Faculty Senate Meeting Minutes  
February 8, 2018, 3:00 P.M. GBB 123

Call to Order   
Chair Bowman called the meeting to order at 3:00 p.m.   
Registrar Hickman called roll.   
  
**Members Present:** A. Alger, B. Allred, A. Ametsbichler, J. Angle, J. Banville, D. Beck, A. Belcourt, M. Bowman, J. Bunch, J. Carter, S. Certel, Y. Cho, S. Clouse, D. Coffin, G. Collins, Z. Cooper, N. Dawson, A. Delaney, A. Elliott, D. Erickson, L. Fern, S. Gordon, N. Greymorning, K. Griggs, B. Harrison, M. Horejsi, J. Hunt, D. Lurie, M. Maneta, T. Manuel, J. Millspaugh, M. Monsos, M. Musick, A. Nack, H. Naughton, L. Nichols, D. Patterson, J. Pavilack, , M. Pershouse, S. Phillips, G. Quintero, S. Ross, A. Ratto-Parks, Y. Reimer, A. Sondag, M. Semanoff, S. Strohl, J. Thomsen, E. Uchimoto, N. Vonessen, A. Ware, J. Wilkinson  
 **Members Excused:** M. Boller, A. Chatterjee, E. Gagliardi, S. Schwarze

**Members Absent:** T. Crawford, B. Halfpap, M. Hamon, G. Larson, H. Martens, J. Sears

**Ex-Officio Present:** President Bodnar,Interim Provost Edmond,B. Fitzgerald, P. Haber

**Minutes:** The minutes from 12/7/17 and 12/13/17 were approved.

## Public Comment:

* Student Ross Best read a letter emailed to President Bodnar and ECOS.

“I am writing as a UM student to ask that you move decisively to ensure that the University of Montana fully acknowledges and complies with its duties under Montana’s constitutional guarantees of the Right to Participate and the Right to Know and all related statutes.

The University is an authority subject to the requirements of the Montana’s Public Participation law. The President is an officer subject to the law.

The University and the President have a duty, subject to clearly overriding claims of individual privacy, to ensure reasonable opportunity for public comment. This applies not only to policies but also to licenses or orders or contracts.

The law requires that the University’s meetings be open to the public. And that applies no matter what deliberative body is meeting, whether it’s called a committee, council, board, working group, task force, team, or any other creatively chosen name. It applies to committees and other advisory groups that don’t have final decision-making authority. It applies to subcommittees.

And meetings aren’t open without adequate public notice. Minutes must be kept. The size and complexity of the University require a coordinated online system to provide informative notice and agendas and minutes and other documents and archives to all members of the public. The University has no such system in place.

Most fundamentally, the law demands opportunity for public comment, including General Public Comment periods for matters within the jurisdiction of the meeting body but not otherwise on the agenda.

President Bodnar has repeatedly promised transparency on this campus. True transparency requires enthusiastic compliance with the Public Participation law.

I call upon President Bodnar to take all steps necessary to vindicate Montana’s constitutional commitment to Public Participation.

The public must necessarily have reasonable opportunity to participate in the process of developing policies and procedures to ensure adequate Public Participation.

The University’s Legal Counsel last semester denied that meetings in the APASP process were subject to notice requirements. Nothing the Montana Supreme Court has said supports such a reading of the law. It would be helpful for me to get a response to the request I made in December (copied below) for an explanation of her legal reasoning.

I also call upon the Faculty Senate and in particular the Chair and other members of ECOS to insist upon greater transparency across campus and in Faculty Senate business.

The Senate should allow public comment on every significant decision. ECOS should publish its agendas in advance and should be keep and post minutes of its meetings. And the members of ECOS should set an example by refusing to participate in any University meetings that are not properly open.

Now is the time for the University of Montana to start taking the Right to Participate and the Right to Know seriously.”

* Senator Beck gave an update from the Sabbatical Committee. It met last fall and reviewed an extraordinarily well qualified pool of applicants. The Committee recommended approval of 25 sabbaticals.

