

**FACULTY SENATE
SEPTEMBER 23, 2015
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes**

Members Present: Arnold (Ag Ed), Austin for Wilmer (Poli Sci), Babbitt (Chair), Babcock (Chair-elect), Bennett for Branch (English), Berry (CE), Bolte (Music), Brester (Ag Econ), J. Brown for Gannon (ChBE), Brown (JJCBE), Cantalupo (Ext), Greenwood (Math), Hendrikx (Earth Sci), Herbeck (Ed), Herman (NAS), Hostetler (GC), Larson (MIE), Lawrence (ChBC), Lipfert (Film & Photo), Lu (PSPP), Martin (Mod Lang), McMahon (Ecology), Meyer (Hist & Phil), Merzdorf (CBN), O’Neill (Arch), Prashant (Ag Research Cntrs), Repasky (ECE), Running (Nursing), Scott (Psych), A. Smith (HHD), Sterman (Library), Rossmann (Library), Swinford (Soc/Anthro), Zabinski (LRES)

Others Present: Martha Potvin, Kellie Peterson, Chris Fastnow, David Singel, Adam Edelman, Rene Reijo-Pera, Ilse-Mari Lee, Helen Melland, Ron Larsen, Karlene Hoo

Chair Babbitt called the meeting to order at 4:10 pm, and a quorum was present.

The September 9, 2015 Faculty Senate minutes were unanimously approved.

Courses and Programs – Chair-elect Babcock

- Courses and programs needing senate approval are posted on FS web site.
- After courses are posted on the Faculty Senate web site and there are no comments requiring them to be brought back to senate, they will be voted on by the Faculty Senate Steering Committee.
- Undergraduate Course to be voted on at the 9/29/2015 steering committee meeting:
 - SPNS 333: Jorge Luis Borges
 - HONRS 124: Ski and Read
 - IDSN 255: Environmental Design

Steering Committee Member Election and Council Appointments – Chair Babbitt

- Adina Smith, representing EHHD, was unanimously appointed as a member of the Faculty Senate Steering Committee.
- Alice Running was asked to be the rep for Nursing on the Steering Committee.
- Theo Lipfert, as chair of Faculty Affairs who is going up for P&T, so can’t longer serve on UPTC; Sandy Bailey will be the Faculty Affairs rep on UPTC; a new EHHD rep is being elected for UPTC in her stead.
- Theo Lipfert is also our representative on the University Research Council.

Announcements – Chair Babbitt

- Board of Regents Brief Summary
 - Prior Learning Assessment (PLA) policy passed; MSU must now implement and the development of our plan, as will be discussed in future senate meeting.
 - Ron Larsen will lead the charge and form whatever committees are needed for implementation.
 - Norm Asbjornson Parking Garage passed.
 - Construction will begin in two weeks and, as a result, will temporarily decrease the current number of parking places.
 - Construction should take about a year to complete.
 - Approved:
 - Establish a Building Energy Systems Minor
 - Establish a Ph.D. in Psychological Science
 - Establish the Center for Health and Safety Culture
 - Reinstate the Directed Interdisciplinary Degree
 - Establish the Center for the Communication of Science
 - Union contracts slowly moving through system:
 - Legislature and Union are moving towards raises being implemented effective January 1, 2016.
 - All Promotion & Tenure applicants were confirmed.
 - The theme of MUSFAR meeting, of which Babbitt is chair, was “Quality Education.” One message was that quantitative metrics should be developed in a way that they maintain quality education for our students.
- Babbitt reminded senators to meet with their deans monthly to discuss and understand what is happening in their college.
- Informational Announcements
 - Chair Babbitt is getting requests for information to be announced in senate and passed to faculty at large.
 - MSU TODAY, the all-faculty list serve, were a few of examples that were offered as mechanisms to relay informational items to faculty at large. Direct email is the best way for highly important items, but should not be so frequent that it is ignored. Otherwise MSU TODAY
 - Senate is the conduit of issues to the faculty, two-way communication of actionable information.
 - Babbitt suggested senators talk amongst themselves and bring back suggestions on what types of informational items should come to senate and the best way(s) for MSU organizations to convey other information to the faculty at large.
- Faculty Handbook Items
 - Academic and Professional Responsibilities

- First reading of the policy, as it was passed in the J(oint) A(cademic) W(orking) G(roup) S(teering) Committee. Next week senators will bring back comments and vote.
- The policy was not in the old Faculty Handbook; the policy was in the C(ollective) B(argaining) A(greement) and in the Interim Faculty Handbook, however.
- Serman – Under 3. **RESPONSIBILITIES TO SCHOLARSHIP/CREATIVE ACTIVITIES AND SERVICE:** is not sure how to interpret the following:
 - f. “actively participate in the governance system of the department/school, college and university levels of the institution.”
 - Babbitt stated that it means faculty should be on advisory and governing committees at various levels, become senators, or otherwise become actively involved in how the university is run.
 - g. “have an active and significant role in the selection of new faculty and administration.”
 - This means that faculty’s input have significance.
 - h. “engage in service to other on and off-campus by applying their expertise to problems of significance.”
 - Babbitt stated that this means becoming involved in committees, as well as other venues, other than governance.
- Upcoming policies
 - P&T
 - Annual Reviews
 - Extension of Tenure Clock (for life events)
 - Modification of Duties

University Graduate Council – Chair-elect Babcock

- Proposed Guidelines: Graduate Course Numbering Guidelines
 - Not a policy, but a guide to numbering courses in the 500-600 range.
 - Feedback should be directed to FS rep on the Graduate Council, Michael Babcock.
 - Graduate Council policies do not come to senate for approval and senate relies on our rep to bring issues forward.

