

PORTLAND STATE  
UNIVERSITY  
FACULTY SENATE



**TO:** Senators and Ex-officio Members to the Senate

**TO:** Senators and Ex-officio Members to the Senate

**FR:** Sarah E. Andrews-Collier, Secretary to the Faculty

The Faculty Senate will hold its regular meeting on **December 5, 2011**, at 3:00 p.m. in room **53 CH**.

**AGENDA**

- A. Roll
- B. Approval of the Minutes of the November 7, 2011, Meeting
- C. Announcements and Communications from the Floor
- D. Unfinished Business
- E. New Business
  - \*1. Curricular Proposals Consent Agenda
- F. Question Period
  - 1. Questions for Administrators
  - 2. Questions from the Floor for the Chair
- G. Reports from Officers of the Administration and Committees
  - 16:00 President's Report
  - Provost's Report
- H. Adjournment

**\*The following document are included in this mailing:**

- B Minutes of the November 7, 2011 Meeting and attachments
- C-1 Curricular Proposals Consent Agenda

**\*\*\* 2011-12 PSU FACULTY SENATE ROSTER \*\*\***

**\*\*\*\*2011-12 STEERING COMMITTEE \*\*\*\***

Presiding Office: Gwen Shusterman  
 Presiding Officer Elect: Rob Daasch  
 Secretary: Sarah Andrews-Collier  
 Steering Committee (4):  
     Mark Jones and Patricia Wetzel (2012)  
     Gerardo Lafferriere and Lisa Weasel (2013)  
*Ex officio* (Comm on Comm) Cindy Baccar

**2011-12 FACULTY SENATE (56)**

**All Others (8) 2 above new count**

†Baccar, Cynthia	ADM	2012
Hatfield, Lisa	DDPS	2012
Ketcheson, Kathi	OIRP	2012
Vance, Mary	CARC	2012
*Tarabocchia, JR(Thompson)	DOS	2012
*Flores, Greg (Ostlund)	CARC	2013
Harmon, Steven	OAA	2013
Jagodnik, Joan	ARR	2013
Ryder, Bill	EMSA	2013
Sanchez, Rebecca	SBA	2013

**Business Administration (3) 1 above new count**

†Raffo, David	SBA	2012
Brown, Darrell	SBA	2013
Johnson, Raymond	SBA	2013
<i>Pullman, Madeleine</i>	<i>SBA</i>	<i>2014</i>

**Education (4)**

†Caskey, Micki	ED	2012
Smith, Michael	ED	2012
Burk, Pat	ED	2013
<i>Rigelman, Nicole</i>	<i>ED</i>	<i>2014</i>

**Eng. & Comp. Science (5)**

Daasch, W Robert	ECE	2012
Feng, Wu-Chang	CMPS	2013
Jones, Mark	CMPS	2013
†Maier, David	CMPS	2013
<i>Tretheway, Eric</i>	<i>ME</i>	<i>2014</i>

**Fine and Performing Arts (3) 1 above new count**

†Glaze, Debra	MUS	2012
Berrettini, Mark	TA	2013
Taylor, Sue	ART	2013
<i>Magaldi, Karin</i>	<i>TA</i>	<i>2014</i>

**Library (1)**

†Paschild, Christine	LIB	2012
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**CLAS – Arts and Letters (9) 1 vacancy**

Arante, Jacqueline	ENG	2012
Danielson, Susan	ENG	2012
* _____ (Jacob)		2012
Wetzel, Patricia	WLL	2012
Agorsah, Kofi	BST	2013
†Kominz, Larry	WLL	2013
Medovoi, Leerom	ENG	2013
<i>Jaen-Portillo, Isabel</i>	<i>WLL</i>	<i>2014</i>
<i>Greenstadt, Amy</i>	<i>ENG</i>	<i>2014</i>

**CLAS – Sci (7)**

Cummings, Michael	GEOL	2012
†Latiolais, Paul	MTH	2012
O'Halloran, Joyce	MTH	2012
Elzanowski, Marek	MTH	2013
Palmiter, Jeanette	MTH	2013
Weasel, Lisa	BIO	2013
<i>Lafferriere, Gerardo</i>	<i>MTH</i>	<i>2014</i>

