Faculty Senate Meeting Minutes
April 20, 2017, 3:00 P.M. Law 201

Call to Order
Chair DeBoer called the meeting to order at 3:00 p.m.
Registrar Hickman called roll.

**Members Present:** B. Allred J. Banville, D. Beck, T. Beed, S. Bitar, M. Boller, M. Bowman, J. Bunch, S. Caro, A. Chatterjee, Y. Cho, G. Collins, Z. Cooper, T. Crawford, J. DeBoer, A. Delaney, D. Erickson, L. Fern, E. Gagliardi, J. Gallo, K. Griggs, B. Halfpap, K. Harris, B. Harrison, L. Howell, J. Hunt, U. Kamp, C. Kirkpatrick, C. Lawrence, G. Larson, J. Laskin, P. Lukacs, L. Nichols, D. Patterson, G. Peters, S. Phillips, G. Quintero, Y. Reimer, J. Sears T. Slater A. Sondag, S. Stan, A. Szalda-Petree, J. Thomsen, E. Uchimoto, N. Vonessen
 **Members Excused:** A. Belcourt, L. Frey, N. Greymorning, D. Lurie, A. Ware

**Members Absent:** O. Berryman, M. Hamon, W. Holben, S. Johnson, D. MacDonald, J. Millspaugh, T. Sanders, M. Valentin

**Ex-Officio Present:** Interim Provost Edmonds, Associate Provost Lindsay, Registrar Hickmann, ASUM President Forstag

**Minutes:** The minutes from March 16th were approved.

## Communications

* Interim Provost Beverly Edmund
She has not been able to engage in Faculty Senate meetings as frequently as she would like because of her travel schedule. She does meet regularly with the senate leadership and ECOS for continuity. She did not have any specific issue to discuss, but wanted to stand for questions on any issues. She appreciates the hard work the senate does on all fronts. These are clearly challenging times and the faculty members continue to work to provide students with a great educational experience. Your effort is evident to her and others on the President’s Cabinet.

Comments
Senator Dave Beck, Native American Studies: Was at a meeting and heard a comment repeated from another meeting that staff know their valuable but don’t feel valued. This could be something to keep in mind as we think about prioritization. Faculty and staff may not feel valued by the institution. The strategic plan has a lot of forward thinking ideas. He has heard many concerns that we need to focus on what we do well as we think about the future. He urges everyone on APASP to remember what is valuable about UM and to value it moving forward.

Interim Provost Edmond: In a meeting this morning the notion of values was talked about extensively.

Senator Susanne Caro, Mansfield Library: Thank you for working hard on budget. Is there an estimated time when we will hear what the budget will be and whether there will be any layoffs?

Interim Provost Edmond: She is trying to get estimated budget allocations to the deans, but as you know the numbers keep fluctuating. She is scheduling meetings now with the deans individually to discuss the recalibrated numbers and parameters. She expects that by mid-week next week. The deans will have the documents.

Senator Greg Larson, Communication Studies: He is concerned about the availability of good information, good data. What is being done to address the trust in the data issues?

Interim Provost Edmond: One of her biggest concerns and challenges is the void in our data. Data should be used as much as possible to inform decisions. Institution Research is working to establish consistent definitions, dashboards, and data governance with deans and others. We are not there yet, but we are better off than when she arrived last June. We are making progress so that our data will be on par with data available at most institutions.

* Associate Provost Nathan Lindsay
The graduation lists were approved.
* Dean Reed Humphrey
Dean Humphrey was chair of Physical Therapy for 8 years before he became dean 3 years ago. During his time in Physical Therapy he made connections with other health offerings across campus. When he first became dean he was provided with a spreadsheet of students interested in UM that was sorted for biomedical sciences. It showed that only 30% of these students matriculated to UM. At that time he began to work on a Health Academy initiative to link UM’s programs together so students and parents could find information easier. Then in November 2015 President Engstrom announced his interests in better articulating the University’s position in the state and region in health and medicine related fields, as well as the environment, and big data. So he rebranded the initiative to health and medicine which is largely in the College of Health Professions and Biomedical Sciences.

The initiative is centered on 2 pillars, enrichment of the academic enterprise and a web portal that allows interested parties to find all programs (40-50) related to health and medicine. We have 7 different clinics on campus where we train students with patients. This number of experiential experiences is unmatched in the state and region. The enrichment initiative has a steering committee comprised of the deans from Missoula College, Humanities and Sciences, Education and his College. The idea is to leverage this identity so there is more integration (at least virtually) of improving the outcomes for undergraduate majors to move into post baccalaureate programs or for Missoula College students into the workforce. UM has the programs needed for students to build their resume to get into medical school. We have a high percentage of students accepted into medical school. For many of them, it’s the experiential learning that helps their application beyond the 3.7 GPA and high GRE scores. The initiative’s goal is to ensure that all stakeholders have the best opportunity to be successful at the post baccalaureate level and beyond.

