



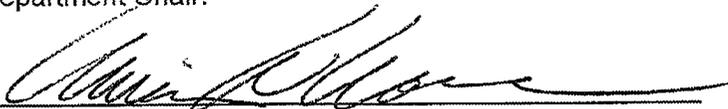
The University of
Montana

UM UNIT STANDARDS COMMITTEE
SIGNATURE FORM

Unit Standards for: Geosciences

Year: 2009

1) Department Chair:


Signature

2/19/09
Date

2) Dean:


Signature

10/15/2009
Date

3) Chair, UM Unit Standards Committee:


Signature

March 18, 2010
Date

4) Provost and Vice President for Academic Affairs:


Signature

May 28, 2010
Date

UNIT STANDARDS AND PROCEDURES

DEPARTMENT OF GEOSCIENCES COLLEGE OF ARTS AND SCIENCES THE UNIVERSITY OF MONTANA

February 10, 2009 Submitted

May 18, 2010 Revised after Unit Standards Committee Review

Our mission is to develop new knowledge regarding Earth's history, its environment and resources, engage our students in the process and share that knowledge broadly.

Looking forward this requires that as geoscientists we:

- 1) Engage the entire UM community in geoscience learning through active collaboration, outreach, and high quality formal instruction.
- 2) Produce UM graduates who are broadly educated in geoscience issues and who are able to make informed decisions regarding ethical geoscience issues such as environmental sustainability and resource development.
- 3) Produce geoscience graduates who are educated across the discipline, who are able to perform well in field, laboratory, and computational settings, and who are recognized as high-quality professionals upon leaving UM.
- 4) Increase our research productivity through expansion of our graduate program, continued acquisition of extramural funds, recruitment of outstanding students and faculty, emphasis on research with direct societal benefits, and publication.
- 5) Expand our engagement with the global community through outreach and collaboration and by promoting the use of scientific results as the basis for public policy decisions.

Hence, we the Department of Geosciences faculty must teach geology and related earth sciences in and out of the classroom, advance geologic knowledge through laboratory and field research, apply our knowledge for the public benefit, and work to further the general welfare at all levels. We expect that all departmental faculty members will consistently contribute to the achievement of our goals.

As a department we recognize that each faculty member's role in teaching, research, and service will be unique based on the individual's expertise. Contributions by each faculty member will advance the goals and objectives of the department and institution.

These Department of Geosciences Unit Standards serve as a guide to aid us in accomplishment of our goals and are in addition to, and consistent with, those provided in

the current Collective Bargaining Agreement (CBA). In the event of any omissions or inconsistencies, the terms of the CBA will be applicable and shall prevail.

University Requirements for Faculty Advancement

Evaluation of faculty members for purposes of promotion, tenure, salary determination, or recommendation for retention/non-retention shall involve consideration of appropriate University requirements as well as the Unit Standards of the Department of Geosciences. University requirements are found in the CBA, Section 10.110.

Unit Standards for Faculty Evaluation

The faculty evaluation standards adopted by the Department of Geosciences follow. Any faculty member with questions on these evaluation procedures should consult the Department Chair.

A. *Tenure*

Tenure application will be conducted in accordance with the CBA, Section 9.320. It shall be the responsibility of the faculty member to initiate the application process for tenure. In order to facilitate the acquisition of reference letters and other materials that are part of the tenure evaluation process, it is appropriate to notify the Department Chair and FEC Chair by April 1 of the academic year prior to the year in which the application will be filed. The tenure application shall include a letter of application, a vita, and evidence that the applicant has achieved recognition in his/her area of expertise beyond The University of Montana. Evidence of teaching, research, and service will be presented for all years in the probationary period, including time at other institutions recognized for service toward tenure.

As part of the tenure application, the FEC Chair will acquire letters from external reviewers. The faculty member will provide the names and addresses of six potential reviewers. The FEC Chair will solicit letters from an additional six reviewers after consulting with the tenure candidate to determine that no personal conflicts exist. From these two lists, the FEC Chair will acquire at least-five outside reviewer letters, at least two of which are from the independently derived FEC chair list. In cases where fewer than five letters are acquired by the FEC Chair, at the discretion of the chair, the letters may be submitted to fulfill the requirement for solicited outside review. External letters acquired by the FEC Chair will supplement the tenure application.

