

Meeting Minutes

Name of body: Faculty Senate

Date: September 14, 2023

Time: 3pm

Location: Gilkey 105

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

- Roll call – Members present: J. Barile, J. Bell, J. Carter, M. Cassens, A. Chatterjee, K. Cotton, B. Draper, T. Duce, R. Fanning, L. Fern, S. Fielding, L. Fishman, T. Floyd, J. Freer, K. Geiger, E. Gillaspay, J. Goodburn, M. Harrington, K. Jakob, D. Kellenberg, P. Kirgis, S. Lollar, K. Loree, D. Macaluso, C. Martin-Wagar, M. McGrath, J. Olomi, Charles Palmer, Chris Palmer, M. Schertz, D. Six, N. Vonessen, C. Walker, A. Ware, C. Yoshimura. Members absent: A. Belcourt, L. Meloy, M. Shogren, and J. Tuttle. Members excused: O. Berryman, M. Boller, K. Bosak, J. Eglin, B. Emidy, and M. Hendrix. Ex-officio members present: A. Lawrence.
 - Approval of minutes – [May 4, 2023](#) and [July 13, 2023](#) meeting minutes approved with no discussion.
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Public Comment

- Honoring Professor Borgmann – Paul Muench offered a brief statement
 - Announcement was made regarding Outfield Alliance – contact information was offered
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Reports

- Chair Fern provided the following information and intentions:
 - Appreciation for the work of support staff over the summer in preparation for the 2023/2024 academic year
 - Desire for this body to proceed in a calm, deliberative way with active, civil discourse as they address new and unique issues and contexts
 - Invitation to all faculty to contact her through an open door/open email policy
 - Program of the Senate: new format connected to Playbook and UM's PFAs to establish more collaborative work within the shared governance model
 - Program of the Senate: equity, for both faculty and students, is the through-line common to all issues outlined in the program
- Chair Fern provided the following updates:
 - Faculty Senate leadership – Chair Fern, Past-chair Bell, and Chair-elect Yoshimura are scheduled to attend the Board of Regents meeting in Butte on September 20 and 21
 - Chair Fern met with Coco Ponce, Chair of Staff Senate, who expressed desire that staff be more openly valued and collaborated with, particularly by members of the faculty

- Office of Organizational Learning and Development is hosting a variety of discussion sessions regarding AI – all are encouraged to participate in the conversation
- Senators are requested to bring topics and potential motions to Chair Fern prior to meetings to allow for proper planning of agendas and create effective and efficient ways to address pressing business
- Chair Fern offers gratitude to all chairs of the standing committees for their work to ensure the integrity and quality of academic standards, policies, and curriculum at UM
- General Education Ad Hoc committee is on moratorium while OCHE revisits the MUS common core curriculum. Isha Tama-Sweet is the UM representative on the OCHE committee examining the common core curriculum. UM will wait for the outcome of this work to avoid the development of internal requirements that end up misaligned with new OCHE requirements.
- Request made for continued recruitment for membership in standing committees – Graduate Council, General Education, and ASCRC are all lacking members
- Chair Fern provided the following ECOS Updates:
 - The [Faculty Senate Annual Report 2022-2023](#) was presented as an information item.
 - The new [Center for Cybersecurity Workforce & Rural Policy](#) was presented as a seconded motion from ECOS and passed without objection.

New Business

- Communications
 - Provost Adrea Lawrence offered the following comments:
 - Prioritizing the development of a collegial culture, beginning with new personnel within the provost's office the goal to be high-performing, companionable, and a model for the campus. Curiosity, good intentions, and the ability to look for interdependencies are paramount.
 - Presented [Non-tenurable Academic Report](#) and [Policy 350](#)
 - Presented [Extra Compensation Report](#)
 - Discussion of Interfolio, which will replace Submittable, and will be used this year to submit IPR's. All faculty submissions will be migrated to Interfolio and templates are available for ease of use. Other benefits: future recruitment, connection with PURE in tracking faculty output and providing data for UM Impact website. OOLD is offering a recorded training on Sept 29.
 - Update on academic renewal – Two RPTs were approved by the BOR last year – one to move Geosciences to the Franke College of Forestry and Conservation, and the other to create a School of Emerging and Applied Technologies (SEAT.) Planning discussions

