

FACULTY SENATE
October 15, 2014
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY – BOZEMAN, MONTANA
Minutes

Members/Alternates Present: Adams for DeWeese (Art), Babbitt (Physics), Babcock (Psychology), Brown (JJCBE), Bolte (Music), Cantalupo (Ext), Gannon (Chem & Bio Eng), Davis (Math), Hendrikx (Earth Sciences), Hostetler (GC), Hughes (CBN), Kaiser (ECE), Larson (M&IE), Lawrence (Biochem), Martin (Mod Lang), McMahon (Ecology), Merzdorf (CBN), Miller (CE), O'Neill (Arch), Olson for Mosley (Animal & Range Sciences), Qiu (Physics), Reidy (Hist & Phil), Ricciardelli (Film & Photo), Rossmann (Library), Seright (Nursing), Shanahan (Political Science), A Smith (HHD), V. Smith (Ag Econ/Econ), Swinford (Soc), Voronstov (Physics), Wathen (HHD), Wiedenheft (MIB), Zabinski (LRES)

Others Present: Larry Carucci, Ted Weeks, Amy Kanuch, Alexa Perry, Tricia Seifert, Art Bangert, Carrie Myers, Chris Fastnow, Terry Leist, Lynda Ransdell, Jayne Downey, Marilyn Lockhart, David Singel, Ron Larsen, Leila Sterman, Kregg Aytes, Hugo Schmidt, Robert Swenson, Matt Caires, Robert Mokwa

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

Call to Order – Chair Reidy

- The meeting was called to order.
- Minutes from the October 8, 2014 Faculty Senate meeting, with edits, were approved.

Announcements

- The 12 MSU Update Groups will be discussed in two weeks during senate.
- Tim Weeks, a journalist for The Exponent, will be writing about Faculty Senate. His contact information is: tweeks595@gmail.com
- Committee on Service – Chair Reidy put out a call out for nominations for one tenured full professor to be a member on the committee.
 - The committee is involved in the termination of faculty, post-tenure, for cause.
 - After a Committee on Grievance review and if the issue is not settled, it proceeds to a panel of three faculty: One appointed by the OCHE, the second appointed by the President, and the third is a member voted in by FS and does not have to be a member of senate. An alternate, appointed by senate, is also needed
 - Membership responsibilities require going to a hearing, a one or two-day process, and writing a report.
 - Email Reidy if you, or your constituents, are interested: mreidy@montana.edu
- Faculty Handbook – Faculty Senate is transitioning three documents (CBA, the old FH, and the new interim FH) to a new Faculty Handbook. The Joint Academic Group (JAGs) is a committee formed to review all three documents and incorporate new or modified language into the third, new handbook. Faculty Affairs then reviews the policies, which are then posted to the Faculty Senate web site for all faculty to review, and then proceeds to senate for a vote – this process will happen each week during senate meetings. The sections to be posted within the week will be:

- The process of how the Faculty Handbook is reviewed, amended, etc.
- Employment of Faculty
- Academic Freedom

Carucci called attention to the bolded section in many of the handbook sections which reference BoR policy and asked faculty to focus on the more specific section not written in bold.

- New Programs – Chair-elect Babbitt announced a new program, a Minor in Engineering - Building Energy Systems which is posted on the FS website, and a new Nursing Associate to Master's Program which will be posted soon.

New PhD in Education – Chair Babbitt

- EdD's and PhD's are different degrees, and this proposal would make the distinction:
 - Admission requirements for EdD and PhD are different;
 - There are stricter requirements for the PhD; and
 - The PhD is a full-time degree and the expectation for doctoral students is that they come to MSU and do research. This is in contrast to the significant portion of the EdD, which is part time research.
- The University Graduate Council, College of Education, the APWG and Deans' Council have all approved the program.
- Who will chair the different reviewing committees?
 - The APWG believes it is not necessary to have a PhD chair the PhD committee, as many of the strongest academic researchers in the Department of Education are EdD's.
 - The dean would approve who the chairs of the committees are.
 - The PhD committee might be made up of those who would need mentoring and who need experience in the rigors of obtaining a PhD.
- Ransdell added that as a land grant university, the PhD would train researchers to help solve rural and local assessment issues.
- It would allow us to examine how well the Common Core works.
- Next generation science standards are on the horizon and PhD's would give us a chance to assess and evaluate how well those work.
- There is a new accreditation standard, CAPE, which significantly deviates from previous expectations and PhD's would be able to address those with data.
- Additionally, there are policy issues and we need to have the capabilities and students who can assess and make recommendation to the legislators that are data-based.
- This will be the first and only PhD in Education in Montana.
- Discussions ensued:
 - *Shanahan asked what the funding model is for the PhD program, and noted that bringing on PhD's does usually involve grants.* There are about 100 students in the EdD program. The vast majority of them are part time EdD's and full time employed practicing principals, working towards superintendent licensor. They pay their own way. There are about 15 fulltime EdD students who are funded by us, and when they become qualified, they will become PhD students and keep their funding. We will remain with 10-12 fully funded doctoral students on an annual basis.
 - *Shanahan asked if Education was increasing faculty and if there would be new courses?* Bangert stated that the program would require an additional 12 hours of research courses that the PhD students will be required to take and, depending on the specialization in research they want to go into, they may take additional research

