

## **Meeting Minutes**

Name of body: Faculty Senate

Date: October 12, 2023

Time: 3pm

Location: Gilkey – Room 105

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Call to Order : Chair Fern called the meeting to order at 3:02.

- Roll call: Members present: J. Barile, A. Belcourt, O. Berryman, M. Boller, K. Bosak, J. Carter, M. Cassens, A. Chatterjee, K. Cotton, T. Duce, J. Eglin, B. Emidy, R. Fanning, L. Fern, S. Fielding, L. Fishman, T. Floyd, K. Geiger, E. Gillaspay, M. Harrington, D. Kellenberg, K. Loree, D. Macaluso, C. Martin-Wagar, M. McGrath, L. Meloy, J. Olomi, Charles Palmer, M. Schertz, D. Six, J. Tuttle, N. Vonessen, C. Walker, A. Ware, C. Yoshimura. Members absent: J. Goodburn, M. Shogren. Members excused: J. Bell, B. Draper, J. Freer, M. Hendrix, K. Jakob, P. Kirgis, S. Lollar, C. Palmer Ex-officio members present: J. DeBoer
  - Approval of minutes: Minutes from [9/14/23](#) meeting were approved with no changes
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Public Comment (3:05 – 3:15pm)

There was no public comment.

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Reports (3:15 – 3:30pm)

- Chair's report
  - Update on BOR September meeting
    - Pay raises were approved, UFA President Szalda-Petree will address distribution later in the meeting.
    - Provost Lawrence presented three RTP - B.S. in Sports Hotel Events and Hotel Management, a minor in Democracy studies, M.S. in Natural Law and Policy – all were approved.
    - Resident student access, dual enrollment, LMS course sharing were some of the most pressing concerns for the Board this meeting. Chair Fern reported that we will hear more about LMS rollout soon so that it is as smooth and supportive a process as possible.
  - OOLD update on AI
    - Faculty conversations have taken place and several are upcoming through various OOLD offerings. The upcoming November 15<sup>th</sup> offering especially focuses on graduate education.
    - The Global Engagement Office and OOLD are offering a workshop together on funded opportunities to partner with faculty from other countries. November 1<sup>st</sup>, on OOLD website, we are requested to pass on to our constituents (<https://grizhub.umn.edu/event/9507117>).
  - [Early Alert/Navigate reminder](#)

- Chair Fern reminded that this is one of our most important avenues for student retention. It can only work if faculty fill it out. Senator Barile asked if there is anything like this for alerts with graduate students. Senator Eglin said some departments have this, but it is not part of the Early Alert system itself. Other Senators asked about the timing for the alerts (two weeks in seems too early), and Chair Fern said she would give this feedback to Andrea Vernon. Senator Eglin said his TAs tell him that the interface is not user friendly. Chair Fern suggested we have Andrea Vernon come in to talk about these things with us.
- [Library cuts](#)
  - Chair Fern was not made aware of these cuts directly, but the message was shared with Chairs and some staff. She wanted to make sure everyone was aware of the proposed cuts and why they are being made. Chair Fern emphasized that we can submit feedback through October 27<sup>th</sup> via the link in the memo distributed this week. Cancellations will start after the first of next year. Senator Six emphasized that this is a very serious matter; moving from 5000 journals to 70, and this highly impacts our research ability. Senator Chatterjee offered the perspective that these journal subscription services are a monopoly, and that the packages are not beneficial. He has seen other organizations unsubscribing, and wonders if there are other options that there could be for accessing academic publishing. Senator Emidy agreed with the situation, and wondered if Scott Whittenberg has been consulted about how this interferes with our organization's research aims. Another Senator suggested trying to negotiate as an entire MUS system instead of just as an institution. Senators talking about writing letters, discussed what would be important to introduce in a letter, and collaborations that could occur in letter-writing and distribution.