**CLAS – Soc Sci (6) 2 above new count**

Brower, Barbara	GEOG	2012
Butler, Virginia	ANTH	2012
†Schechter, Patricia	HST	2012
†Beyler, Richard	HST	2013
Farr, Grant	SOC	2013
Lang, William	HST	2013
Ott, John	HST	2013
<i>Liebman, Robert</i>	<i>SOC</i>	<i>2014</i>

**Other Instructional (2)**

Trimble, Anmarie	UNST	2012
†Flower, Michael	HON	2013

**Social Work (4) 2 below new count**

†Curry, Ann	SSW	2012
<i>Jivanjee, Pauline</i>	<i>SSW</i>	<i>2013</i>
_____		2014
_____		2014

**Urban and Public Affairs (4) 1 above new count**

Carder, Paula	IOA	2012
†Henning, Kris	JUST	2012
McBride, Leslie	CAE	2012
Dill, Jennifer	USP	2013
<i>Newsom, Jason</i>	<i>OIA</i>	<i>2014</i>

\*Interim appointments

†Member of Committee on Committees

DATE: 11/21/11 <i>New Senators in Italics</i>
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## PORTLAND STATE UNIVERSITY

**Minutes:** Faculty Senate Meeting, November 7, 2011  
**Presiding Officer:** Gwen Shusterman  
**Secretary:** Sarah E. Andrews-Collier

**Members Present:** Agorsah, Arante, Baccar, Beyler, Brown, D. Brown, Burk, Carder, Caskey, Cummings, Curry, Daasch, Dill, Elzanowski, Farr, Feng, Flower, Glaze, Greenstadt, Harmon, Hatfield, Henning, Hines, Jaen-Portillo, Jagodnik, Jivanjee, Johnson, Jones, Ketcheson, Kominz, Lafferriere, Liebman, Magaldi, Maier, McBride, Medovoi, Newsom, Palmiter, Paschild, Raffo, Rigelman, Ryder, Sanchez, Schechter, Shusterman, Smith, Tarabocchia, Tretheway, Trimble, Weasel, Wetzel.

**Alternates Present:** Wattenberg for Berrettini, Reese for Danielson, Beyler for Latiolais, Webb for Palmiter (4:15).

**Members Absent:** Butler, Flores, Lang, MacCormack, O'Halloran, Ott, Pullman, Vance,

### **Ex-officio Members**

**Present:** Aylmer, Anderson, Andrews-Collier, Balzer, Burgess, Chmelir, Hillman, Luckett, Koch, Koroloff, Mack, Reynolds, Rimai, Rose, Rueter, Ruth, Sestak, Su, Wiewel.

### **A. ROLL**

### **B. APPROVAL OF THE MINUTES OF THE OCTOBER 3, 2011, MEETING**

The meeting was called to order at 3:06 p.m. The minutes were approved as published.

### **C. ANNOUNCEMENTS AND COMMUNICATIONS FROM THE FLOOR**

Changes to the Agenda: Add F-1, question #2 (see below).

Changes to Senate/committee memberships since October 3, 2011: Huafen Hu (ECS) appointed to the Faculty Development Committee, Michael R. Clark (ECS) appointed to the Library Committee, Thomas Kinderman, LAS-SS appointed to UCC, Jennifer Ruth and Keith Walter (LAS-AL) appointed to Grad Council, Jim Hook (ECS) appointed to and Agnes Hoffman replaces Kristen Pederson (AO) on Budget Committee, Leena Shrestha replaces John Caughman on Deadline Appeals Board.

