Committee members present: Chair James Francesconi, Jill Eiland, Jim Middleton, Emily Plec and David Yaden. Director Brianna Coulombe was absent.

Chancellor’s staff present: Melody Rose, Joe Holliday, Bruce Schafer, and Anna Teske.

Campus representatives present: Steve Adkison (EOU), Brad Burda (OIT), Sona Andrews, Carol Mack, Jilma Meneses (PSU), Jim Bean (UO), Kent Neely (WOU), David Robinson (OHSU), Sarah Andrews-Collier (IFS).

**ACTION ITEMS**

1. **Call to Order**

Chair Francesconi called the meeting of the Academic Strategies Committee to order at 3:07 p.m.

2. **Approval of October 2012 Minutes**

   **ACTION:** Directors Jill Eiland made the motion to approve the minutes and Jim Francesconi seconded. Motion carried.

3. **Academic Program Approvals**

   - **OSU, M.S./M.Eng./Ph.D. in Environmental Engineering**

Chair Francesconi called upon Sabah Randhawa, Provost & Executive Vice President at Oregon State University to provide background on the proposed program. Discussion centered on the history of environmental engineering offered through the civil and chemical engineering programs, and the request to separate this program from other engineering tracts, in order to offer an independent degree in environmental engineering. It was noted that the creation of an independent environmental engineering program is consistent with national trends and does not conflict with programs offered by Oregon Tech.

   **ACTION:** Directors David Yaden made the motion to approve the BA/BS in Social Science program and Jill Eiland seconded. Motion carried.
DISCUSSION ITEMS

4. Faculty Satisfaction Survey
Chair Francesconi called upon Vice Chancellor Melody Rose to provide a report on the Faculty Satisfaction Survey conducted by the American Council on Education (ACE) for the System Office and the State Board of Higher Education. The survey was initiated out of the Provost Council and Academic Strategies Committee’s desire to look at faculty satisfaction. It was noted that six campuses participated in the voluntary survey, and both campus reports and aggregate data on tenured faculty/tenure track faculty were generated for review at the system level. The provosts provided a brief report on what they learned about their campus from the individual reports, as well as proposed next steps to advance faculty satisfaction. Attention was drawn to the aggregate data, which indicates that salary is the number one faculty concern, followed closely by faculty workload.

It was pointed out that there are ways to support faculty that alleviate the demands on day-to-day activities that are not as costly, namely, research support and general staff support. Discussion centered Oregon’s ability to recruit faculty, and the need to support retention initiatives in order maintain a competitive edge. In addition, the committee discussed strategies for making faculty more away of what polices are currently in place to support work-life balance, the OUS leave bank, and tuition discount policies, among other initiatives.

NEXT STEPS: Chair Francesconi would like to investigate the possibility of including faculty retention in Presidential Evaluations, as it reflects campus needs. Melody Rose will meet with IFS to discuss the Faculty Satisfaction Survey, and promoting awareness of policies that exist to support faculty. In addition, Emily Plec will work with Melody Rose and the Provost Council to flesh out recommendations that will be brought to ASC with more specificity, as a topic for the group retreat in April.

INFORMATIONAL ITEMS

5. Diversity
Chair Francesconi opened the discussion on system wide diversity, highlighting the need to enhance inclusion among students, faculty and staff, and determine how to make advances in this area. The committee reviewed the system wide and institution specific data provided by Institutional Research. Discussion centered on strategies for moving the dial, and tailoring methods for actively recruiting a diverse student body. In addition, the committee discussed time to degree and the development of programs and services to support student success.

Reference was made to Oregon’s 40-40-20 goal, and how campus diversity initiatives must see an investment in training and cultural competency, in addition to dedicated financial resources. Attention was drawn to the concept of “stretch goals” for campuses, noting that Achievement Compacts may or may not be a functional avenue for monitoring diversity outcomes.
**NEXT STEPS:** Staff will provide data that reflects resident and non-resident enrollment and completion, as well as data pertaining to faculty and staff diversity. Melody Rose will coordinate the Provosts to report on institutional stretch goals. A discussion of Board Diversity Goals will take place at the next ASC meeting.

**OTHER ITEMS**

6. **No other items were put forward by the committee**

7. **Adjournment**

With no further business, the meeting was adjourned at 5:07 p.m.