Another important piece is community engagement. We need to be recognized as the University to attend in Montana for medical fields. We need to build stronger relationships with St Patrick’s Hospital and Community Health Centers. We already have a good working relationship with Partnership Health Center because it sponsors the Family Medical Residency Program. So the other peace of the initiative is intentionally partnering with Missoula facilities. He met with Chief Medical Officers and their CEO’s from both hospitals just two weeks ago to discuss how the University could help them in recruitment of new physicians and other providers by establishing connections. So we are doing this on a number of different projects, primarily through his college.

UMHM has also initiated a Community of Learners project. When students apply to UM and indicate and interest in a health career or biomedical research they are sent a letter from admissions from him welcoming them to the University with an invitation to join the community of learners. They can opt-in by joining the [list serve](http://umt.us14.list-manage1.com/subscribe?u=ecd8686ad0fbe66e5a3395bd9&id=8ed8ead17c). Tailored messages are sent to the list serve about events, opportunities, podcasts, and journal articles related to health and biomedical issues. The idea is to help enrich their academic experience and help them make decisions about choosing a program earlier. All faculty are invited to send information to Dean Humphrey that would be appropriate for the Community of Learners list serve. Successful universities around the country have established community of learners for students to share information. He is really excited about the initiative. It is good for recruitment. It is important to be connected to the community to leverage funding opportunities.

Funding for the initiative has been through the College of Health Professions and Biomedical Sciences. When he chaired Physical Therapy the college engaged in some entrepreneurial activities that generated some revenue streams that he uses to reinvest in the academic enterprise. It has been used to sponsor speakers and the science fair. He is intentionally trying to connect with high schools as well. Brand does matter, so he is working hard to get UMHM out there. The programs in CHPBS are fully enrolled, but he hopes this initiative can help be part of the solution to the University’s current budget problems. He is hoping the campus community will support and participate in the initiative and invites senators to explore the website. The more involvement the better it is for the university.

Question
Senator Anne Delaney, Missoula College Health Professions: Are Missoula College students included in the Community of Learners?

Dean Humphrey: Absolutely. Now that Missoula College has the new building that is more visible we really need to build on 2 + 2 opportunities and stack programing.

* Chair DeBoer read a statement on behalf of UFA President Paul Haber. “On the issue of bargaining both sides have submitted lists of items they would like opened for discussion. They have met three times without submission of proposals from either side. Substantive bargaining on Compensation (Article 13) will likely not occur until fall semester given the uncertainty of the legislative session. The administration will not negotiate compensation until the end of the session. UFA policy is to wait until faculty are on campus before recommending any tentative contract for ratification by membership. Among others, UFA has proposals under consideration that relate to office facilities, the Work Load Appeals Committee, the faculty evaluation processes that could better credit faculty advising and mentoring and other retention and recruitment activities. Proposals will also be putting forward proposals to help non-tenurable faculty members. Among others the administration has proposals under consideration relating to academic responsibility, Student Evaluation Committees, and new Campus-wide Tenure and Promotion Committee. They are waiting for proposals relating to retrenchment, curtailment, and discontinuance. If you have any questions email UFA President Paul Haber or bring your concern to one of the UFA open meetings.
* Chairs Report
* The results of the recent elections were posted for senator’s information. There is a run-off election taking place in the humanities between two faculty in the English Department. New senators will be seated and next year’s ECOS will be selected at the May meeting. We will also be looking for a chair-elect. The committee volunteer request survey will be sent soon as well. Please consider serving. Next year will be a difficult, interesting year for faculty governance committees. We are also looking for a Faculty Senate chair-elect. If you have questions about the position please contact Chair DeBoer or Chair-elect MaryAnn Bowman.
* Freshmen15 is a retention and completion strategy used by MSU that was brought up at an ECOS meeting with Commissioner Christian. MSU encourages every student to register for at least 15 credits each semester to maximize their credit load in order to graduate in four years. This is not a one size fits all idea. Some students may not be ready for 15 credits. The flat spot is 12 credits, so any additional credits do not increase the cost of tuition. The equation used by the Board of Regents to fund the campus is based on FTE not the number of students, so the campus receives more funding if students are taking a higher credit load. This strategy may be something to consider as you are advising or having discussions with colleagues. We need to work with students “where they are,” as the strategic vision indicates.
* The issue related to Study Soup was brought to ECOS by Professor Holly Thompson in Chemistry. One of her students was offering to sell her study notes through the Study Soup service. Study Soup employs students to be note takers, to provide materials to help other students be successful. There are concerns about the ethics and legality of the service. Chair DeBoer polled his students and they had received emails from Study Soup soliciting them to be paid for taking notes. The student has since terminated her relationship with Study Soup. There is an existing BOR Policy on Electronic Mail – Students. It prohibits the use of university email “for-profit” activities. The current plan to deal with sites like Study Soup is at the beginning and of each semester, and perhaps at other key times, to have a message in Moodle reminding students about the Student Conduct Code and the MUS policy. The hope is that the information will prevent students from participating in sites like this because they are being solicited, especially in difficult core courses. Please share this information with your colleagues, so that we all are being vigilant. Our teaching materials are our intellectual property, and the use of them without our permission is theft. The ownership of students’ notes on our material is less clear. So it is better to simply prevent students from getting involved with these services.
* The Strategic Vision is still in the “refine and contribute” stage. The Coordinating Council is interested in feedback from the faculty. ECOS is also interested in your comments. We have been told that this is version 1.0 and we would like to have influence on version 1.1.
* APASP is going to have information to present to campus in early May before faculty and students leave for the summer. We will try to have as much as possible of the framework and criteria available so everyone can take a look at it. However, a lot of work will take place over the summer. Chairs and Deans will need to do the much of the work, but we ask that all faculty pay attention to email updates. The intention is to make this as open a process as possible. Much information will be put on the web for the campus community. So even though you are not technically on contract, we ask that you stay aware and follow the process. We want your input going forward. All the APASP meetings will be open. So, you are welcome to observe if interested.
* ASUM President Sam Forstag
ASUM has been working on rules for a new free speech policy for the past six months. Professor Johnstone from the Law School came to meeting to explain the constitutional requirements. The University does not currently have a centralized policy that outlines the guidelines for various expressions of free speech. ASUM worked with Vice President Reid to identify the appropriate office (Montana Event Services) to grant permission for rallies, banners, and free standing signs. It is ASUM’s hope that the rules will be considered and eventually approved by the Faculty Senate and result in the creation of a new policy.

