on the following resolution:

In that the Interinstitutional Faculty Senate represents the faculty of the Oregon State System of Higher Education, the Oregon State University Faculty request that the representation in this senate be made on the basis of number of faculty at each institution.

OREGON STATE UNIVERSITY
Corvallis OR 97331-6203

(737-4344)

Faculty Senate Office
Social Science 107
December 3, 1991

MEMORANDUM

TO: Oregon State University Faculty
FROM: Faculty Senate Executive Committee
RE: A.I.D.S. Awareness Week

Zoe Ann Holmes

Jaimee R. Menely, ASOSU International/National Affairs Task Force Director and coordinator of A.I.D.S. Awareness Week is requesting faculty support the week of January 27-30.

We encourage all faculty to participate as they deem academically appropriate. A brief review of the current tentative schedule follows:

Monday, January 27:	International A.I.D.S. Day 1:30-2:30 Dr. Reese House, "A.I.D.S. as an International Issue" 2:30-3:30 Dr. Kelly Scott, "Drugs in Use and in Hope for A.I.D.S." 7:00 pm Film: "Longtime Companion," with peer educators
Tuesday, January 28:	A.I.D.S. at Home 1:30-2:30 Dr. Liz Gray, "OSU Students, Attitudes, and Knowledge" 2:30-3:30 Jan Hare, "Families of People with A.I.D.S." 7:00 pm Film: "Common Threads," with peer educators
Wednesday, January 29	Women and A.I.D.S. 1:30-2:30 Laura Mentch, "Women and A.I.D.S." 2:30-3:30 Tamina Toray, "Communication About Sexuality" 7:00 pm Film: TBA
Thursday, January 30	A.I.D.S. Awareness Day 12:00 TBA 12:30-2:00 Peer Panel and John Berliner, "Living with A.I.D.S." 2:00-3:30 Dr. Richard Keeling, "A.I.D.S. Awareness and Safer Sex"

vln

This is one budget educators hope they never have to see

■ **Higher education: Administrators draft a worst-case plan — with some disastrous discoveries.**
Eugene Register Guard

By JEFF WRIGHT / 2 2 1991
The Register-Guard

Deeper cuts in enrollment, steeper tuition increases and bigger teaching loads would be among the consequences if state funding for Oregon's four-year colleges and universities were to be cut

25 percent, higher education officials said Thursday.

In a draft scenario prepared at the direction of state budget officials, higher education administrators said such a cut would mean, among other things:

- Enrollment in the eight-campus

system, which fell this fall by 3,000 students to 60,000, could plummet to as low as 46,000 in 1993.

- Annual tuition for an in-state resident at the University of Oregon could climb from \$2,600 this year to \$4,600 in 1993.

- Professors who survive program cuts and layoffs would be expected to teach more classes. Administrative serv-

Turn to EDUCATION, Page 4A

EDUCATION

Continued from Page One

ices would be reduced 30 percent.

- Money for Extension Service programs, medical care for low-income residents, and research in agriculture, timber, health care and other job fields would be scaled back.

State funds account for 30 percent, or \$694 million, of higher education's current biennial (two-year) budget of \$2.2 billion. A 25 percent reduction would mean a loss of more than \$200 million.

Higher education budgets were cut last spring, along with cuts in other state agency budgets, because of the shift of state tax dollars to local schools required by passage of state Ballot Measure 5, the 1.5 percent property tax limit.

The limit, being phased in over five years, requires the state to replace taxes local school districts won't be allowed to levy.

The higher education scenario, completed this week, was ordered by the state Budget and Management Division in early September. The division asked the State System of Higher Edu-



Thomas Bartlett

Says higher ed's role is crucial

cation and other state agencies to project how they would cope with a 25 percent loss in state dollars in the 1993-95 biennium starting July 1, 1993.

The budget exercise essentially seeks worst-case scenarios if no new tax revenue is found.

Gov. Barbara Roberts is currently on a campaign to find out what services Oregonians want state government to provide and what kind of tax system they want to pay for those services.

Roberts plans to propose several tax plans early next year, to find out which plan Oregonians consider the fairest and to call the Legislature into special session to put the measure on the ballot.

Chancellor Tom Bartlett said he expects the higher education scenario document to collect dust because he is confident a new revenue source will be found before the next biennium. Thinking through such a scenario, he said, has been both helpful and disconcerting.

"It's terribly difficult to keep people from getting depressed when you're talking about these issues," he said. "It doesn't matter how much you qualify it — just looking at these possibilities is a real morale problem."

If need be, higher education could delay deciding where to make such cuts until January 1993, the chancellor said. No major changes or cuts are planned for the 1992-93 school year, the second half of the current biennium, he said.

Tuition policy would play a central role in such a scenario, which projects a 21 percent drop in state support for classroom teaching if tuition stays at current levels. Enrollment would have to drop by 10,000 students because of fewer faculty and programs.

But if tuition were jacked up to cover the plunge in state support, enrollment would fall by an even greater 14,000 students, the document estimates.

By raising tuition that high, "we'd actually end up turning away more students," Bartlett said. "But we'd also serve those (remaining) students better because we wouldn't have to reduce as many programs."

Oregon's hopes of having the best-educated work force in the country by the year 2000 is doomed if higher education absorbs such enormous cuts, Bartlett said.

Higher education's role is particularly crucial, he said, in light of projections that the number of high school graduates in Oregon will climb by 30 percent this decade.

"Regardless of how well the sectors of Oregon public education work together, and how efficient and effective they become, we cannot serve 30 percent more students . . . with 25 percent less resources," he said.

Roughly three of every eight Oregon high school graduates who now qualify for admission would not be able to enroll, he said. "By today's standards, we'd be turning away almost a third of our students."

Bartlett said the challenge faced by his staff has been to come up with a scenario document that's specific enough to be useful but not so specific as to be unduly alarming. The fear is that faculty and students will abandon ship once they see any list of proposed program cuts, he said.

The draft scenario doesn't prioritize academic programs or campuses, but, when pressed, Bartlett acknowledged that cuts of such magnitude

would virtually require the closure of one or more campuses.

"There's a time to make across-the-board cuts and a time to make selective program cuts," he said. "But I don't think the next time will be the time for either of those strategies. We've used them up."

Such a wrenching decision, he said, would almost certainly be made at the top administrative level, with limited campus involvement.

"It's hard to ask people to discuss objectively the demise of their own programs," he said. "If you're talking about a guillotine process, the only folks who can really make those decisions are the ones at the next level up."

Bartlett reiterated that the document is an analysis and "not yet a planning process." The scenario need not be a self-fulfilling prophecy, he said.

"I still believe if we get down that road, Oregonians will not like it and will not stand for it," he said. "The question is how far we go down in the short term."