

Faculty Senate Meeting Minutes, 9/20/18

Call to Order

Chair Semanoff called the meeting to order at 3:00 p.m.

Registrar Hickman called roll.

Members Present: L. Ametsbichler, J. Angle, J. Banville. Beck, J. Bell, O. Berryman, M. Boller, S. Brown, J. Bunch, S. Certel, S. Clouse, G. Collins, Z. Cooper, A. Delaney, A. Elliott, D. Erickson, J. Freer, E. Gagliardi, K. Griggs, B. Harrison, M. Hebblewhite, N. Hinman, J. Hunt, R. LaPier, G. Larson, T. Manuel, H. Martens, N. McCrady, M. Monsos, L. Minns, M. Musick, L. Nichols, H. Naughton, M. Pershouse, G. Peters, S. Phillips, G. Quintero, T. Ravas, A. Ratto-Parks, Y. Reimer, S. Ross, S. Schwarze, M. Semanoff, R. Severson, S. Shen, A. Sondag, S. Strohl, E. Uchimoto, N. Vonessen, A. Ware

Members Excused: A. Belcourt L. Fern, N. Greymorning, V. Hedquist, B. Holben, M. Horejsi, A. Johnstone, D. MacDonald, J. Millspaugh, M. Stohl, J. Thomsen, J. Wolter

Members Absent: J. Carter, A. Chatterjee, Y. Cho, N. Dawson, K. Kane, M. Kia, J. Pavilack

Ex-Officio Present: Provost J. Harbor

Guests: R. Bridges

Minutes: The minutes from May 3, 2018 were approved.

Public Comment

- Professor Doug Coffin reminded senators to vote for LR128, the 6 mill levy. It amounts to almost \$300 million over 10 years for the university. I185 is the Tobacco Tax Public Health Initiative. It is a \$2 dollar per pack on all tobacco products. The funds will go toward expanding Medicaid, keeping medical clinics open in rural Montana, veteran and senior services. Please vote. The Greeks called people who didn't vote idiots. Don't be an idiot.
- Student Maggie Worstein is working on the Six Mill Levy Campaign. A lot of people are not aware of the pledge collection taking place. Unfortunately, for the first time in 70 years there is opposition to the levy. It is critical for people to sign the pledge sheets, so we know the numbers of Montanans who support affordable, assessable education to stand against the opposition. It is a non-partisan issue and has support from Greg Gianforte, Steve James, and Jon Tester. All of whom were interviewed in a video. Please help get your students involved. She is happy to provide class presentations. Contact her at maggie@foward.org
- Student Ross Best provided the following comments:

“I’ve spoken before about the scandalous refusal of the University to comply fully with the requirements for public participation, open meetings, and open documents.

Our new President repeatedly promised transparency last semester. But in April, the Kaimin had a telling headline: “Public sees public information, UM administrators get nervous.”

At a deans meeting, someone carelessly committed an act of transparency in front of witnesses. Against all decency, some actual information about likely areas for cuts appeared on a graph in a slide show with reporters nearby. Reporters being what they are, photographs were taken. Administrators being what they are, a recess was called. And then interim Provost, the Dean of the Law School, whispered to the President some of the most profound words in the history of this university. He said: “F..., f..., f.... What do we do?” What they did, of course, was take down the graph. Forget about “Lux et Veritas.” Thanks to the Kaimin, we now know the real motto of the University.

Over the summer, the Cabinet, the Deans, and ECOS, your executive committee, held more illegal meetings without proper public notice and opportunity for public comment.

Increasingly, Cabinet meetings, like Budget Committee meetings, are just canceled.

And when Cabinet meetings are sort of open to the public, most of the agenda items are just “Updates.” The process has “evolved” so that most of the big decisions are still dealt with only behind the scenes. The word around campus is that the administration is borrowing a trick from private business and reducing the number of meetings in favor of “huddles,” informal micro-meetings, almost like just casually bumping into each other in the hallway, designed to be under-the-radar and fall between [the cracks,] the legal cracks.

The sports metaphor of “huddles” is sadly appropriate, since courts sometimes call the kind of secrecy game our public university plays “hide the football.” In other words, the system is too often designed to obstruct, not facilitate public participation and public accountability.

The Faculty Senate should be doing more to hold the university administration accountable when it comes to public participation, open meetings, and access to documents. But to do that the Faculty Senate and ECOS need to clean up their own act.”

Communication

- **Provost Harbor**

Provost Harbor thanked senators for the service they provide to the university. He is honored and delighted to be here. He looks forward to working with the Senate as we move the university ahead together. He recognized the work of Chair Semanoff and Chair-elect Pershouse. During his first 7 weeks, he has been impressed with their insight, drive, and focus on working together to move the university forward. They ask good penetrating questions that need to be answered and make constructive suggestions, and are great partners.