- have begun on both proposals. The provost's office and Academic Affairs will provide updates every Tuesday on Griz Hub.
- Chief Information Officer Zach Rossmiller offered the following comments:
 - Due to the reduced budget, it is necessary to reduce the spending on software university-wide. Submittable is sunsetting by Dec 31 – replaced in part by Interfolio and other existing software such as Qualtrics. Zoom will be retained but with fewer licenses, with Teams as the alternative. Box is being phased out over the next two years, replaced by OneDrive.
 - OCHE launched a Single LMS initiative to provide students with a consistent experience throughout the entire MUS system. Canvas was determined to be the best product - MSU will switch from D2L and UM will switch from Moodle. Current status: considering what elements to include in our package. OCHE secured two sources of funding for “white glove” service for migration, beginning with company called K-16 to help migrate 10,000 courses (90% of all courses). The Moodle contract is in year 10 of 10, so the goal is to transition as soon as possible. Western and Helena will be the pilot schools, then potentially UM-Missoula. Tentative time schedule is for AY25-26.
 - The Banner cloud migration is scheduled for the end of the month. From September 29 to October 3, Cyberbear and other Banner services will not be available. The migration will not affect teaching, though DegreeWorks and add/drops or advisors may be minimally impacted.
 - Senator Kirgis asked what is migrating. Answer: This migration is the first step to improve the stability of the Banner system hardware and infrastructure. Risk and security will be shifted more toward Ellucian and away from the university.
 - Senator Palmer asked for a recognition of the human cost, particularly the stress and anxiety of learning a new system and changing things in a short amount of time. Answer: CIO Rossmiller acknowledged the difficulties and hopes the trainings will help. He also noted that he cannot control other companies and their treatment of us (ie: Submittable.) However, he has increased staff to facilitate movement toward standardized, reliable tools.
 - Senator Vonessen expressed concern about the timing of the Submittable to Interfolio migration in light of the looming due dates for IPR's. CIO Rossmiller deferred to the provost on timing.
 - Senator Kellenberg asked what would actually transfer in the migration from Moodle to Canvas. Answer: CIO Rossmiller assured that instructional designers will be available to assist

with the data transfer as well as correcting problems that arise due to the migration.

- Chair Fern noted that it is common for faculty to have links in their curriculum/syllabi to items located in Box, and asked whether these would have to be re-linked. Answer: CIO Rossmiller affirms that new links will have to be created. In addition, all 10,000+ references to Box in UM's webpages will have to be cleaned and moved.
- Comprehensive Risk Assessment – last Spring the vendor Campus Guard was chosen to conduct two risk assessments over the summer (one general, one GLBA specific assessment for financials.) The results provided a three-year roadmap for achieving compliance. Areas of risk are significant and need immediate action, and will require some difficult decisions and work. CIO Rossmiller will return with further information after results have been finalized.
- NSF Grants – IT received two National Science Foundation grants (\$500,000) for data storage cluster in a research computing environment. Combined with the work from a previous grant, this grant facilitated UM to have the largest research capacity in the state. An additional \$200,000 was secured to work with local tribal colleges, rural communities, and telecommunication companies to connect these underserved communities to broadband, including development of direct pipes to sites like Amazon, Zoom, etc. On-going work includes assembling an Advisory Committee and engaging site visits with IT Teams to work with faculty on research/teaching collaborations.
- Senator Olomi asked what will happen to the research storage after the grant runs out. Answer: CIO Rossmiller indicated that it will be long-term due to the NSF "Go-Fair Principles" about how research datasets are stored and presented.
- Registrar Maria Mangold offered the following updates:
 - Academic calendars for AY24/25 and AY25/26 have been finalized following resolution of the floating holiday issue. Registrar Mangold noted that while classes may not be cancelled, faculty may take personal days. The even-year Election-day holiday has been eliminated. Registrar Mangold continues to work with MCPS to try to align spring breaks.
 - Senator Carter asked whether the floating holiday is annual – Registrar Mangold confirmed.
 - Fall Commencement has been moved from Saturday to Friday. This year, blocks of exams are scheduled for Friday morning; however, degree candidates will be accommodated. Registrar Mangold requests identification of common finals to facilitate accommodation for those in need.