- courses. Education plans to offer small-group seminars in a specialization that they want to pursue. As the proposal is currently written we will be using the current faculty. We have 15 full time EdD students; we are proposing to shift the fulltime EdD to PhD slots and their emphasis will shift from EdD to PhD. There is no net gain of fulltime graduate students
- *Shanahan asked if someone can go from an EdD to a PhD? An EdD must reapply for a PhD and meet the specific admissions criteria and standards for the PhD program.*
 - *Reidy asked whether it will take more time and money to train a PhD than an EdD? It would take more time, a 6-7 year time frame. Education students are out in the field, working in the schools all over the state and interacting with students, communities, and superintendents. There is a difference between working in labs and working in the classrooms, which translates into a different type of time and investment. The College of Education is also proposing a “Research Commons” as a way to provide a centralized resource to support PhD student research. Faculty would rotate in and out of the Commons, be supportive of the students, and assist in data collection and analysis. Instead of a traditional model of one faculty to one student, we will use one or two faculty to support a cohort of students and create a community of learners which is instrumental in critical thinking and what we would expect in a PhD program. In terms of grant funding, Education has a very large federally funded *I LEAD* grant that assists in training leaders in Native American communities. OCHE and the Office of Public Instruction have asked Education to do research and collect data from a number of schools for a number of projects and having PhD’s with research skills to solve real-world problems in the educational field would be beneficial.*
 - *Shanahan would like a clear explanation of what, with the current infrastructure in place, is to be expected in the College of Education? The fulltime EdD will most likely go away. Downey stated that she is confident Education has the resources to meet student needs and balance faculty workload with courses the college needs to provide. Education has the expertise in-house.*

Ransdell noted that during the approval process with the different councils and committees, changes have been made along the way to accommodate concerns. She also noted that Education provides 25% of the graduate students at MSU, and produces 25% of the graduates at MSU; Education would like to shift their emphasis to contribute more to the land grant mission and present a powerful front to the legislators as to why we do the things we do, with data, in education.

- Babcock made a motion to approve the program → seconded → all in favor → unanimously approved.
- Reidy spoke of the process of approval for undergraduate programs that go through the CPC, an entity primarily concerned with curriculum; those same processes apply to Graduate Council, as well. He reminded senate that they have a responsibility to ask the larger, broader question: Is this where we want to put our limited resources?

Emeritus Faculty – Chair Reidy

- Emeritus faculty, through the Association of Retired Faculty (ARF), have asked for formal membership on senate with voting privileges. Reidy would like senators to discuss the proposal with their dean and constituents and senate will vote on it in the October 22, 2014 senate meeting.
- Arguments in favor of the proposal:
 - Emeritus are defined as faculty in the FH and therefore have retained their faculty status;
 - They have a valuable perspective on the affairs of the university through their many years of service;
 - They have valuable contributions that they can make to the university. There currently is not a venue for utilizing their wisdom. Senate might be one and ARF might be another; and,
 - We already have voting status for NTT faculty and Gallatin College.
- Arguments against:
 - Factions should not be awarded voting rights who do not have to live under the policies they vote for;
 - If we do grant voting rights, it may open membership to other groups; and
 - After researching other Carnegie status universities, there are many other groups who have memberships in faculty senates, but with a non-voting status.
- Discussions ensued:
 - *What is the process to become emeritus?* Emeritus titles at Montana State University are honors held by retired Associate and Full Professors in recognition of the substantial and sustained contributions they have made to their discipline and to the University. Candidates shall have served the University for a minimum of fifteen years as a tenure-line or research professor.
 - Emeritus titles may also be held by Associate Teaching Professors and Teaching Professors who have made substantial and sustained contributions to the University and, in some instances, to their discipline. Candidates must have taught a minimum of 300 credit hours over a period of fifteen years or more to apply for an Emeritus title. A complete descriptive is his link:
<http://www2.montana.edu/facultysenate/documents/2014/02232014%20Emeritus%20Policy%20FINAL%20LT.pdf>
- ARF would organize a vote of all Emeritus who would vote for their member on senate.
- Please email question to Chair Reidy.
- As an aside, Chair Reidy asked, when we vote on proposals such as the Emeritus, if senate prefers a secret ballot, or a hand vote, in the open? He reminded senate that Faculty Senate conducts open meetings that may be attended by the public. Babbitt asked senators if they believe an undue influence is placed on them when constituents are present at the FS meetings. Shanahan believes an open vote is most appropriate and if there are individuals present who might disagree with the voting outcome, it is hopeful that differences are collegial. Cantalupo recited that any senate member has the right to ask for a vote by ballot, through a motion and which is seconded and unanimously approved. He also stated that a ballot vote may be enacted for each separate vote, if requested.