The forty feet distance included in the rules is the current distanced from the University Center to where materials have been posted.

ASUM is looking for a second faculty advisor. Senators were sent the vacancy announcement and Sam left some for senators to take. Faculty interested should submit a brief letter of interest. This position is extremely important to ASUM.

## New Business

* The Evaluation of the Administration was conducted in accordance with procedure. ECOS created a summary report that has been available in the Faculty Senate Office for review by Senators by Appointment. The results were sent to the administrators and their supervisors and they were invited to meet with ECOS for discussion. [There were 143 responses (out of 718). The response rate of 20% was down from the last review which had a rate of 29%. ] According to the procedure the Senate may approve the preparation of the report for dissemination to the Commissioner and the Chair of the Board of Regents. If the Senate wishes to discuss any specifics of the contents it must go into executive session due to the confidential nature of personnel related materials. The results were approved.

## Good and Welfare

* The Kyiyo Pow Wow is this weekend in the Adam Center. Please come out and support the students. The March for Science is on Saturday starting at 1 p.m. at Caras Park.

Chair DeBoer called a short recess to wait for ASCRC Chair John Eglin, who teaches until 4:00 p.m.

## Committee Reports

* General Education Committee Chair Sue Bradford introduced the [General Education Review and Assessment Proposal](https://www.umt.edu/facultysenate/documents/FSDocs%2016-17/GE%20Review%20Assessment_4.20.17.docx). The proposal has been discussed at ASCRC and ECOS and there was a listening session on April 7th. There have been some changes as a result of the feedback. The form will also be updated. The proposal would extend the rolling review to seven years and builds in assessment for general education learning outcomes. There would be five years of reviewing forms and two years of working on an assessment report for accreditation and a comprehensive analysis of the program. An assessment report that includes an analysis of student outcomes with respect to the GE Learning Goals will be required for renewal. These reports will provide a portfolio of samples for faculty to look to for guidance when completing the process. Workshops will be offered to assist faculty with drafting assessment reports. The hope is to get faculty teaching in the same general education group together to talk about successful assessment strategies and be involved in the evaluation process. The proposal will be voted on at the May meeting.
* The revised procedures 201.50 Dormant Courses and 201.90 Special Topics were approved.
* The [Curriculum Consent Agenda](https://www.umt.edu/facultysenate/curriculum/approved/ascrc/ASCRC%20Curriculum%20Consent%204-20-17.docx) was approved.
* [International Baccalaureate Proposal](http://www.umt.edu/facultysenate/documents/FSDocs%2016-17/International%20Baccalaureate_3.16.17.docx) presented last month was also approved.

Professor Vonessen reminded the Senate that the Mathematics department reviewed the IB exams and determined course equivalencies that are different from MSU. These should not change given the language in the motion. In addition MCLL approved equivalencies for Latin and Greek which are not offered at MSU.

* [Revised Group III language](https://www.umt.edu/facultysenate/documents/FSDocs%2016-17/Group%20III%20language_4.20.17.docx) is a clarification of the ways the language requirement can be met. Irish is proposing to transition their courses to 4 credits, so requiring three classes to satisfy the requirement is no longer needed. The language will be voted on at the next meeting.
* The [Proposal to remove Symbolic Systems from General Education](https://www.umt.edu/facultysenate/documents/FSDocs%2016-17/Proposal%20to%20Eliminate%20Symbolic%20Systems_4.20.17.docx) would simply eliminate the language of symbolic systems association with the exemption to the language requirement. It would be based solely on the number of credits required by the major. This is essentially how the exemption is determined now. Missoula College students completing an AA degree would also be exempted since language is not offered at Missoula College. The proposal will be voted on at the next meeting.
* The new [Exemptions to General Education Language Requirement](https://www.umt.edu/facultysenate/procedures/ASCRC_200/202%2040%203LanguageExempt4-18-17.docx) procedure documents how the General Education Committee evaluates whether a major is eligible for the exemption.

## Adjournment

The meeting was adjourned at 4:27p.m.