The administration includes people with a wide range of backgrounds in academia. As Provost, one of his roles is to ensure the conversations among the administration include the perspectives of the faculty, students, and staff in the academic and student support areas. As Provost, he is also a faculty member.

He survived the tenure and promotion process, taught large and small courses, in traditional and novel formats. He has advised undergraduates and graduate students. Although he has moved universities, he currently has a leadership role in several research grants, is supervising graduate students, mentoring alumni at various stages in their careers, responding to requests from journals to review manuscripts, doing external reviews on Tenure and Promotion files, submitting manuscripts with students and collaborators, and playing a role in a national professional organization. So, as a faculty member, he understands the many concerns you have as you come to the administration. He brings a faculty voice and perspective to administration. There is no doubt that we have critically important work to do together. It will be hard and difficult at times. He has heard from many faculty that the University needs to act decisively to move forward. There has been inclusive planning, not perfect, but then it never is. What we need next is implementation. He is part of the Executive Leadership Team of the University. The Oxford English dictionary defines Executive as having the power to put plans or actions into effect. He has been very impressed with the plans that have been developed with extensive input from shared governance, through the Strategic Planning Coordination Council, the Academic Programs and Administrative Services Task Force, and the University Planning Committee. His job at this stage is implementation.

So what you will see from him, is movement forward on decision making, implementation on organizational changes, on staffing plan development and implementation, and on initiatives that increase access, retention, and success for students. You will also see from him an honest and sincere effort that all of this involves shared governance using the framework of our policies and the collective bargaining agreement. This is the right thing to do, because it is how our community has agreed to work. It is also the right thing to do because nothing important can be accomplished without active participation with those that do the fundamental work of the university. The ideas and outcomes are much better when we are working together.

The priorities for this year include the instructional staffing plan process and organizational initiatives. He very much appreciates the work of the Senate to review and make recommendations to curriculum changes and reorganizations. In addition, President Bodnar has outlined five priorities for action: Place student success at the center of all we do, Excellence in teaching, learning and research, Embody the principle of Mission first people always, Partner with place, and Proudly tell the UM Story. He will focus particularly on placing students at the center of all we do and interested in placing students, and excellence in teaching, learning, and research. Taken together these are critical to ensure that students receive the outcomes integrated into our courses and programs and have a total experience that is exceptional. Successful students make good academic progress, persist to on time graduation, and have highly engaging experiences in and out of the classroom. We are currently searching for a new Vice Provost for Student Success to help with this work and our student success staff has been working on plans to significantly enhance academic advising support. We have much to do to improve persistence and success. He understands that the Senate has been working on several aspects of this as well. Including work by

the General Education Committee on re-envisioning the UM Core. He also understands that ASCRC brought a student success proposal to ECOS for consideration and would like to see this move ahead. He looks forward to learning more about how other Senate Committees would want to engage about work to further enhance excellence and innovation in teaching and learning, and student success initiatives designed to enhance student persistence, increase high impact practices, and expand summer and online opportunities.

- Provost Harbor presented the Non-tenureable academic report in compliance with Section 9.120 of the CBA and Academic Policy 350. With the exception of Missoula College every unit complied with the target percentage of 25%. The historical comparison was consistent. He looks forward to discussing the anomaly with the Missoula College Faculty Association leadership next week in the contract maintenance meeting.
- The Extra Compensation report was presented in compliance with Section 12.210 of the CBA. The data was provided by Human Resource Services in comparison of FY 17 it appears that more contracts were awarded for extra compensation in FY 18, but at lower rates of pay. This resulted in a lower total awarded overall. There is a correction on the number of contracts from FY 17.

Question and Comment

Senator Dave Beck, NAS:– We should either change our policy or get Missoula College within the parameters of the policy, especially given its' percentage is way outside the range. The policy states that 25% should not be exceeded within a department, school, or college. We did not receive the report on the department level percentages. Will you take a look at that as well?

Provost Harbor: The Provost will review this data and provide the report to the Senate. It was generated to provide the College summaries. In terms of the options regarding Missoula College's percentage, which would you favor?

Senator Dave Beck: He would want to discuss the issue with Missoula College faculty to see what they think is appropriate. It is important that some of the instructional faculty at Missoula College be working in the field, but there are also many long term non-tenured faculty that should be in a tenure-track position. He doesn't think he is qualified to make the determination. The College should have input into the solution.

Senator Ann Delaney, Missoula College, Health Professions: The College is in flux, but there are long term faculty that are on year to year contracts. They do not see their contract until August.

Senator Tammy Ravas, Mansfield Library: If we see errors in the FTE numbers, how should we follow-up?

