

FACULTY SENATE
Oct 27, 2010
LEO JOHNSON 346
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Anderson (Film & Photo), Biber (Music), Caton (Business) Cherry (Math), Eitle (Soc/Anthro), Engel (LRES), Gee (Art), Gerlach (Chemical & Bio Eng), Jacobsen (Ext On Campus), Kaiser (EE), Lansverk (English), Lawrence (Biochem), Lockhart (Ed), Lynch (Psych), Martin (Modern Lang & Lit), McClure (Micro), Neumeier (Physics), Reidy (History & Phil), Rossmann (Libraries), Schachman (Nursing), Sobek (MEIE), Zhu (Computer Science)

Others Present: Carl Fox (VP for Graduate Studies), Bob Swanson

Chair Lansverk called the meeting to order at 4:12 PM. A quorum was present. Minutes from October 13th and 20th were unanimously approved.

Name Change Proposal: “Division of Graduate Education” to “The Graduate School” - Carl Fox, Vice Provost Graduate Education

- Dr. Fox discussed the main reasons for changing the name of the Division of Graduate Studies to The Graduate School.
 - To increase MSU’s competitive edge, and
 - To make us more like regional and national universities.
- Regionally and nationally, “The Graduate School” name is the most common unit on a research campus of comparable stature to MSU, and larger.
- MSU is included in the Council of Graduate Schools and is a member of The Western Association of Graduate Schools, so the use of the term “Graduate School” is very important.
- After researching land grants universities in the western US, nine are graduate schools, two are graduate colleges, one is a school of graduate studies, one is an office of graduate studies and one is a decentralized graduate program.
- Currently, the Division receives many calls for the College of Education because of the confusing name of “Division of Graduate Education.”
- The application process is now online. GRE scores, degree audits and RPF’s are slowly migrating online, as well. The goal is to go paperless.
- Dr. Fox is in support of graduate fellowships and is hopeful that the Capital Campaign, though donations, might support the endeavor.
- A motion by FS was made to approve the name change → seconded → unanimously approved.

Academic Affairs Committee Update – John Neumeier

The Academic Affairs Committee reviews all proposals for new majors, minors, degrees, programs, centers and institutes that normally require approval by the Board of Regents. The committee considers factors such as resources, impacts on existing programs, fiscal soundness, and fit with the University's 5-year Vision. As Chair-elect of Faculty Senate, John Neumeier is automatically the Chair of the Academic Affairs Committee. Since its creation 5 years ago, it has been sporadically functional. Recently, however, the AAC has been active.

- The AAC will recommend that a Writing Option in English be approved by the BoR after revisions to the proposal is made and brought back to the AAC.
- The AAC will be considering a Major in Religious Studies this week.
- A Professional Masters in Science and Engineering Management will be considered by the AAC the following week.

AAC membership consists of Voting Members: Three members from Faculty Senate, three members from the faculty at large, Chair. Non-voting Ex officio members: Registrar's office staff, Provost's office/liaison to Undergraduate Studies Committee. This membership is in the process of being modified to better coordinate with the new university councils recently instituted by President Cruzado.

Merit Pay Distribution Discussion- Chair Lansverk

Faculty Senate identified some issues regarding the \$200,000 merit pay pool approved and budgeted by UPBAC last AY:

- AFMSU sent a letter to the President saying that administration should distribute the \$200,000 merit pay through a new method/formula, or a method/formula that has been employed in previous years.
- The Provost has formed a Task Force (FS Chair, FS Chair-elect, Dean, Department Head and Provost) that will formula and facilitate the merit pay distribution. There is no one methodology for distribution.
- This money will not fund salary floors or promotion raises.
- In some instances, department heads were given the reigns on how to distribute the money; more recently, the Provost decided on how the money was to be distributed; e.g., equity adjustments predicated on reports from deans in departments who made cases for specific faculty.
- If all tenure-track faculty were to receive an equal portion, it would be \$500 across the board.
- In previous years, the money given to MSU by the BoR has never been a “merit” budget; rather it was salary budget.
- Who the money is intended for is not clear. Tenure-track? Non-tenure track? Professional employees?
- FS consensus was that annual reviews be criteria for “merit” money and that anyone who “meets expectations” or “exceeds expectations” might be eligible for a merit raise.
- FS consensus was that the merit equity increases have a more de-centralized approach and that the money should go to the department head/chair for distribution, according to their respective procedures.
- FS may want to examine, more closely, how Missoula distributes their merit pay and emulate so that the BoR wouldn’t find our method so alien as not to approve.

The merit pay discussions will continue as the Task Force meets and provides feedback to FS.

The Faculty Senate meeting ended at 5:12 PM, as there was no further business.

Signature

Marvin Lansverk, Chair

Signature

Gale R. Gough, Secretary