A faculty member meeting the following criteria will be eligible for evaluation:

1. Five (5) years service credit toward tenure; that is during the sixth (6) year of credited employment.
2. Appropriate terminal degree.
3. Minimum academic rank of associate professor, although a faculty member may apply for tenure and promotion to associate professor simultaneously.

In addition to attainment of the above status, the candidate for tenure must:

1. Exhibit successful professional performance and indications of continuing professional development in teaching, research, and service activities.
2. Maintain capabilities, expertise, and interests aligned with the projected needs of the Department.

B. Faculty Advancement

The following specific criteria must be met regarding each respective type of advancement or salary determination as indicated. The appropriate terminal degree is understood to mean the Ph.D. or equivalent level degree.

1. Promotions

- a. To Assistant Professor: Requires possession of the appropriate terminal degree and evidence that the applicant will achieve recognition in his/her field of competence beyond The University of Montana.
- b. To Associate Professor: Requires four (4) or more years in rank as Assistant Professor (except in unusual circumstances), possession of the appropriate terminal degree and evidence that the applicant has achieved or is in the process of achieving recognition in his/her field of competence beyond The University of Montana, and teaching effectiveness has been demonstrated in the classroom and by successfully mentoring undergraduate and graduate students.
- c. To Professor: Requires five (5) or more years in rank as Associate Professor (except in unusual circumstances), possession of the appropriate terminal degree, and evidence that the applicant has contributed substantively to research in their field and is recognized by peers nationally and/or internationally, and teaching effectiveness has been demonstrated by successfully mentoring undergraduate and graduate students.
- d. It shall be the responsibility of the faculty member to initiate the application process for promotion by April 1st of the application year by notifying both the

Department Chair and FEC Chair. The promotion application shall include a letter of application, a vita, and evidence that the applicant has achieved the required level of achievement as described in paragraphs B.1.b. or B.1.c. above as appropriate. Evidence of teaching, research/scholarly activities, and service will be presented for every year of service in the current rank.

e. In all promotion applications the FEC Chair will acquire letters from external reviewers. The applicant shall provide the names and addresses of 6 potential reviewers, from which the FEC Chair shall acquire letters from at least 4 individuals. The FEC Chair shall provide the names of 6 additional potential reviewers to the faculty member to make sure no personal conflicts exist; from

these, the FEC Chair will acquire letters from at least 4 individuals. External letters acquired by the FEC Chair will supplement the promotion application.

2. Salary Recommendations

a. Normal Increment: Satisfactory performance in assigned areas of faculty endeavor (teaching, research, or service).

b. Merit Recognition: Above normal or better performance in at least two (2) of three (3) areas of faculty endeavor (teaching, research, or service) or outstanding performance (or special recognition) in at least one (1) of the areas.

c. Less-Than-Normal Increment: Either the absence of any performance or poor performance of assigned responsibilities within the scope of employment may constitute grounds for less- than-normal increment. It is understood that the absence of performance in any one (1) or two (2) of the areas of teaching, research, or service does not justify a less-than-normal increment if the quantity or service in the remaining area or areas is

proportional to the FTE of the appointment.

3. Reappointment -- The appointment of the probationary appointee shall not be recommended for renewal after the:

a. First year of service if performance in all three (3) areas of academic performance is determined by the FEC and the Department Chair to be below normal.

b. Second or subsequent year of service if performance in two (2) areas of academic endeavor is below normal for two (2) consecutive years or in one (1) area of academic performance for three (3) consecutive years.

C. *Evaluation Standards for Tenured/Tenure-Track Faculty*

For normal salary increments or promotion, satisfactory performance is expected in the areas of teaching, research, and service. Evaluation criteria shall include:

1. Teaching

Performance and continued development in teaching are central to the overall mission and vision of the Department. Faculty in the Department of Geosciences will have a deep interest in a student's progress and welfare. Teaching activities include classroom and field instruction as well as student evaluation, student advising, both graduate and undergraduate, thesis and dissertation direction, lab supervision, and other activities that lead to students becoming more knowledgeable and informed members of society. Faculty are expected to maintain high standards in teaching and to maintain mutually beneficial relations with the students while furthering the goals and needs of the Departmental curricula.

Performance in teaching will be deemed to be of a normal standard where the faculty member:

- a. Carried a normal teaching load or class load as directed by the Department Chair.
- b. Obtained satisfactory student evaluations in classes taught.
- c. Advised and mentored undergraduate and graduate students consistent with the faculty member's level of employment.

Performance in teaching will be deemed to be above normal where the faculty member's performance significantly exceeded the requirements for a "normal" performance standard.