### **Announcements**

LUCKETT presented a review of *Roberts Rules of Order*. Salient points were in particular: 1) "Roberts Rules" emphasizes open discussion and debate, therefore

discouraging closing debate. For example, a Motion to Call the Question must be passed by 2/3 majority. A Motion to postpone, debatable, may be passed by a simple majority. A Motion to Table is one of the most commonly misused rules. It is supposed to be used to set aside debate when an urgent matter arises, with the understanding that it will be returned to. 2) There is no such thing as a ‘friendly amendment’ because once the motion is made and seconded, it belongs to the entire assembly. 3) Decorum is intended to prevail, for example, one shouldn’t raise a hand while someone is speaking, all remarks should be addressed to the chair, colleagues should not be referred to by name, and if there is a concern, one should exercise the rule for “Point of Order.” SHUSTERMAN also reminded that, in order to improve communication, and

After the Discussion Item, Mary King, PSU-AAUP, was recognized by the Presiding Officer and reviewed the progress of collective bargaining.

### **Discussion Item – Fiscal Futures and the New Budget Model**

The item is delayed. HILLMAN for the Budget Committee, stated that the committee met and developed questions on the Financial Futures report, but FADM indicated to them that they had jumped the gun. The committee’s first meeting with the Administration was last week.

### **Discussion Item – PEBB Changes**

RUETER briefly provided background on the Interinstitutional Faculty Senate participation in this issue, and its subsequent forwarding to the OUS Faculty Senates at the urging of the OSU faculty senators to IFS. WETZEL stated she took on the assignment of talking to HR about the content of the letter from OSU, and noted that Kerry Gilbreth and Maria Eldred, HR, are here to help with questions. Reviewing the list of concerns in their letter, she stated the following: 1) Open enrollment can lead to a loss of benefits. Our HR feels that annual open enrollments improves benefits. 2) Information was not timely. The state budget was so late this year that PEBB was in turn getting out their decisions. 3) The window was too narrow. The window is the same as usual. 4) The Health Engagement Model chosen doesn’t reflect input from OSU researchers. The board is represented by the unions in the state, as well as agency representatives. 5) Poor design. This is true. It is a stick model, not a carrot model. 6) Issues of correct reporting. 7) Issues of privacy. There should be no problem; a private third party reports back to PEBB in aggregate. The Dept. of Justice was closely involved.

The Presiding Officer moved the meeting to a Committee of the Whole. After 20 Minutes she closed discussion, noting that we can’t change things this year, but this effort has been to help faculty make the best choices they can under the circumstances, and to gather input we can forward to the administration and PEBB for next year’s plan. She encouraged Senators to tell faculty to contact the Steering Committee with feedback.

## **D. UNFINISHED BUSINESS**

None.

## **E. NEW BUSINESS**

None.

## **F. QUESTION PERIOD**

### **1. Questions for Administrators**

KOCH presented the response to the question listed in “F-1” (attachment). With regard to the first part of the question, we have used fixed term appointments almost exclusively for teaching and have used them for more than one year in several cases, due to enrollment growth. The rationale for the transition from the OAR is primarily due to financial pressures as a result of reductions in state funding. The chart indicates that the fixed term faculty contribution to enrollment growth has increased but the total numbers of faculty have grown. With regard to the second part of the question, the proposed OAR adding ranks and professional advancement for them, is still in the pipeline. Similar to what PSU did for research ranks, we will set up a process to define these new ranks including their trajectory, through a committee composed of associate deans and faculty senate. We don’t expect this new OAR to change the mix of faculty.

SCHECHTER questioned the data. KOCH stated it was provided by OIRP, and using an additional graph that showed SCH and FTE, he reiterated his point. He also clarified the parameters of the faculty group in question.

GREENSTADT asked, with respect to the proposed definitions, a clarification of the distinctions between Lecturer and Instructor, relative to graduate and undergraduate instruction. KOCH stated he has already forwarded our objection to these in that that they only apply to U. of Oregon, and he will continue to reiterate this point at the Provosts Council. GREENSTADT asked if it is PSU policy that only faculty involved with research are eligible for tenure. KOCH stated that that is historically correct, and it is what our promotion and tenure guidelines say. Scholarship is the distinctive difference between tenure related and fixed term faculty, and it is very difficult given the teaching load for someone not on the tenure track to be promoted beyond assistant professor.

RUTH queried if the data would look different if broken down by school. KOCH stated that by and large across the university, the data looks allot like this. REESE asked if faculty historically in fixed term appointments would fit into the new categories, and how pay would work. KOCH stated that the ranks and steps will be what the joint committee will be taking up through faculty governance, and pay is subject to bargaining.