## Communication

* President Bodnar   
    
  Last week he spent 5 hours talking about areas of focus over the next six months. He has been meeting with shared governance leaders to finalize the composition (4 deans, 7 faculty, 3 students, 2 staff, 1 administrator), membership, and charge of the University Planning Committee. He wants the UPC to build on the efforts of APASP and the SPCC to set a clear plan for the future. This is something we need to work through as a community.   
    
  He spent the first half of the week meeting with the principals of local high schools, the Mayor, the County Commissioner, and Legislators in the area. His duty is to advocate for the University. He strongly believes that we offer an incredible value in education and will continue to fight for the institution as we go through the process of charting our continued journey together. This is a time where we will be bringing our work to fruition. He can’t promise that there won’t be disagreements, but requests that we assume good intentions for our joint success and sustainability. He looks forward to working with the Faculty Senate. It is critically important that we do so in partnership and collaboration. He is open to hearing were he can do better.   
    
  Questions:  
    
  The UPC will be working under budgeting guidance for fiscal year 2020. It will work to rearticulate the University’s mission statement, identify where we want to focus and foster excellence, and how to shape the university within the context of budgetary limits. Missoula offers an intersection of a large population for research and service in areas such as Health and Medicine. We will think boldly on how best to meet the needs of the students and Montana. He had a discussion in CHS about how to adequately count interdisciplinary work. One of our strengths is work across the disciplines. This will be considered by the UPC. He would like the campus community to have meaningful input into the work. An opportunity for systematic feedback will be planned as the calendar is finalized. Faculty should provide feedback through members of the UPC.   
    
  The President has not yet had time to review the responses to the questions posed at his various talks.   
    
  Transparency and accurate information is important. However, personnel matters require consideration for the individual’s right to privacy and confidentiality. Students, staff, and faculty need to feel safe and free to express concerns and confident that the University will take appropriate action. We don’t want people to be reluctant to come forward when there is an issue of concern.
* Provost Edmond  
    
  APASP status  
  Currently the Deans are working to identify whether any of the APASP recommendations can be implemented immediately with the understanding that many of the recommendations were vague or inconsistent. Academic Affairs will put together a document that outlines the various strategies and action items. It will be circulated for feedback. President Bodnar must be comfortable with the action plans. The remaining APASP recommendations will be considered by the UPC.   
    
  Questions:   
    
  The deans should submit their implementation plans next week. Then the document will be drafted. Academic Affairs is trying to move as quickly as possible. The document will be reviewed by the larger campus community.

The APASP process should be sufficient for review of moratoriums. She thought that the strong shared governance representation on APASP covered this. The curriculum committees should not replicate the work of APASP. The role of the curriculum committee is to review the quality of the curriculum not sustainability issues. This was not the understanding of shared governance. It is believed that forms should still be submitted to the curriculum committees. She recognizes the importance of agreeing on the process and can be corrected.

The repository of feedback has been useful to plan actions.

### Lecturers

Interim Provost Edmonds explained that deans were involved with deciding which lecturers would not be reappointed. The deans consider the limited resources and instructional needs. Programs need to approach the implementation plans with attention to accreditation requirements and students’ ability to enroll in required courses. The deans will need to work with chairs to assess course offerings to ensure degree requirements are available to students.

Comments  
  
The CHS Chairs were told that the college had to meet a certain number and the cut would be spread across the board. President Bodnar confirmed that financial constraints were discussed with the deans.

The loss of certain faculty will require reconfiguring programs. Faculty will be reassigned to teach courses. This will impact the availability of other courses and impact research. The curriculum is interconnected. It will be important to run changes through the curriculum committees.

The budgeting process is the administrations purview and not voted on by the Faculty Senate, but changes to curriculum require faculty review according to shared governance and the CBA.

* ASUM President Braden Fritzgerald  
    
  ASUM has new committees focused on mental health and wellness with the goal of creating an inclusive environment. The Campus Wellness Coalition’s goal is to connect, collaborate and discover ways to nurture a supportive campus environment.   
    
  ASUM reorganized the budging process this year to replace the crazy 24 hour meeting. Managers have been working to implement the change and will assess the outcome. ASUM is also working on a five year strategic plan. .

An Enrollment and Retention Committee was established at last night’s meeting. It should have tangible goals by next month.

