

FACULTY SENATE
October 7, 2015
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Adams (Art), Babbitt (Chair), Babcock (Chair-elect), Berry (CE), Bolte (Music), Branch (English), Brester (Ag Econ), Brown (JJCBE), Cantalupo (Ext), Gannon (ChBE), Greenwood (Math), Herbeck (Ed), Herman (NAS), Larson (MIE), Lipfert (Film & Photo), Lu (PSPP), Martin (Mod Lang), McMahon (Ecology), Meyer (Hist & Phil), O’Neill (Arch), Prashant (Ag Research Cntrs), Repasky (ECE), Running (Nursing), Scott (Psych), A. Smith (HHD), Serman (Library), Rossmann (Library), Swinford (Soc/Anthro), Wilmer (Pol Sci), Zabinski (LRES)

Others Present: Maureen McCarthy, Stephanie Gray, Bob Hietala, Charles Boyer, Kathy Attebury, Rene Reijo-Pera, Alison Harmon, Deborah Haynes, Kenning Arlitsch, Nicol Rae, Martha Potvin, Kellie Peterson, David Singel, Ron Larsen, Robert Maher

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

A moment of silence was observed for victims of shooting at Umpqua Community College.

The September 30, 2015 Faculty Senate minutes were unanimously approved.

Announcements – Chair Babbitt

- **Council and Committee Members**
 - Senate leadership has had a call for nominees for three (3) committees.
 - Calendar Committee for 2017 and beyond
 - Responsibilities of committee will be assumed in JAGS who will meet with students. Senators interested in participating should contact Chair Babbitt.
 - Students would like a “dead-week” (2 days).
 - Online Learning Advisory Group
 - Classroom based group that is end-user focused and non-technical.
 - Instructional Technology Advisory Council
 - Advises CFAC, EFAC on technical requests for discretionary funding.
 - Advising different factions of the university on technology and tools for instructional purposes.

- Advisory groups' descriptions will be posted on the FS web site.

Other Announcements

- University Council passed:
 - Student Bill of Rights
 - Fiscal Misconduct
 - Sponsored Program for Children and Youth
- Comments on the President's Council on Substance Abuse Prevention are still being collected.

Courses and Programs – Chair-elect Babcock

- Eight (8) undergraduate courses and one (1) graduate course were approved at the 10/6/2015 steering committee meeting were:
 - AGED 485: Laboratory Management and Teaching in Ag. Ed.
 - EBIO 407: Biological Engineering Thermodynamics
 - ECIV 455: Survey Data Collection & Analysis for Transportation Engineering
 - ECIV 461: Cold Regions Infrastructure Engineering
 - EDU 606: Mixed Methods Research Design in Education
 - FCS 459: Reaching the Hurt Child
 - KIN 430: Physical Fitness Program Design and Delivery
 - WGSS 378: LGBTQ Studies
 - EMEC 426: Thermodynamics of Propulsion Systems
 - A motion was made to approve the PLTP-AAS: Photonics and Laser Technology Program→all in favor→unanimously approved.
- Programs to Review
 - Hospitality Management (EHHD BS Degree), which is linked to the Gallatin College Culinary Arts Associate of Applied Science Degree, will be coming to senate next week.
 - Issues of concern senators raised last AY have been addressed in the 13th version of the proposal. Harmon has provided a one-page document addressing what the changes are.
 - The Curriculum and Programs Committee reviewed the new proposal and approved. The next step - the Academic Programs and Working Group will review and write a report that will be posted on the FS web site.
 - Interim Dean Harmon will be attending senate next week.
 - Discussions ensued:
 - Meyer – Why the hurry to pass this program to be on the November BoR meeting? Potvin stated:
 - Urgency in the community;
 - Urgency on the part of students;
 - Willingness to review the criticisms and address them;
 - Potential to lose the program to another institution; and,

- Potential for having facilities that could be renovated now, for the culinary portion, and that opportunity might not be there in a few months.
- Meyer – If the program misses the November BoR meeting, how long would the program be delayed? Until the March BoR.
- Gannon – Were results of last year’s vote publicized and was it a simple majority? Babbitt reported that the program did not pass by a simple majority and that the actual numbers were not reported.
- Brester asked if, procedurally, the most recent iteration of the program is voted down, will it keep coming back? Babcock believes there is no limitation to the number of times it can come back to senate.
- Meyer – Does the program need FS approval to move forward? Babbitt stated that in reality, administration is free to do as they wish but they would like senate endorsement.
- Documents for senator review will be posted on the Faculty Senate web site from last year and this year.