**Questions for Administrators, question #2.**

*1. In view of mounting concerns about recruitment and retention of PSU faculty, what actions by the administration are planned for current and future years?*

KOCH stated he was rephrasing the first part of the question to read “are there issues with recruiting and retention of faculty at Portland State and if so what actions are we taking to address them.” KOCH showed five years of data (attachment) indicating that “no reason” was the primary cause for resignation. He continued, that this is a very common number across higher education. There is not a big problem at PSU, but we have concerns about recruiting nationally competitive candidates, and we think we are successful, getting one of three candidates. For example, deans indicate that they regularly get their first choice of candidates, and an indirect measure is that assistant professor salaries have continued to rise. A reason for a candidate turning us down may be institutional prestige; candidates have indicated this. With respect to salary, we offer a good compensation package, however, younger faculty are not always looking at this aspect. Lastly, we have a retention fund and work closely with deans and chairs on retaining faculty. We feel we are as effective as any other institution in preventing attrition and meeting counter offers. By and large, this is not a major issue at PSU.

In answer to a question about the relationship of FTE to teaching loads and quality, KOCH reminded that fixed term and adjunct faculty, not having a research expectation teach proportionally larger loads in aggregate, and the numbers indicate this.

*2. All PSU employees will be impacted by changes in healthcare premiums, deductibles, and co-pays under the 2012 PEBB plan. PSU may have more options after implementation of SB 242, but it's not clear that insuring the smaller, healthier OUS or PSU faculty group would be more affordable in the long run than whatever PEBB can achieve with its greater bargaining power. Has the administration made plans to monitor the impacts of plan changes on employee compensation and to manage the plan's costs and benefits for the economic health of the University and its constituents?*

KOCH yielded to Vice President Monica Rimai to answer part two, after the Provost's Report. RIMAI reviewed the question and answered that we are mindful of that balance, and Vice Chancellor Jay Kenton has already announced that a committee will be formed to review the issue, and an outside consultant will be retained. RIMAI noted it is even more complicated for PSU because we are also healthier than the other institutions in the system, let alone the larger group of state employees.

## **2. Questions from the Floor for the Chair**

None.

## **G. REPORTS FROM OFFICERS OF THE ADMINISTRATION AND COMMITTEES**

### **President's Report**

WIEWEL noted the "20-20-40" statewide education meeting held at Corvallis and attended by several people in the room. It's very clear that the Governor and the Oregon Education Investment Board hold this goal as a guiding light for budget allocations, operational planning, and capital planning, with 2025 as it's target date. Going forward, we need to keep this in mind as we respond to performance compacts that have been made with the state. The governor, to his credit, has emphasized research more this year, because it is clearly something that will drive planning and budgeting as we move forward. WIEWEL continued, the internal budget model we have developed reflects the above developments, and is intended to provide transparent responses to our charge. The next step in the process recommended by the staff is to form a working group to examine the model from different angles, and establish a larger advisory committee to review the principles and potential outcomes. Our current goal is that while we develop models, full implementation will not occur until the 2013 budget year.

WIEWEL noted that we are gratified by the opening of the Science Research and Teaching Center, and the groundbreaking of the collaborative life sciences building at the South Waterfront. The Simon Benson Award dinner has been described as the best and largest philanthropy event in Portland ever. The PSU-OHSU strategic alliance continues to convene around collaborations for example a potential school of public health, to include concurrent joint appointments, etc. We had a good meeting recently about the Success Initiative, regarding the K-20 pipeline - which is a very important part of the 20-20-40 goal. We awarded the honorary degree to Rabbi Stampher. We note that with regard to NCAA, academic requirements for student athletes have been increased, and several of our teams are doing very well this fall.

WIEWEL concluded, that with regard to the presentation made earlier by Dr. Mary King, it is this understanding that collective bargaining at PSU traditionally does not take place in the public arena, for example faculty senate. It is not constructive, and that is why the administration has not presented counter arguments publicly, via flyers, etc. regarding its positions versus the other side of the table. That doesn't mean that there are not counter arguments to be made, but he intends to maintain that stance regardless of others.