Performance in teaching will be deemed to be outstanding where the faculty member's performance is at an exceptional level that warrants consideration for a merit regardless of performance in service or research.

Determination of an above normal or outstanding standard of performance is made on a case-by-case basis by the FEC.

Performance in teaching will be deemed to be below normal if the faculty member failed to meet the requirements of a normal standard of performance. However, extenuating personal circumstances (illness,

bereavement etc.) will be taken into consideration before assigning a “below normal” performance evaluation.

2. Research

Performance and continued development in research are central to the overall mission and vision of the Department. Faculty will conduct scholarly activities, communicate findings, and encourage creative investigation by members of the graduate and undergraduate student body. Publication of research and other professional work in refereed journals, books, and similar professional media are an intrinsic part of research and related professional contributions. Evidence of research performance may also include receipt of professional honors, award of grants or contracts, board and commission appointments. Research activity also includes direction of theses and dissertations demonstrating the symbiotic relationship between research and teaching.

Because much of geoscience research consists of both laboratory and field activities and because the development of research projects from inception to completion may take years, the department considers that in some cases a more reliable measure of research productivity is an evaluation that reviews accomplishments over multiple years. Hence faculty evaluation documentation used to support research efforts may include information on research activity during the previous years as appropriate.

Performance in research will be deemed to be normal where the faculty member demonstrates:

- a. Performance of research activities commensurate with assigned responsibilities.
- b. Engaged undergraduate and graduate students in research activities consistent with the faculty member’s level of employment.

Performance in research will be deemed to be above normal where the faculty member’s performance significantly exceeded the requirements for a “normal” performance standard.

Performance in research will be deemed to be outstanding where the faculty member’s performance is at an exceptional level that warrants consideration for a merit regardless of performance in service or teaching.

Determination of an above normal or outstanding standard of performance is made on a case-by-case basis by the FEC.

Performance in research will be deemed to be below normal if the faculty

member failed to meet the requirements of a normal standard of performance. However, extenuating personal circumstances (illness, bereavement etc.) will be taken into consideration before assigning a “below normal” performance evaluation.

3. Service

Performance and continued development in service are central to the overall mission and vision of the Department. Faculty members will engage constructively in department activities and outreach activities that promote the well being of students, colleagues, the university, the profession, and the public at large. The Department recognizes a wide range of such contributions. The Department supports faculty governance of the University at all levels and encourages its members to participate in faculty committees and/or union activities. The Department encourages its members to apply their knowledge for the public benefit. Service to professional organizations is also important. The review of grant proposals and journal manuscripts is evidence of distinction in research and an important area of professional service.

Performance in service will be deemed to be normal where the faculty member demonstrates contributions in some or all of the following categories:

- a. Performance of service activities commensurate with assigned responsibilities.
- b. Participation in departmental activities and committees.
- c. Participation in College or University committees
- d. Participation in professional organizations
- e. Participation in community activities or service
- f. Participation in professional service; e.g. proposal and manuscript review.

Performance in service will be deemed to be above normal where the faculty member’s performance significantly exceeded the requirements for a normal performance standard.

Performance in service will be deemed to be outstanding where the faculty member's performance is at an exceptional level that warrants consideration for a merit regardless of performance in research or teaching.

Determination of an above normal or outstanding standard of performance is made on a case-by-case basis by the FEC.

Performance in service will be deemed to be below normal if the faculty member failed to meet the requirements of a normal standard of performance. However, extenuating personal circumstances (illness, bereavement etc.) will be taken into consideration before assigning a "below normal" performance evaluation.

D. Evaluation of Non-Tenurable Faculty

Non-tenurable faculty shall be evaluated annually. Their evaluation shall focus on effectiveness in the area of appointment, i.e., teaching or research, as well as other assigned duties as appropriate. In the case of teaching faculty the evaluation criteria shall be the same as that detailed in section C.1. In the case of research faculty, greater annual research productivity is expected for promotion as well as strong evidence of intellectual and scientific independence in research and active collaborations with Geoscience Department faculty, including funded joint research projects, joint-authored, peer-reviewed geoscience journal publications, joint-authored publications at national/international meetings or joint mentoring of graduate students.

E. Student Evaluation Committee

The Department of Geosciences Student Evaluation Committee (SEC) shall follow the guidelines in section 10.220 of the CBA. The SEC will complete its evaluations by October 15th of each year. The evaluation process may proceed without participation by the SEC.