- The regalia contract with Herff Jones expires in December. An RFP has been issued for a new vendor. Students will have opportunity for input on the process.
- Due to increased vendor costs and corresponding increase in fees on graduation applications and transcripts, a per-credit basis document fee was proposed to the Board of Regents, and was rejected. The existing fees pay for DegreeWorks and CourseLeaf.
- The Banner cloud migration has required extensive testing to prepare for migration. Registrar Mangold notes that the average student will not be impacted, but those who want drop/adds or need specific advising there may experience some impact.
- Additional platforms (ie: CourseLeaf) will be implemented after the migration. The goal is to give agency to the departments to do some scheduling so that the Fall 2024 schedule can be built in collaboration within CourseLeaf.
- Compliance Update – Return to Title IV regulatory code changes require attendance for the first 15 class days. We have flexibility in how we determine attendance (roll call, assignment in Moodle, card swipe or IClicker, etc.), but all faculty need to do this so we are in compliance with returning money, etc.
 - A Senator asked if it was the first 15 calendar days or instructional days. Registrar Mangold notes that it is instructional days.
 - Senator Kirigis asked if faculty need to do something other than just keep track. Registrar Mangold responded that students submit an electronic form to withdraw and faculty will be contacted to ask if they need information from students. There is no affirmative requirement to report on students for this (Early Alert is different).
 - Senator Walker asks if there are valid excuses (like COVID) for not being in class. Registrar Mangold notes that even notifying the instructor that you have COVID counts as engagement, so this would still be student engagement.
- A seconded motion is brought forth from ECOS regarding revisions to the [Incomplete Grade Policy](#) to be in compliance with the VA audit in progress. Language was presented to change the submission of an alternate default grade from an option to a requirement.
 - A Senator asks if we can allow students to take more than one calendar year. Registrar Mangold said that is not the intention of this edit - in that case, grade change submission would need to occur to replace the default grade.
 - The motion was passed.
- Student Wellness Coordinator Kayli Julius offered the following information:

- Demonstrated an activity called “Three Good Things” – showing how we can focus on positive things, pausing to reflect on what is going well helps us center ourselves.
- Julius noted ethnic background out of about 10,000 students, and then indicated the top five academic challenges of today’s students (procrastination, finances, personal appearance, academics, health of someone else).
- The National College Health Assessment survey is part of a national effort every spring - Julius reported on the results regarding health and well-being.
 - Senator Walker asked if there are any major trends compared to pre-COVID. Julius responded that the survey was done in Spring 2020 and 2021 where there were increases in stress, and these are increasing.
- Julius wants to create an environment of support, including the Well-Being Support Coordinator program in every academic collage as well as housing. There are 11 Masters of Social Work students acting as Coordinators currently to try to engage prevention and early intervention. They have several roles – one-on-one well-being support, assisting students in accessing resources, training faculty/staff to support students in and out of the classroom, and outreach and prevention programming.
 - A Senator asked if there were caps, one-time, or ongoing expectations. Julius noted there are no caps. The Senator asked if there is ongoing support what delineates that support from clinical assistance. Julius noted how they articulate their scope, how and when they do referrals, and how they are trained.
- Julius notes that students have a hard time identifying where they are in terms of mental health, and she has created handouts that help students identify what they are feeling and what strategies they need. Beginning at a “content” or “okay” state means they can recognize their wellness and talk about how to maintain it. We are trying to catch people when they feel they are “not thriving” rather than when they are “in distress.”
- A Qualtrics referral form is available for faculty to use, or individuals can schedule directly in Calendly, via email, or through a warm hand-off. All Coordinators have offices in the Schools they serve. Julius reviewed appropriate referrals for Coordinators (stress, anxiety, sleep, time management, movement, nutrition, resources).
 - Senator Carter asks if Coordinators work with groups of students. Julius confirms that they will do so – they aim to meet any need that we have.
 - Senator Olomi asks if this process is different than Early Alert. Julius indicates they are. She would like to be better