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#### New Business

- Guests (3:30 – 4:55pm)
  - UM Police Chief Brad Giffin and Associate Vice President of Campus Preparedness and Response Paula Short report and updates on [Campus Safety](#) (3:30pm)
    - Their presentation included occurrences of mass shootings on campuses and generalized data about the campus shooters (males with warning signs who are in crisis, who had prior connection to campus and who die by suicide during the incident).
    - They emphasized that we can connect those in crisis to services, we can use Early Alert, we can be trained in Active Shooter

education, and we can access Emergency Procedures pages that are posted near the front of the door/behind the door of all classrooms. Paula Short emphasized that the BIT (Behavioral Intervention Team) works in the background to help manage situations and assess threat, and it is everyone's responsibility to report concerns to the BIT.

- If there are threats on campus, faculty are looked to as leaders in the classrooms, so faculty should all have some sense of safety in their classrooms, how to barricade if possible, and how to lead students. Alerts will be texted in event of emergency, but in a severe situation it is possible UMPD would be sounding an alarm across campus.
- Reluctance to report is one of the main reasons we are not prepared for threats. Most people give warning about harm, and if people would move beyond reluctance to report prevention efforts can be much more successful.
- Chief Giffin emphasized that in an emergency we should minimize target availability for shooter: Avoid (flee), Deny (entry), Defend (fight back) are the main pieces of advice. If you can't do one of these, strengthen the other two. Have a plan, practice your plan.
- We have an Active Attack Integrated Response team– in an emergency they are deployed from emergency personnel across Missoula. Their goal is to stop killing, stop dying, and get people out.
- Giffin and Short are revamping the directions for what to do in an emergency to simplify them, they are increasing lighting on campus, and got a \$40,000 grant to add reader boards inside buildings to facilitate timely emergency information.
- Senator Emidy emphasized that having doors not propped open helps with security – our safety protocols are only as good as the people who use them. Senator Belcourt asked how faculty can be informed what about BIT resolutions for cases they have filed. Chief Giffin agreed that this could be firmed up and said they are going to do more of this. Senator Barile indicated she just filed a report and got follow-up about what had happened. Another Senator asked if we should be having discussions/drills in each of our classes to be ready. AVP Short said she encourages this to be a part of every class right in the beginning of the semester, or to use any cancelled class times to have someone come in and discuss this.
- President Seth Bodnar (4:00pm)
  - Started with thanks for those serving on Faculty Senate, emphasized that shared governance helps us get to better decisions and lead effectively, and he appreciates our engagement.

- He noted that Homecoming-Thanksgiving is the pressure-cooker time of year. “Buckle up and get to Thanksgiving” is our goal.
  - President Bodnar stated that our mission of inclusive prosperity is more important than it has ever been, and we are making very good progress, despite challenges that remain. These challenges are for all higher-ed institutions, and we must all adapt – we are doing that and continue to do so. Every member of our community must be supported in meeting their full potential, in a way that is inclusive and sustainable. We are meeting that through increased enrollment (against nationwide declines), increased retention rates, increased service to Native American, Veteran, First-Gen, and Pell-Grant-Eligible students.
  - Many people in the country feel that the pathways to opportunity are closing, but our role in social and economic mobility is more important than ever. Grizzly Promise is part of us trying to help students apply who don't think they have the resources, when with FAFSA and Pell Grants they often do. Relevance of degrees is also a problem – we can disagree but not ignore public perception that higher ed doesn't matter.
  - Our budget is balanced – we have been working on this for the past 6 years. However, it isn't necessarily allocated appropriately for growth. We need to think about what we should no longer be doing to keep up with things we believe are important to be doing now. Deans and Provost are looking at this now, consulting examples of how this has happened in other places and also how we have assessed our areas of growth in the past (SEP grants, etc.)
  - A Senator asked about possibilities of state allocating more money to higher education to help with our resource issues. President Bodnar thinks that the pay plan we got was a good start, but wants to push for more. He believes one of the problems we have is getting conflated with universities that cost ten times as much as we do, and we get painted with a broad brush about bloat. He will continue fighting, but doesn't expect a lot of money from the state. Wants to also work to grow our net tuition revenue.
  - Senator Six brought up the library cuts and how she believes they are going to be devastating us for functioning. President Bodnar indicated that no decisions have been taken lightly, and that everyone is working to come up with the best solution they can.
- [Vice Provost for Academic Affairs John DeBoer](#) (approximately 4:20pm)
    - Course Evaluations ([Draft Instructor Questions](#))
    - How we got here ([Qualtrics Surveys from 2023 Memo](#))
    - Where we are now. ([Midsemester Evaluations](#))