Academic Affairs Update – Provost Potvin

- Potvin’s talk focused on:
 - Salaries
 - New instructional dollars; and,
 - Partnership with the VPR of Research and Economic Development
- Salaries
 - Legislature approves increases in money for salaries are never enough to cover what they approve. Institution has to put additional money in. Potvin has been working with the state to negotiate to use additional funding to address:
 - Market differences by discipline;
 - Equity differences among faculty; and
 - Merit; and,
 - Retention – MSU now has a pool that wasn’t in existence in the past.
 - MSU’s Strategic Plan has faculty hovering around 70% of market and on average we are now 81% of market. We have utilized equity, merit, market, and additional funding to raise the salaries of faculty.
 - MSU vs. OSU
 - Overall, MSU faculty are always below the national benchmark data average. Gap between what MSU provides and the average show that full professors are further behind than assistant professors.
 - MSU percentage away from market:
 - Assistant professors are at 86% of market

- Associate professors are at 85% of market
 - Full professors are at 80% of market
- Potvin manages these percentages and meets with senate leadership every year to determine the balance between merit and market; senate leadership recommended putting more funds into merit rather than market and Potvin increased that proportion.
- Retention
 - Prior to 2012 and for faculty retention, MSU had to have an offer and a letter showing the offer to OCHE.
 - We were losing only 1% a year; very few people per year.
 - We made retention offers if someone had a high probability of getting poached or if someone was on the market and we wanted to make a retention offer. Numbers increased, we could do it proactively, and an offer wasn't required.
 - In 2013-2014 MSU lost a number of faculty we were able to retain. We also had a deficit in the indirect costs and instability in the system. Since that time, we are back to a small number of faculty who leave MSU. We have been making retention offers and over the last two years we retained a faculty member by being able to accommodate a partner in a TT vacancy and so we came out ahead.
 - Provost works with deans, VPR to work diligently to retain faculty.
- New Instructional Dollars
 - Enrollment growth has given MSU additional funding to support academic affairs.
 - Each year, Provost's office receives ~ \$600,000 in new, extra section funding and then the next year, that money becomes permanent. As MSU has grown we have continued to be able to meet the immediate needs of that growth.
 - 3.5 years ago, the provost's office moved some of that \$600,000 (base money) into departments (rebasings) and they hope to do it again, soon.
 - Other initiatives were strategic investments proposals (SIP). Some of the growth money was invested in strategic initiatives to move the institution forward.
 - SIP were done for two years. Majority of base and one-time funding came to academic affairs.
 - Performance funding was one-time only money, $\frac{3}{4}$ of which went to academic affairs, was invested in:
 - Added sections;
 - Courses offerings that normally meet only once every two years, to meet every year;