### **Provost's Report**

KOCH introduced Lynn Chmelir, Interim Librarian. He noted that a search is underway to replace Vice Provost Gil Latz, chaired by Dean Scott Dawson. He noted that we all will be required to do an online diversity training activity.

#### **1. Annual Report of the Advisory Committee on Academic Information Technology**

REYNOLDS presented the report for the administration, as contained in “G-1.”

The Presiding Officer accepted the report for the Senate.

## **2. Annual Report of the Internationalization Council**

SHANDAS presented the report for the administration committee as contained in “G-2,” following “C. Discussion Item.” He noted that the report summarizes some of the committee’s key initiatives and urged Senators to respond to them, as a follow up to last spring’s engagement activity.

The Presiding Officer accepted the report for the Senate.

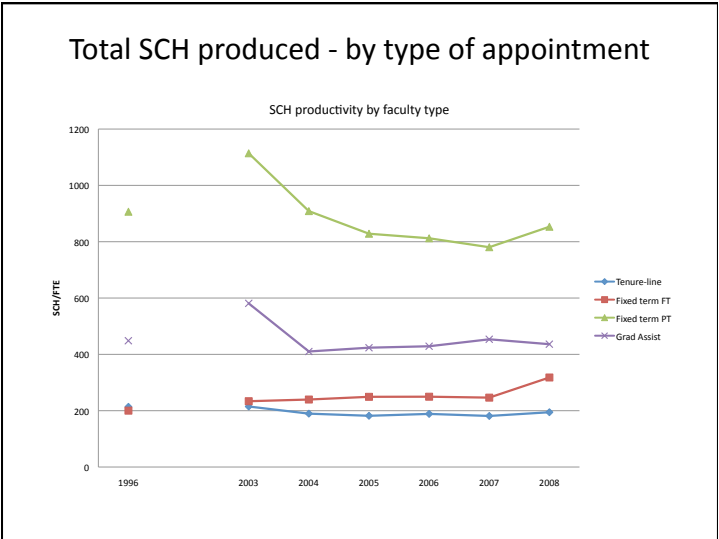
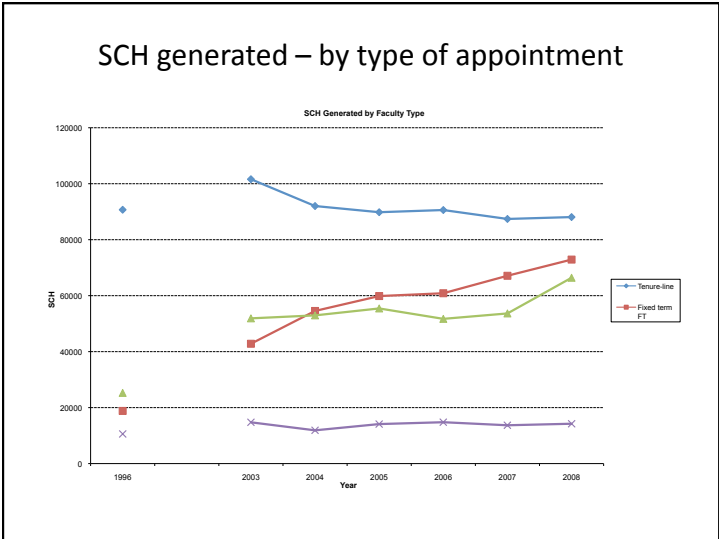
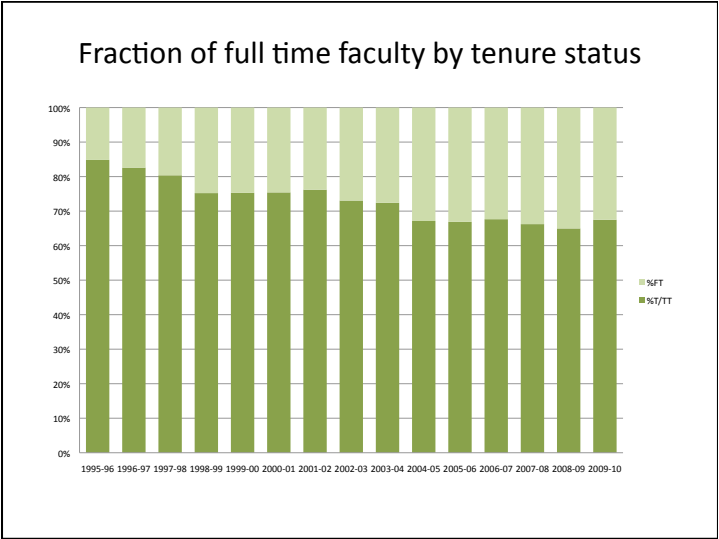
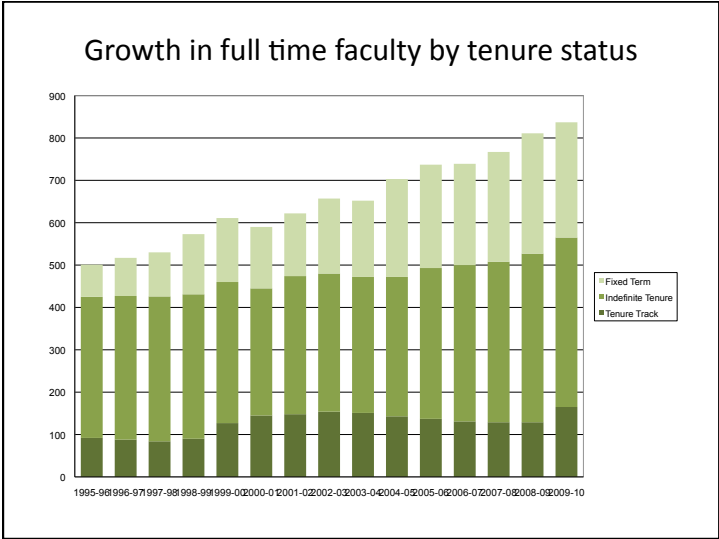
## **3. Progress Report on the Review of Extended Studies**