The University Recycling Committee has been restructured and will now be chaired by ASUM. It has vacancies for faculty members.

ASUM is looking into co-curricular student groups, such as United Nations. It wants to ensure the groups are working effectively with the courses. The groups should be empowered to create their own experiences given the money is raised by them. Hopefully a future revision to the fiscal policy will address this issue.   
  
The [Campus Wellness Coalition’s](http://www.umt.edu/curry-health-center/wellness/Student%20Wellness%20Advocate%20/Campus%20Wellness%20Coallition.php) goal is to connect, collaborate and discover ways to nurture a supportive campus environment. The Coalition is headed by Linda Green and Julie Sterns. They gave a presentation to Cabinet about the Faculty Tool Kit. It provides helpful hints on how to structure curriculum and interact with students to be more supportive. The ASUM leadership is interested in faculty feedback.

Comments:

Non- traditional students could benefit from retention efforts. Mostly they just need to find each other to commiserate. The new ASUM Committee could be a way to direct some attention to their needs.

* UFA President Paul Haber  
  The UFA is working on three issues: lecturers, bargaining, and budget transparency

If there has to be more cuts to faculty lines it should be done in a rational way. This may mean putting programs into moratorium (retrenchment for tenured faculty). We hope the UPC is able to do the work necessary for a programmatic analysis that includes administrators, faculty, staff, and contract professionals, not the most vulnerable. There are 150 fewer FTE faculty than 5 years ago. The cuts must be strategic.   
  
Bargaining is ongoing. Compensation and a few other items have not been settled. Please contact him if you have questions.

President Bodnar wants the UFA and faculty governance to be in agreement with him in terms of budget decisions. We support this goal, but need to have a better understanding of the budget for this to happen. So the UFA is meeting with Vice President Keller in order to be able to clearly explain the budget situation over the last five years and where we are now to faculty. This is a priority for the union. He hopes to be able to start communications in the near future.

Questions:

Merits and promotions this year are based on the current contract. He expects the amounts will be consistent. They will be retroactive to whatever effective date is determined and ratified. Faculty will not be penalized due to delayed contract ratification.

Programs also lost adjunct faculty. Not filling tenure lines is not in the long term interest of the university. Some attention is needed to replace vacancies that are critical to the curriculum. It will be difficult for some programs to get back to business as usual given the random sequence of retirements.

### Chairs Report

“The faculty holds the further prerogative of thorough and timely before-the-fact consultation with the administration in the development of policy, the administration of the University, and the selection of academic administrators.”

Per the Faculty Senate by-laws, I want to take this opportunity to update you; obviously we cannot go around campus as one body and so we have ECOS who meets regularly, and Chair-elect Matt and I are a team, and sometimes it is just me. Always our goal is to represent you and other faculty, and to promote the welfare of the University of Montana, which is critical for so many reasons and so many people.

We continue to negotiate for **thorough and timely before-the-fact consultation** on matters of importance to the welfare of the University of Montana. There are challenges, to be sure.

For example, I learned of the existence of the [AGB Institutional Strategies Report](http://www.umt.edu/facultysenate/documents/FSDocs17-18/University-of-Montana-Final-AGBIS-Report.pdf) from the Missoulian. I heard about possible changes to the Budget Committee from the Missoulian – since I am on the Budget Committee, that seems like an inefficient way to communicate with committee members. While I appreciate the importance of the press and specifically the Missoulian, I am thinking maybe it should not be the University of Montana’s newsletter.

Therefore, we continue to amplify the message about the need for transparency and ongoing communication between the representatives of the faculty – aka us – and administration.

The [Future Academic Calendar](http://www.umt.edu/provost/academiccalendar/futureacademiccalendars.php), now available, is an example of something we did discuss with administration last year. Few of us like mid-week starts – and administration knows this -- but it happens because of other demands on the academic calendar.

Our input, even when heard in a timely, thorough manner, doesn’t necessarily define outcome – we understand this.

There are big [Changes to Graduation](http://www.umt.edu/facultysenate/documents/FSDocs17-18/Stearnsmem24-Commencement-Changes-for-2018.pdf) this year – no small ceremonies. Please review the linked letter for additional information. Additional Marshalls are needed for commencement. Please send an email if interested. The ceremony is planned for 2 hours and 15 minutes. Departments may have individual events, but will have cover the expense.