- Required courses now offered every semester;
 - Help redesign courses to reduce DWF rate (failure rate of students).
- Course Redesign Impacts
 - Courses invested in produced the following outcomes:
 - Curriculum redesign
 - TEAL classrooms
 - Failure rate of students has decreased.
- FRESHMAN 15
 - Campaign that began with freshman who were only taking 9-12 credits. They were encouraged to take a full load of 15 credits as whatever they took above 12 credits, was free. Taking 15 propelled them into gradating on time.
 - Both first year students are taking more credits and non-freshman students are taking more credits each semester.
- Engagement – An example of why students stay at MSU
 - Data collected from the Office of Student Success show that students who engage in ChampChange are more successful in college (graduate on time, do better in classes, etc.); conversely, students who do not engage in ChampChange have a lower graduation rate and are not as successful in classes.
 - Making students feel as though they are part of the university and community has a positive impact on their success.
- Retention & Graduation Rates
 - Our retention rates are increasing.
 - Four (4) and six (6) year graduation rates are increasing.
 - Trends are in the right direction, thanks to faculty.
- Tenure Track Faculty Hires and Departures
 - Data shows the institution has been hiring faculty at a higher rate than those who have left.
 - As of AY 15-16 two people have left.
- Academic Affairs Partnership with the VP for Research and Economic Development
 - After the shortfall in indirect costs, Academic Affairs has, for the past two years, assisted in funding start-up funding for faculty, graduate recruitment, S&C grants - scholarship and creativity grants for the social sciences, humanities and the arts), and undergraduate research.
 - Academic Affairs has thus far infused \$2.8M in backfilling and to help research.
 - Academic Affairs still has obligations for the next couple of years and has very little of discretionary funding.
 - Dr. Reijo-Pera, as she manages the research team, has now begun to return IDC money to the dean and is able to support some of the start-ups.

- The partnership between Academic Affairs and the VPR has been a very productive environment of collaboration and problem solving.
- The Academic Affairs Update will be posted on the Faculty Senate web site.

Discussion and Vote on PLTP-AAS: Photonics and Laser Technology – Chair-elect Babcock

- CPC and APWG approved the program.
- This program will prepare students for a career as a photonics (laser/electro-optics) technician. This curriculum will first present a foundation of electronics curriculum core, which is critical to the success of the student in the photonics/laser technology portion of the program and in general in the photonics/electro-optic industry.
- Motion to approve → seconded → all in favor → approved with one abstention

Faculty Handbook – Chair Babbitt

- The Academic Responsibilities policy is being reworked and is back in JAGS.
- Leaves & Benefits are now posted on the FS web site.
 - Discussion:
 - What does # 4. Liability Coverage mean?
 - Peterson – If you are sued for doing something within the course and scope of your employment, the state will pay for your defense and assign an attorney to defend you. It is a limited way for sovereign immunity – you can't sue the sovereign unless the sovereign gives permission to sue. You are entitled to the same sovereign immunity the state gets, and you are entitled to be defended for your actions and indemnified which means the state will cover the cost of any liability you incur based on acting. Many times, you might be sued personally and in your official capacity and the defense will cover that. This wording is statutory.
 - Will the Policies and Procedures Manual that is referenced in this document with links, be updated to reflect this language, as well as the Faculty Handbook? How will you manage alignment of all these documents?
 - Babbitt stated that during JAGS meetings, Taylor informed members that this policy comes from that and have specifically to do with faculty. This policy is informing faculty what is in the Policies and Procedures Manual via links. Bolded language is Board of Regents language.
 - Babbitt asked senators to think about their preference for the document – something shorter or what is presented in senate today.

- Should something be placed in the document that points to the governing document so that if something is out of alignment, you should be able to make that determination. There is Role & Scope for the college, the Faculty Handbook, etc. It would be helpful to know and have the document articulate the ranking document.
 - Babbitt will bring back to JAGS with that suggestion.
- P&T
 - Discussions of P&T will be brought to senate after the October 19 JAGS meeting

Administrative Reviews – Chair Babbitt

- In two weeks, senate will have a meeting to discuss the Provost’s review.
- Administrative reviews of deans will be discussed with administration.
 - Repasky would like to know the purpose of the reviews.
 - Senate leadership, along with administration, will decide whether the review should be summative or formative.
 - The formative format would be an instrument that focuses on areas of improvement or highlights specific priorities.
 - The summative review format would be more of a personnel issue and would be difficult to discuss where supervisors would be involved and very structured. It might be a component of the 360 review.
- What does Faculty Senate envision as the purpose and format of administrative reviews?

The meeting adjourned at 5:00 pm.

Randy Babbitt, Chair

Michael Babcock, Chair-elect