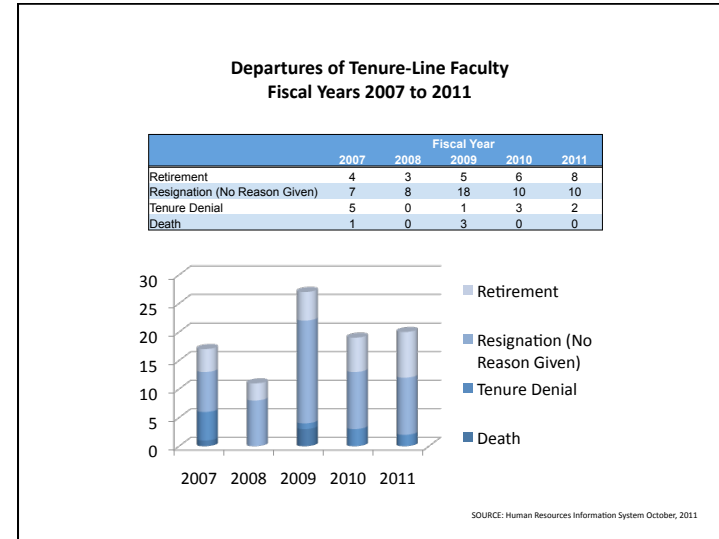
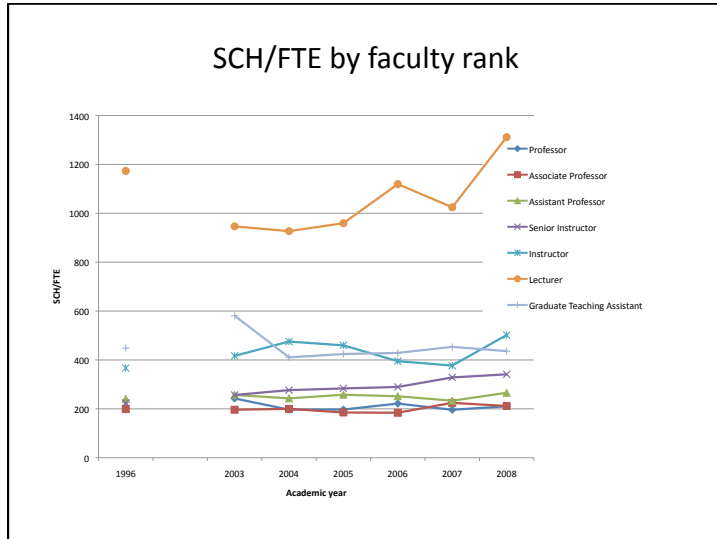
REYNOLDS presented the report for the administration, as contained in “G-3,” noting that we had to respond to the state audit very quickly, and we have yet to have an external and campus wide review.

