Cabinet Meeting Minutes

Wednesday, June 10 | 9:00-10:00 a.m. | Zoom

Attending: Maggie Angle, Charity Atteberry, Seth Bodnar, Cathy Cole, Camie Foos, Lucy France, Taylor Gregory, Kent Haslam, Reed Humphrey, Nathan Lindsay, Paul Lasiter, Kimber McKay, Chris Palmer, Terri Phillips, Jon Harbor, Brian Reed, Renae Scott, Paula Short, Megan Stark, Sarah Swager, Kelly Webster, Scott Whittenburg, Cindy Williams, Julie Wolter

UM Minute

- President Bodnar expressed his gratitude to the many people who made the high school graduation ceremonies on campus possible. These graduation ceremonies and the lighting of Main Hall and the M in the colors of the eight area high schools were well-received and appreciated by the community.
- Charity Atteberry shared that Jodi Todd won the 2020 Regents Award for Excellence in University System Citizenship.

Minutes Approval

- President Bodnar asked for edits to the minutes for the 5.27.20 Cabinet meeting. No edits were suggested and the minutes were approved.

New Strategic Planning and Assessment Continuum

- Goal is consistency and clarity in how UM updates plans, tracks progress, executes stated goals, and how UM assesses itself and works with outside accreditation entities.
- A document was shared that shows how the University Planning Committee (UPC), University Budget Committee (UBC), the University Leadership Council and Senates and the University Assessment and Accreditation Committee (UAAC) all work together on the Strategic Planning and Assessment Cycle. The objective of the Strategic Planning and Assessment Cycle is “informed annual refinement implementation and validation.” Points of integration are included.
- The goal for the next six months is to get on a clear planning and assessment cycle and create a regular mechanism by which strategic objectives are informed and updated. This will also make planning and assessment predictable so people know where and when things will happen and who will be involved.
- Cabinet members were asked for feedback on what is not clear and what needs updating.
- Refreshed charges for the associated committees will be shared.
- A timeline was shared that shows when these groups will come together and report out to one another to make visible the planning and budgeting work that is happening.
- Paul Lasiter reviewed the budget cycle and his plans to make the budgeting process more interactive and transparent. The goal is to forecast growth and opportunity areas and allow funds for strategic funding. New budget model will hold back funds for qualitative improvements, strategic funding and university needs.
- Camie Foos raised a question regarding how communication about conversations will be
made public/shared.

- In the Group Chat, Kimber McKay shared that she is committed to clarifying with the members of Faculty Senate that part of their duty is to report in faculty meetings and in other ways what happens in Senate, including explaining things like this. Not all faculty can attend forums or have the time to read UMToday and other campus communications so Senators and Deans/Chairs will need to work on clear communications.
- Charity Atteberry then stated that staff experience many of the same challenges and that she hopes to also clarify the role Staff Senators will play in communicating updates. She proposed that Staff and Faculty Senates should connect to mirror expectations and communications to their respective constituents. “It will be important that all employee classifications have opportunities to receive timely and comprehensive updates about this cycle.”

**Policy Reviews**

- Jon Harbor led a discussion on proposed updates to the following policies:
  - Policy 330: Faculty Work Life
  - 370: Rights and Responsibilities of Academic Personnel
  - 350: Non-tenurable Faculty Appointments
- Cabinet members were emailed versions of these policies showing edits and current UApprove versions with comments showing the process flow.
- For Policy 330, the current policy includes a list of circumstances that allow tenure track faculty to request an extension of their tenure clock; the new policy is gives automatic eligibility for these same circumstances with the option to decline the extension. This change reduces potential stigma associated with requesting an extension and creates a more inclusive and equitable environment.
- In response to question from Scott Whittenburg, Terri Phillips shared that this change is not in conflict with the Family Medical Leave Act.
- For Policy 370, the current policy states that faculty who are covered by the University Faculty Association (UFA) bargaining agreement have rights and responsibilities outlined in Collective Bargaining Agreement (CBA) regarding Academic Freedom, Academic Responsibility and Student Complaints. School of Law faculty are covered by the rules established in their handbook. No mention is made of the Missoula College Faculty Association (MCFA) CBA. Updates include language that Missoula College (MC) faculty who are subject to the MCFA CBA will be governed by the sections of that contract with respect to these areas. It also includes language that Mountain campus faculty who are not part of the UFA or School of Law, as well as MC and Bitterroot College faculty who are not MCFA members, will respectively follow the UFA or MCFA CBA provisions in the above stated areas.
- Also, rather than quoting one CBA at length, the new policy points to the CBAs directly to ensure quoted language isn’t outdated.
- For Policy 350, the current policy establishes the titles for different types of non-tenurable faculty, establishes pathways for advancement in rank within some non-tenurable categories and limits UM to a maximum of 25% instruction delivered by non-tenurable faculty in a single department.
- Policy changes provide a refined and clearer set of titles and career paths for non-tenurable faculty. New text also provides greater visibility and recognition for valued members of the campus community who can feel overlooked, while also removing the limit on non-tenurable faculty percentage in regard to teaching.
- Jon Harbor shared a graph showing changes in distribution of instructional faculty workforce by appointment and institution type. UM’s goal is to have a fantastic core of tenure track
faculty with non-tenurable faculty helping with teaching to allow more time for tenure track faculty to conduct research and fulfill other commitments. This new structure will also make the university more adaptable.

- The Provost’s office communications page includes a White Paper with a lengthy conversation about these changes.
- Megan Stark clarified that the proposed changes will move forward to President Bodnar for consideration and then revised text proposed will be brought forward to the UFA and MCFA for bargaining. The UFA’s understanding is that university will not post two policies; instead, the document that moves forward will be UM administration’s proposal.
- Chris Palmer shared that the Faculty Senate did not vote to approve these changes to Policy 350. Frustrations exist surrounding the limited opportunity for discussion as much of this happened in the Group Chat feature. Chris Palmer discussed concerns regarding changing toward more non-tenurable faculty teaching. Kimber McKay shared that tenure track faculty have required service obligations and discussed concerns regarding who will do this work.
- R1 institutions are at average of approx. 40% tenure track faculty. President Bodnar shared that it is important to consider both the benefits and concerns for this complex and multi-dimensional issue. He asked for transcript from the Faculty Senate meeting to better understand the discussion that took place. He shared that UM is fortunate to have tenure track faculty who are excellent teachers, but there are economic challenges that must be considered to continue UM’s objective of making higher education accessible.
- Jon Harbor will provide the additional items President Bodnar requested.

Adjourned at 10:16am