F. Faculty Evaluation Committee

The Department of Geosciences Faculty Evaluation Committee (FEC) shall follow the guidelines in section 10.230 of the CBA. The FEC shall consist of all tenured and tenure-track members of the Department. It will include a student member appointed by the Department Chair.

Three (3) tenured or tenure-track members of the Department shall compose a standing FEC subcommittee. In order to maintain continuity of process, each member of the subcommittee will serve a three year term. Terms are arranged so that one expires each year. An FEC subcommittee election will be held annually, before the end of March to elect the new FEC subcommittee member for the following academic year. In addition, before the end of spring semester, the FEC subcommittee will meet and elect its chairperson for the following academic year.

Only tenured and tenure-track faculty members shall vote to elect the FEC

subcommittee. Upon expiration of their term, a faculty member cannot again serve on the FEC subcommittee until one year has passed. In the case of resignation or leave of absence, a faculty member shall be elected to complete the term or fill in during the leave of absence. Also, a subcommittee member shall not participate in her/his own evaluation. It is expected that every tenured faculty member will serve on the FEC subcommittee when elected.

All evaluation documentation will be available to any tenured or tenure-track faculty member in the departmental office during the FEC subcommittee evaluation process, but is not available to non-tenure track faculty. The FEC subcommittee will review and evaluate all documentation for each faculty member required to be evaluated and propose recommendations on action.

The FEC subcommittee Chair will convene a meeting of FEC (i.e. the tenured and tenure-track faculty) on or before November 5th of each year to present the list of faculty requested actions and the subcommittee recommendations for action. Draft copies of proposed FEC written evaluations will be provided by the subcommittee to the FEC. The FEC will discuss the proposed action. Eligible faculty will then vote on each recommended action by secret ballot. The FEC will then make modifications to the draft written evaluations as needed. The faculty member being evaluated shall not be present during the discussion of their IPR (Individual Performance Record) or the vote on it.

All tenured and tenure-track faculty shall be eligible to vote on all the FEC recommendations except their own. Non-tenure track faculty are not eligible to vote on tenured or tenure-track faculty evaluations nor can they be present during the discussion of tenured or tenure-track faculty evaluations.

While a quorum of eligible tenured and tenure-track faculty must be present for a vote to be taken, absence by individual faculty members will not invalidate the process.

For passage all FEC recommendations require a two-thirds majority vote of the tenured and tenure-track faculty.

The FEC subcommittee will complete written evaluations regarding tenure, promotion, merit, normal, less-than-normal, and retention /non-retention on or before November 15th of each year. When FEC action is complete, each faculty member will be informed of the FEC action and provided with their written evaluation. Upon receipt of their written evaluation, each faculty member will have ten days to appeal the FEC recommendation or process pursuant to section 10.230 of the CBA.

G. Evaluation by Department Chair

Following the guidelines in section 10.240 of the CBA the Department Chair shall make a recommendation and prepare a written evaluation for each faculty member, separate from that of the FEC by December 15th of each year. Faculty

members will have ten days to appeal any Department Chair's action pursuant to section 10.240 of the Collective Bargaining Agreement.

H. Scope of Evidence

To be submitted by the faculty member: Each faculty member as required by the CBA, section 10.210, shall prepare documentation of performance in teaching, research, and service to be submitted by October 15 for review and evaluation by the FEC. All adjunct faculty, research faculty, and tenure-track assistant professors are reviewed annually. For recommendation for merit, documentation shall cover the shortest of the following periods: (a) the period since the last granted merit, or (b) the period since the last promotion. Each page shall be numbered in sequence and the last page dated and signed by the faculty member. For recommendation for normal increment, documentation shall cover the previous year or years as appropriate. For recommendation for promotion see paragraph B.1.d. above. For recommendation for tenure see the first paragraph, section A. above. See section 10.340 of the CBA for review cycles and exemptions for tenured associate and full professors. A copy of the required documentation shall be delivered to the FEC Chair and Department Chair by the 15th of October.

I. Appendix on Research Professors in the Department of Geosciences

The Department of Geosciences may recommend to the Dean of the College of Arts and Sciences a 1-year appointment of research scientists, with whom we have collaborative research, to the position Research Faculty. We do this to facilitate scholarship within our department, to foster interactions in our research, and to support the broad research needs and interests of our students. Our expectation is that Research Professors will be proven, productive scholars who contribute to our departmental mission, and who increase the scholarly productivity of the department. To be approved as research faculty, the scientist must have active collaborations with Geoscience Department faculty, including funded joint research projects, joint-authored, peer-reviewed geoscience journal publications, joint-authored publications at national/international meetings or joint mentoring of graduate students.