The Presiding Officer noting the hour, asked that questions or comments be forwarded to the Secretary, and accepted the report for the Senate.

## **H. ADJOURNMENT**

The meeting was adjourned at 17:04.





# PEBB Mandatory Enrollment

PSU Faculty Senate, November 2011

C. PSU Faculty Senate Meeting,  
Nov. 7, 2011

## Background

- OSU brought the 2012 PEBB enrollment, HEM and other benefit issues to October IFS meeting (RD)
- PSU Faculty Senate has been encouraged by OSU Senate president (Jack Higganbotham) to have a discussion about the implementation of this year's open enrollment process.
- OSU Senate sent a list of concerns to their president

C. PSU Faculty Senate Meeting,  
Nov. 7, 2011

## Issues raised

- Open enrollment can lead to loss of benefits
- Information not timely
- Window for open enrollment too narrow
- HEM “Health Engagement Model”
  - did not seek input from OUS health care researchers
  - poor design (i.e. PEBB implementation of HEM etc. takes the approach of charging for inaction instead of rewarding enrollees for adopting healthier lifestyles)
  - self-reporting encourages bad behavior
  - issues of privacy
- Steering Committee followed up on issues through PSU HR

November 9, 2011

TO: Faculty Senate

FROM: Margaret Everett  
Chair, Graduate Council

RE: Submission of Graduate Council for Faculty Senate – **Consent Agenda**

The following proposals have been approved by the Graduate Council, and are recommended for approval by the Faculty Senate.

You may read the full text for any course or program proposal by going to the PSU Curriculum Tracking System at <http://psucurriculumtracker.pbworks.com> and looking in the **2011-12 Comprehensive List of Proposals**.

## **College of Liberal Arts and Sciences**

### **Change to Existing Programs**

E.1.a.1

- MA in History – redistribute credits in Public History option

## **Graduate School of Education**

### **Change to Existing Programs**

E.1.a.2

- MA/MS in Education: Media/Librarianship – eliminate required course

## **School of Business Administration**

### **New Courses**

E.1.a.3

- MGMT 533 Alliances and Acquisitions, 4 credits  
Strategic alliances have become an essential element in growing a business. This course studies various types of alliances such as acquisitions, joint ventures and licensing. Covers best practices and unsuccessful practices. Case study analysis and use of current events will illustrate these practices. Pays particular attention to value creation. Prerequisites: MBA or MSFA admission.

E.1.a.4

- MKTG 534 Advertising and Brand Management, 4 credits  
Explores how marketing communications support strategic brand management in a changing media and consumer landscape. Examines changes in technology, consumer behavior and brand significance and their effects on the advertising industry. Course emphasizes strategic thinking and creativity, and helps prepare students to effectively contribute to brand building within a firm.

## **Maseeh College of Engineering and Computer Science**

**E-1.a.**, PSU Faculty Senate Meeting, December 5, 2011

## New Courses

### E.1.a.5

- ECE 540 System on Chip Design with FPGAs, 4 credits  
Tools and techniques for designing, verifying and implementing System-on-Chip (SoC) designs using an FPGA development board. Along with class work, students take several projects from concept through synthesis and debug using key techniques for optimizing a design.