- Where we are heading next ([Combined Evaluation Draft here](#))
  - Related Interfolio updates
  - NWCCU Accreditation, Year Seven Report
- VP DeBoer wants to develop a successful evaluation plan this year, and he offered background on how the pandemic and contracts contributed to the difficulties we have had the last several years with evaluations.
- Course evaluations for this term have already begun being launched for early-finish courses. Admins need to get information about what else needs to be evaluated to his office by November 3<sup>rd</sup>.
- All Senators have been sent a preview of evaluations from the student side so that we can give feedback and get a feel for them. Three weeks prior to the last day of finals the evaluations for full-term classes will go live. We should all plan to devote 10 minutes of in-class time to doing the evaluations – ask students to bring devices, talk about why it is important to do, and make it part of our instructional rhythm.
- There is an option for “instructor questions” that can be added to Qualtrics – they are all open-ended. We can select from a bank of questions to add to our own personal evaluations for this round.
- November 3 is the date by which we should give feedback on the drafts that have been sent to us of questions, of the system, etc.
- Single sign-on will be part of the system moving forward, so we don't have to use a umontana alias. We are also going to integrate this as soon as we move to Canvas.
- We get a course reference number at the end of our surveys, if you want to incentivize with extra credit or other means you can ask them to put that number in to Moodle to get the credit (individual to course, not to student, but it should still work).
- Finding other evidence of effective teaching beyond these student surveys is important. Student satisfaction with the course does not really measure teaching effectiveness, so we want to think about ways in each unit to demonstrate the effectiveness of our teaching.
- Senator Eglin wants the Senate, the UFA, and the administration to seriously consider alternatives to student-generated evaluations, and suggested asking senior faculty to do the hard work of evaluating their colleagues, instead of outsourcing it to students, who lack the aptitude, training, and (as evidenced by low response rates) inclination to evaluate teaching Senator McGrath has concerns over mid-semester feedback that hasn't been talked over with the leaders of the Pedagogy Project, since they run a

form of midsemester evaluation already. DeBoer said he will be in contact with them. Senator Kellenberg asks if the Qualtrics system can tell us about our response rate in real time. DeBoer said he would reach out to his consultant and let us know.

- Registrar Mangold
  - Calendars for AY 24-25 and AY 25-26 – revised calendar presented. Indigenous People's Day is included as a non-instructional day in the future. If we can get these two years approved, we can move towards the goal of planning entire years instead of semester by semester. OCHE is trying to get us to start earlier in January and Registrar Mangold is pushing back.
  - Fall Commencement Updates – regalia link is live, and we should order so that we can all go to Friday commencement. Cindy will send out a request to all of us about marshals. Friday the 15<sup>th</sup> at 2pm is commencement.
- Allen Szalda-Petree – UFA updates
  - We can all sign our contracts – the base fee there doesn't need to reflect the bargaining agreement, because the paragraph at the top says any bargaining will be included and it just isn't included yet. The first November paycheck should be when the increases should go into effect. This pay will go through with retroactive pay.
  - FEC IPR Deadlines have been coordinated with the Provost's office. Moving the deadline to Monday the 16<sup>th</sup> of October instead of it being Sunday the 15<sup>th</sup> was approved.
  - The floating holiday is still something that has to be taken without cancelling a class. But you can avail yourself of opportunities for "don't cancel that class" to have people come in and teach the class. You could create an online lecture or out of class assignment instead, too. DeBoer noted that there will be information coming out about how supervisors should handle requests.

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Good of the Order (4:55pm)

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Adjournment

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