Potential new Research Professors in the Department of Geosciences must have a tenured, or tenure track, faculty sponsor and evidence of collaboration with that sponsor. The faculty sponsor will be a research collaborator with the proposed Research Faculty and will make the formal nomination at a regularly scheduled faculty meeting. The nomination must include a complete professional vita and a statement of the potential value of the appointment to the Geoscience Department including an estimate of resource needs (lab and office space, secretarial

assistance, etc. , which must be submitted to the Geoscience faculty at least 2 weeks prior to the meeting at which the nomination is made. At the ensuing faculty meeting, the nominating professor will provide a short explanation of the benefits, to the department, students and to the faculty sponsor, of designating the nominated individual as a Research Faculty. The final decision will be made by majority vote of the tenured and tenure track faculty in the Department of Geosciences. The department chair will then submit a request, with CV and a recommended research salary, for the appointment to the Dean of the College and the Vice President for Research. That research salary will be the base pay for the Research professor's grant-funded scholarship. The Geosciences Department will not bear any of the costs of research faculty member unless explicitly agreed to in the appointment letter and expressly approved by the Dean of the College of Arts and Sciences.

Research Faculty in the Department of Geosciences may co-chair graduate committees but they may not serve as sole chair of graduate or undergraduate thesis. The second co-chair must be a tenured, or tenure track, professor at the University of Montana. In all cases, the second co-chair will be a member of the Department of Geosciences. Research Faculty will be evaluated annually in our normal FEC procedures. Research Faculty have no teaching or service obligations; thus, they will be evaluated on their continuing contributions to research, successful mentoring of students working with them, and continuing research collaborations valuable to the Department of Geosciences.

Typically the Department of Geosciences cannot assign permanent space, lab, grant management, or financial resources to Research Faculty. Office and lab space will be determined on a case-by-case basis as available and needed. However, we expect to be able to absorb the additional operational costs and space required for graduate students financially supported by Research Faculty. We also expect that Research Faculty in the department will be successful at garnering funding from outside sources for their research and that a portion of the indirect cost return to help defray departmental expenses associated with the Research Professor's needs as agreed upon at appointment.

Unit Standards approved by the Geosciences faculty on February 10, 2009, minor working changes and clarifications were made in response to the University Standards Committee, approved by the Faculty May 7, 2010 and then submitted to the Office of the Provost on May 18, 2010

The University of Montana

Department of Geosciences
Missoula, MT 59812-1019
(406) 243-2341
Fax: (406) 243-4028

6/2/10

To: Provost Engstrom
From: Bill Woessner, Chair *Bill*
Subject: Expedite implementation of Unit Standards Fall 2010

As per the CBS 10.250, the Department of Geosciences, Dean and Provost have agreed to waive the 12 month waiting period normally required to implement new unit standards. I am providing in this correspondence the documentation: The first page of faculty meeting minutes (May 10, 2010), and emails for the Dean and Provost. Please record that our FEC review for the period of 2010 to 2011, and future review periods will apply the new 2010 Geosciences Unit Standards.

Faculty Meeting
May 10, 2010

Present: William Woessner, James Sears, George Stanley, Rebecca Bendick, James Staub, Steven Sheriff, Marc Hendrix, Joel Harper, Nancy Hinman, Marco Maneta

The minutes from the May 3, 2010, faculty meeting were approved.

Enrollment Services is interested in helping the department by putting together recruitment materials.

Julie Baldwin was elected to the Faculty Evaluation Committee for a three-year term beginning in the fall of 2010.

Jim Sears still needs material for the department graduation ceremony.

Seminar Speakers – Bill asked for recommendations. There will be seven speakers for fall semester, and the class will meet every other Monday for 1.5 hours.

Bill needs the names of the teaching assistants for fall semester. He would like TAs to arrive on campus by August 23 so they can meet with instructors to arrange teaching assignments and duties.

Faculty were encouraged to give information about applying for graduate schools to undergraduates. It was suggested that a lunch time talk be held for juniors to discuss the subject--it is important to keep good students informed.

Changes and corrections to the unit standards were approved by the faculty, and they also voted to expedite the process so that it can be implemented Fall 2010.