APASP. We have communicated clearly that we want a realistic window of time in which to offer meaningful input about proposed implementation plans. As soon as those are available, I will let all of you know and we can decide about a special senate meeting.

Education doesn’t just happen in the classroom and it isn’t just for students. As part of our ongoing commitment to all manner of inquiry, we are co-sponsoring the [Diversity of Thought Discussion, March 16th](http://www.umt.edu/facultysenate/documents/FSDocs17-18/DiversityOfThought.docx).

The president is working on pulling together a newly reconstituted University Planning Committee. We cannot all be on this committee but we can be well-represented. ECOS strategically put forward names for this group so that faculty have a strong, informed voice on a committee that will be engaging in work involving curriculum and “matters of critical concern to the welfare and administration of the University.” In future Faculty Senate Meetings, we will ask our representatives on the UPC to provide updates and take advantage of our gathering to seek input from us.

We know that the University of Montana must make adjustments – we all know this. Faculty have been active participants in efforts across campus to examine what changes are necessary. I see the UPC as a team that can bring together past efforts and ideas, and distill them into actionable plans that make necessary change while preserving and refining what is unique and important about a UM education.

Comments/questions

Last May the Provost presented the [Academic Session Restructuring Taskforce Report](https://www.umt.edu/facultysenate/documents/FSDocs%2016-17/Restructuring%20Academic%20Sessions%20Report.pdf) and requested comments be sent to Taskforce members so the recommendations could be finalized. Modifications to winter and summer sessions are intended to increase revenues beyond the associated costs. Wintersession has been talked about for several years.

Registrar Hickmann clarified that President Stearns put together a committee after last commencement to make recommendations. Each year, commencement is significantly over budget. The goal is to keep the ceremonies under $50,000, the amount allocated in the Registrar’s budget, rather than $90,000 required for chair rental, wiring, and etc. The changes follow MSU’s process. The Deans have sent letters expressing concern.

After further discussion, the Senate passed a motion for ECOS to send a request to President Bodner to reconsider changing commencement. Chair Bowman asked that senators email their concerns.

## Committee Reports

### ASCRC Chair Doug Coffin

The [Curriculum Consent Agenda](http://www.umt.edu/facultysenate/curriculum/approved/ASCRC/ASCRCCurrConsentFeb2018.docx) was approved.

The [Revised General Education Preamble and Overview Language](http://www.umt.edu/facultysenate/documents/FSDocs17-18/PreambleRevision2-8-18.docx) and the revision to the three General Education procedures were also approved. These update the procedures to be in line with the changes to X, Y, and H, as well as the changed terms for the intermediate and advanced college writing courses previously approved. .

* + [202.10 General Education Framework](http://www.umt.edu/facultysenate/documents/FSDocs17-18/202.10_GenEdFramework12-9-17.docx)
  + [202.20 General Education Criteria](http://www.umt.edu/facultysenate/documents/FSDocs17-18/202.20_GenEdCriteria12-9-17.docx)
  + [202.40 General Education Review and Assessment](http://www.umt.edu/facultysenate/documents/FSDocs17-18/202.40_GenEdReview_revised.docx)

ASCRC is considering a spring curriculum deadline of March 2 to allow programs to make changes associated with APASP and the reduced faculty levels to be implemented next fall. ASCRC is open to working with the administration given the condensed timeline.

* Graduate Council Chair Sandy Ross  
    
  The [Curriculum Consent Agenda](http://www.umt.edu/facultysenate/curriculum/approved/grad_council/GradConsent2-8-18.docx) was approved.

## New Business

* The College of Humanities and Sciences voting groups caucused to nominate a member to serve on ECOS. Senator Gil Quintero was confirmed by an affirmative vote of the Senate.

## Good and Welfare

* Faculty should take a look at their TIAA CREF accounts. Several options were eliminated. As of February 5th any new money would automatically be rolled into a target date mutual fund that reduces the risk as you get closer to retirement.

## Adjournment

The meeting was adjourned at 5 p.m.