12 Update MSU Groups – Chair Reidy

- The MSU Strategic Plan has six goals—Learning, Discovery, Engagement, Stewardship, Access and Integration. In order to better serve the goals of Learning, Discovery and Engagement, starting on the third year of the strategic plan, MSU will focus on how to improve and modernize processes and organizational structures to better support faculty, students and staff. The goals are:
 - To free up resources currently tied to administrative duties and reallocate them to the goals of the strategic plan;
 - To better coordinate functions across departmental lines and to diminish the duplication of efforts and positions; and
 - To examine economies of scale to enhance administrative efficiency and effectiveness.
- *Update MSU* consists of 12 projects that will help enhance the goals of Stewardship, Access and Integration to enhance Learning, Discovery and Engagement. The projects are:
 - Updating Advising
 - Updating Data Access/Consistency
 - Updating the Budget Process
 - Updating University Communications
 - Updating Core/General Education*
 - Updating Faculty Governance*
 - Updating Institutional Research
 - Updating Online Ed/Extended U*
 - Updating Procurement Services
 - Updating Talent Management
 - Updating Scholarship Administration
 - Updating Space Planning

* In process; consequently, group membership may deviate from the recommended composition.
- Each *Update MSU* Working Group will consist of seven (7) individuals. Each group will have at least 4 categories of the following represented:
 - Dean
 - Department Head
 - Faculty
 - Staff
 - Student
 - Vice President
- As a faculty senate, discussing where the reallocation takes place is one of its main goals.
- Chair Reidy will keep senate apprised as more information is brought forward.
- President Cruzado will speak directly to Faculty Senate about *Update MSU* on November 5, 2014.

Prioritization Document – Chair Reidy

- The document was created as a locus from which discussions were to take place. So far, Chair Reidy has received many comments from faculty about it. After meeting with the President, Provost and academic deans about the document, the next steps are:
 - Massage the proposal to make sure it is fully in line with the faculty philosophy;
 - Umbrella the larger interests of the university into the document; and
 - by extension, the legislature, the BoR, and the citizens of Montana.
- Ensure the numbers are correct, why we are requesting these kinds of numbers which include, for example, 50% funding allocated to graduate education and at least two endowed chairs for each college.
- Chair Reidy and Vice-chair Babbitt will meet with Leist to review the budget.
- Anecdotal prioritization in the document should be grounded in a larger report that fully explains why this proposal supports the mission of Montana State University, a premier teaching, research institution in the state. A group, including Bern Kohler and others, will craft a more distinct document that more fully represents the priorities of the faculty.

Charitable Giving at MSU – Amy Canuck, Community Relations

- The Annual Charitable Giving Campaign will transpire Oct 27 through Oct 31, 2014.
- The campaign is a partnership between MSU and United Way and Montana Shares.
- United Way:
 - Focuses on educational programs in early childhood and development;
 - After school programs; and,
 - Initiatives focusing on various organizations that provide services for domestic violence and food and security situations in the community.
- Montana Shares:
 - Partnership with 35 state-wide non-profits from the American Lung Association to various environmental groups. Heart of the Valley is a local community group included in the 35 non-profits.
- Contributions may be made either through a payroll deduction, beginning in January, or by giving directly.
- Information will be mailed to MSU employees via campus mail.

As there was no further business, the meeting adjourned at 5:00 pm.

Signature,
Michael Reidy, Chair

Signature
Randy Babbitt, Chair-elect