University Council (UC) – Chair Babbitt

- Fiscal Misconduct Policy
 - Will be brought to UC at the next meeting is 10/7/2015
 - Comparison between previous version and updated version:
 - Need for due process in the policy;
 - Add a reference to the policy 1240;
 - Anonymous reporting with verifiable evidence before action is taken; and,

- Discipline policies at MSU have changed and are up for discussion.
- UC votes on policies that impact all employees; faculty input on 35 member committee is through one TT faculty member (chair of Faculty Senate) and one NTT faculty member.
- Comments may also be sent to Kellie Peterson, MSU legal counsel.

Faculty Review of Administrators – Chair Babbitt

- Babbitt is following up on reviews of last year, and a closed senate meeting will take place in a few weeks to discuss.
- At the next senate meeting, review of deans (and other administrators) this fall 2015 will be discussed with suggested policy.

Faculty Senate Priorities 2015-2016

- Finish the Faculty Handbook
- Brester would like senate to continue on the course of the Prioritization Document (PD)
<http://www.montana.edu/facultysenate/documents/FSPrioritizationVisionMappingV302112015.pdf> by:
 - Reporting on the implementation of each of the stated goals; what are the plans to make them happen?
 - Hiring more TT faculty; by the end of the fall 2015 semester, we should have more faculty – how is this going to happen?
- Babbitt, et al, understand all the priority items need to be addressed, but has been concentrating on the first priority. Priority #1 began last semester with defining the 18/1 student/faculty ratio. This semester, FS leadership will meet with administrators to understand how many faculty were hired in what areas, FTE, etc. There are many different pathways for revenue to get to departments and it is a complicated process. Currently, there is a high-end budget model being developed in Budget Council; a low-end model might be developed at a later date. Rossmann will report on the proposed budget model in coming weeks.
- Bennett from English stated that he believes his departmental budget is decreasing.
- O'Neill stated that faculty in architecture have been lost to administration centralization.
- Re: #3, Repasky stated that ECE is having a difficult time recruiting quality graduate students. MSU should provide support for first/second year grad students who should become TA's before they are put on grants.
- Smith stated that there aren't many teaching/research assistantships in her dept (HHD), which has trouble recruiting out-of-state students because MSU is too expensive without support and students do not want to go through financial aid.
- Babbitt asked senators for other alternatives to funding first year grad students, TA's other than IDC's, academic affairs' dollars, fund raising for grad student scholarships, e.g.

- Brester – Dollars must move out of administrative areas into core elements of the university.
 - Babbitt believes there has been a move in that direction and he will assess the current status and how to proceed.
- Referring to IDC dollars, Reijo-Pera believes the PD does not have enough information that is focused on research. In examining sources of money and administration, we have to look at those numbers: To change the flow of those dollars, MSU must change the dollars that are available for flow. Additionally, and according to federal law, IDC dollars may be used for research assistantships, but not teaching assistantships.
 - Babbitt iterated that a primary goal of the PD was to sustain and enhance research, along with teaching. Research was articulated by faculty as their number one priority for MSU during the all-faculty meeting of May 7, 2013 - “Carnegie Tier 1 – Sustain and Enhance.”
- Repasky noted that with respect to his department, current faculty do not have enough research space and there is nothing in the PD that speaks to research facilities and what would be made available to increase those facilities should more faculty be hired.
 - Babbitt – Research on campus means research, creative activity and scholarly activity; Some require major research space and some do not and the PD does not address that. He suggested assessing the space we already have to determine how to better use the space. We may conclude we need more space.
- Merzdorf asked Babbitt what powers senate has to change things in order to move things off the PD list. Many of the same items emerge every year without resolution.
 - Babbitt –Senate collects information and make develops solutions; we have only begun that process of the prioritization document last year. Senate should concentrate on, perhaps, a few priorities and be precise in what we do. The Faculty Senate voice matters to the Board of Regents and students, and we do make a difference.
- Larson reminded senators that the PD was crafted in response to what the faculty wanted and that the number one priority was to maintain and enhance MSU’s Carnegie Tier 1 status. Additionally, the Mapping document’s intent was to strategize how to achieve what is in the PD. Perhaps senate should use the Mapping document to screen which actions map into the PD.
- Babbitt suggested revisiting faculty priorities with another all-faculty meeting.
- Potvin, re: #4, #5 (Establish a priority on fundraising for endowed chairs with the goal of adding new endowed chairs at rates commensurate with other elite doctorate-granting universities; and, Establish a priority on fundraising for student scholarships, respectively) of the PD, MSU will kick off a comprehensive campaign “What it Takes,” which has

components for supporting scholarships for grad and undergrad students, faculty, etc. and may help in addressing some concerns in the PD. Potvin suggested standardizing definitions in the PD to track progress and to provide periodic updates.

- Babbitt noted that the two PD priorities #4, #5 made it into the capital campaign.
- Fastnow – The PD, Mapping document and other information was provided to the Planning Council (PC) last spring. From that, the PC came up with four priorities within the Strategic Plan that are in alignment with some of the PD bullet points. As MSU focuses FY 2017, we should ask, “What four things do we want to focus on in FY2017?” The first three are closely tied to the #1 priority in the PD and:
 - The first objective in the Strategic Plan namely, learning outcomes;
 - The first objective in Discovery, as in raising the prominence of faculty;
 - The first objective in Integration, which is integrating across Learning, Discovery and Engagement; and,
 - The first objective within Stewardship, which is attracting, retaining and developing the best faculty and staff that MSU can.

The meeting adjourned at 5:00 pm.

Randy Babbitt, Chair

Michael Babcock, Chair-elect