### E.1.a.6

- ECE 544 Embedded System Design with FPGAs, 4 credits  
Students take several embedded system projects from concept through debug on an FPGA development board while learning how to design and implement integrated hardware/software applications that interact with “real world” devices. Xilinx software tools and the GNU tool chain are used. Programming is done in C/C++. Prerequisites: ECE 540 or consent of instructor.

November 9, 2011

TO: Faculty Senate

FROM: Margaret Everett  
Chair, Graduate Council

Rachel Cunliffe Hardesty  
Chair, Undergraduate Curriculum Committee

RE: Submission of Graduate Council and Undergraduate Curriculum Committee  
– **Consent Agenda**

The following proposals have been approved by the Graduate Council and the Undergraduate Curriculum Committee, and is recommended for approval by the Faculty Senate.

You may read the full text for any course or program proposal by going to the PSU Curriculum Tracking System at <http://psucurriculumtracker.pbworks.com> and looking in the **2011-12 Comprehensive List of Proposals**.

## **College of Liberal Arts and Sciences**

### **Changes to Existing Courses**

#### E.1.b.1

- Ch 411/511 Chemical Bonding (4) – change course title to Advanced Inorganic Chemistry I.

#### E.1.b.2.

- Ch 412/512 Advanced Inorganic Chemistry (4) – change course title to Advanced Inorganic Chemistry II.

#### E.1.b.3.

- Mth 424/524, 425/525 Elementary differential Geometry and Tensor Analysis I, II (3,3) – change course title to Elementary Differential Geometry I, II; change course description; change course prerequisites.

November 9, 2011

TO: Faculty Senate

FROM: Rachel Cunliffe Hardesty,  
Chair, Undergraduate Curriculum Committee

RE: Submission of Undergraduate Curriculum Committee – **Consent Agenda**

The following proposals have been approved by the UCC, and are recommended for approval by the Faculty Senate.

You may read the full text for any course or program proposal by going to the PSU Curriculum Tracking System at <http://psucurriculumtracker.pbworks.com> and looking in the **2011-12 Comprehensive List of Proposals**.

## **Maseeh College of Engineering and Computer Science**

### **Changes to Existing Courses**

E.1.c.1.

- CE 112 Civil and Environmental Engineering Computations (2) – change course description.

E.1.c.2.

- ECE 441 Electrical Energy Systems Components (4) – change prerequisites.

E.1.c.3.

- ECE 442 Electrical Energy Systems Protection and Control (4) – change prerequisites.

## **College of Liberal Arts and Sciences**

### **New Courses**

E.1.c.4.

- Anth 363 Egyptian Archaeology: From Earliest Peoples to the Pyramid Age (4)  
A survey of the archaeological record of Egypt beginning with the earliest evidence of human occupation to the Pyramid era, with an emphasis on the period from 6000 BCE to the end of the Old Kingdom period (ca 2000 BCE). Lectures and readings will focus on how archaeological materials are used to reconstruct events in Egypt's past.

E.1.c.5.

- Fr 326 French Conversation (4)  
Developing speaking and listening skills in French. Some grammar review and readings to stimulate discussions. Prerequisites: Fr 203.

E.1.c.6.

- Ling 147 Understanding Academic Lectures (3)  
Students prepare for the demands of understanding academic lectures in university contexts. Focus is on developing skills and strategies to increase effective lecture listening, note-taking, and retrieval and application of information.

E.1.c.7.

- Phl 322 Minds and Machines (4)

Study of philosophical aspects of artificial intelligence including its functionalist ontology. Topics include the nature of computation, learning, and intelligence and the role of consciousness in thinking and behavior. Expected preparation: 8 credits in any science or 8 credits in any philosophy courses.

E.1.c.8.

- Swah 301, 302, 303 Third-Year Swahili (4,4,4)  
Focus on acquisition of vocabulary, practical application. Intensive practice in speaking, listening, reading and writing. Expected preparation: Swah 203.

### **Changes to Existing Courses**

E.1.c.9.

- Hst 462 Amazon Rain Forest (4) – change course number to Hst 362.

E.1.c.10.

- Intl 462 Amazon Rain Forest (4) – change course number to Intl 362.