connected as an option in Early Alert, but that is not the situation at this time.

- Senator Olomi asked if the Campus Climate survey is the same as the National College Health survey. Julius confirmed these are two different surveys.
- Julius reminded that Coordinators will teach well-being related topics in our classes at our request, particularly if we are not able to teach that day.
- Julius referred to a chart about referring a student in distress, and asked that we share these widely. She also reviewed Kognito, a 45-minute web-based training to gain communication skills for working with students in distress.
- The second Wednesday of every month is Wellbeing Wednesday, which Julius feels is gaining momentum. The next one is October 11, 2023.
 - Senator Olomi noted that events going on over campus that could impact student wellbeing (like an accident or death) would be helpful for faculty to know about. Respecting affected student privacy is important, but knowing what is occurring so we can be mindful of content and engagement in class would be helpful. Julius noted that the BIT case manager should have this on their radar, but that is only for individuals who are directly affected. Leslie Webb will come speak to this more.
 - Senator Cassens reported that he brought the Coordinators in to the Esports team and that was highly successful, perhaps more inviting than classes. He also noted that online students can receive support. Another Senator noted the big stresses students seem to have are related to housing. Julius noted that Bare Necessities has resources for some of these situations – not just in crisis mode, but also in planning in advance to help students make good choices.
- UFA President Allen Szalda-Petree provided the following information:
 - A contract was ratified a few weeks ago, and is on the agenda for next week's Board of Regents meeting. Controversy is not expected.
 - Pay increases (including back pay) will come in following this approval. Contact Szalda-Petree if you see problems in your paycheck.
 - This year the UFA will begin preparing for bargaining 1.5 years from now, which will be for the entirety of the contract. They will hold listening sessions – some will be targeted to certain types of members or areas of campus, and others will be general listening sessions.

- UFA President Szalda-Petree says the floating holiday is a bad idea from a labor perspective, he believes that this was intentionally created so people would forget to take the day off annually. Senator Vonessen asked why we can't have Indigenous People's Day instead of the floating holiday. Szalda-Petree says this is something we could bargain for next time. He has calls in about this and hopes to report back. Senator Carter mentioned the additional work for date-of-approval for each faculty member independently and chairs to approve is onerous.
- Another union objective of this year is to find a compelling communication system between UFA and Faculty, finding a midpoint between too many emails and not enough.
- ASUM President Maggie Bell offered the following information:
 - Emphasis is on engagement from students, with at least 25% voter turnout for ASUM as a goal.
 - Other areas of emphasis are on working on parking (with the city) and more effective marketing of their services (food pantry, child care, housing, etc.).
 - ASUM President Bell recruited for faculty advisors, and asked that those interested email her. She hopes that creating shorter meetings, relaxing dress code, and having multiple advisors will make the meetings easier for all.
 - A Senator asked what an advisor should do. ASUM President Bell noted that having a faculty member present to weigh in on what is happening, giving some guidance and "being an adult in the room" in case things are difficult.

Good of the Order

- Chair-elect Yoshimura announced that the first Schwarze Memorial Lecture will take place on Monday, September 18, in GBB 123 at 7pm.
- Eva Rocke asked that Chair Fern announce the combined heat and power plant tours taking place.
- Chair Fern reported that there are no more DHC receptions this year due to lack of funding.

Adjournment – meeting was adjourned at 5:00pm