Thesis Proposals:

Eleanor Spangler: Passed
Molly Staats: Passed
Adam Clark: Passed

The faculty agreed to have the chair write letters to the graduate students who have not submitted their thesis proposals by the deadline stating their status in the graduate program is in jeopardy. They will be asked why their proposal is late. They can ask for an extension until September 15, 2010, but they must have the approval of their advisor to continue.

Nine students are enrolled in the Geo 101/102 course in Hamilton. They hope to have 20 students but will teach the course with ten. COT will pay for the course/lab supplies. It will be taught three days a week, and they will advertise for instructors. We will review the applicants and select the instructor. George Furniss is willing to do it and has done a similar course in Helena. It was stated that it is politically advantageous for us to be involved. Kathleen would be the liaison for course content and textbook selection. The chair will meet with her to see if she finds the proposal

Woessner, Bill

From: Comer, Chris
Sent: Wednesday, June 02, 2010 9:24 AM
To: Woessner, Bill; Engstrom, Royce
Cc: Gannon, Rob; Darke, James; Walker-Andrews, Arlene; Moore, Johnnie
Subject: Re: Unit Standards

Bill,

If the faculty seek immediate usage of the new standards, I am completely supportive. Chris

On 6/1/10 3:26PM, "Woessner, Bill" <william.woessner@mso.umt.edu> wrote:

Chris and Royce:

The Department of Geosc1ences faculty has asked me to expedite the implementation of our newly approved unit standards. When I forwarded the request for approval to the provost they asked me to see if we could get it implemented ASAP. As Arleen has related below this requires both the Dean and Provost agreeing to an earlier implementation date. We would like to have the unit standards be implemented by the beginning of Fall semester so that our FEC could use them for the 2010 to 2011 year. If you agree, please return this email with your approval. I will then bundle these communications and send a summary letter to the Royce saying we have received the approval and would like it to be implemented Bill

From: Walker-Andrews, Arlene
Sent: Tuesday, June 01, 2010 2:28 PM
To: Woessner, Bill
Cc: Gannon, Rob
Subject: RE: Unit Standards

That would be my assumption. but I am also cc'ing Rob Gannon on this, in case I am mistaken.

Arlene

Arlene Walker-Andrews, Ph.D
Associate Provost for Undergraduate Education and Policy &
Professor of Psychology

University Hall 126
32 Campus Drive
The University of Montana
Missoula, MT 59812
406 243-4689

From: Woessner, Bill
Sent: Tuesday, June 01, 2010 12:01 PM
To: Walker-Andrews, Arlene
Subject: RE: Unit Standards

Arlene, If we get the dean, provost and faculty to agree to implement the new standards starting in the fall of 2010 I

assume that the 2009-2010 FEC will use the old Unit standards and the 2010-2011...and on the new ones. Is this

correct? Bill

From: Walker-Andrews, Arlene
Sent: Tuesday, June 01, 2010 11:48 AM
To: Woessner, Bill
Cc: Engstrom, Royce; Thomas, Lisa; Comer, Chris
Subject: Unit Standards

Bill,

The Provost has signed your new Unit Standards, which will be posted this week (if Lisa hasn't already done so). The Provost is fine with expediting their use, but I will refer you to the language of the CBA, 10.250, "Any changes in unit standards resulting from this process shall not take effect until twelve (12) months after the decision, unless agreed otherwise by the unit faculty, the dean, and the Provost."

Arlene

Arlene Walker-Andrews, Ph.D.
Associate Provost for Undergraduate Education and Policy &
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The University of Montana
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406-243-4689

Christopher Comer
Dean, College of Arts and Sciences
University of Montana
Missoula, MT 59812-5544
406-243-2632

Woessner, Bill

From: Engstrom, Royce
Sent: Wednesday, June 02, 2010 8:46AM
To: Woessner, Bill; Comer, Chris
Cc: Gannon, Rob; Darke, James; Walker-Andrews, Arlene; Moore, Johnnie
Subject: RE: Unit Standards

Bill,
I approve the expediting of your unit standards as you proposed below
Royce

Royce C. Engstrom
Provost and Vice President for Academic Affairs
The University of Montana
Missoula, MT 59812-3344
(406) 243-4689

From: Woessner, Bill
Sent: Tuesday, June 01, 2010 3:27 PM
To: Comer, Chris; Engstrom, Royce
Cc: Gannon, Rob; Darke, James; Walker-Andrews, Arlene; Moore, Johnnie
Subject: RE: Unit Standards

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