Provost Harbor: the reports are an average of the fall and spring snapshots a few weeks following census, and may vary from the current counting of faculty in your unit. If you still think this is wrong contact Claudine in the Provost's Office and she will investigate with Human Resource Services.

Senator Ebo Uchimoto suggested the report include a separate category for lecturers.

- [ASUM Vice President Mariah Welch](#)

The ASUM President had a family emergency, so she is filling in for him.

One of the main things ASUM Leadership is working on is engaging students across campus that have not been involved. They are reaching out to students to serve on University or ASUM Committees that interest them, including Search Committees.

ASUM is creating a Student Group Center and hiring a Student Group Coordinator to oversee 200 student groups. The Center will provide the groups with a home and resources. Students do not have to be an ASUM Senator to serve on Search Committees. The Center will be unveiled during the Board of Regents meeting in November.

Students are working on getting the word out about the 6 mill levy. On Thursday, September 27th there will be Press Conference in the UC. Every University in the Montana University System is have a day of action to communicate the importance of the 6 mill levy for higher education. Students will be going door to door, writing letters to the editor, and etc.

ASUM is also in the process of recruiting a lobbyist for the legislative session. So if know of a students who would be interested please let them know.

ASUM is looking at changes to its internal legal systems and will hire a new Legal Director at the end of the year due to the retirement of Annie Hamilton.

ASUM Transportation is exciting about getting five new electronic buses.

Alex Butler, the ASUM President will serve as the Student resolution Officer this year. The Collective Bargaining Agreement outlines the process for students.

ASUM has 26 amazing senators. She has never seen such an engaged group of students. Please reach out to them about any ASUM issues. They would love to talk with you.

- [UFA Paul Haber](#)

It warms his hart to hear the Provost cite the CBA. This is indicative of the relationship developing with him. There is a lot to learn about the rules of the CBA with what will be ongoing this year. It is really going to happen this year. The big news for the union is the staffing changes. There have been many conversations about how this will happen. The UFA will give support and council to chairs and program directors as they move forward with recommendations. The message is out.

The Senate has a big task ahead. The UFA is having good conversations with ECOS about whose doing what. The bottom line is that it is the UFA's job to promote and defend the Senate's

prerogative to review and recommend. It is up to the Senate to develop the process. It will not be easy to have a meaningful review of a lot of material in a short period of time.

Questions

Senator Dave Beck: When does bargaining begin again and what will it entail?

UFA President Haber: Compensation is bargained every round and it was agreed that Section 1800 would be opened for conversation. Last bargaining OCHE was very interested in looking at the language addressing tenure and seniority. During the last bargaining session there were various proposals that the UFA rejected in good faith. OCHE wants to continue to discuss this. We will see how it goes. If anything happens there, the UFA will be in contact with the faculty. The UFA has had a conversation about sending out a bargaining survey to faculty. The Union is also dedicated to giving better updates to make the bargaining process more transparent.

Marc Pershouse asked for a snapshot of what changed from last year to this year.

UFA President Haber: One-time Performance Awards for non-tenure track faculty (\$25,000 was taken out of the Conversion and Compression to fund this) and raises. There was no change to promotion and tenure.

All agency fee and charity fee payers (approximately 30) were immediately taken off mandatory fees after the Supreme Court Janus decision. In addition 2 to 3 members have requested to be taken off mandatory fees. And the union is having conversations with supporters about their status.

- [Chair's report](#)

Chair Semanoff has attended a LOT of meetings since he officially became Chair in June. Those include regular Cabinet meetings, meetings with President Bodnar, Interim Provost Kirgis, and new Provost Harbor. He also continued to serve on the University Planning Committee and ECOS met a few times over the summer to continue to analyze the faculty feedback submitted in May. A few senators helped out with this as well. There is clear enthusiasm for moving forward. It is time to stop reflection on possible things we could do and to start putting them into action. He has been encouraged about how responsive Provost Harbor and President Bodnar have been to the faculty feedback over the last two months. This is particularly reflected in the data recalculation and support for training sessions. This responsiveness has continued with the variety of communications sent by the Provost. Both the Senate and the UFA have been consulted. This shows a respect for the role of shared governance as described in the Article and Bylaws – thorough and timely before the fact consultation in matters of critical concern.

He is very much encouraged to move forward. Of course it is not going to be easy. The [Program of the Senate](#) describes some of this work. It is available for senators to review. He drew attention to a few of the items. First and foremost the Senate will thoroughly review reorganizations and curriculum proposals. We will need to look at the curricular proposals associated with the need to align our budget with institutional strategic priorities. He expects we will see a rationale from the administration on why the reorganization or curricular proposals support the strategic initiatives. Hi

is looking forward to being able to understand how this all fits together.

Later in the semester, once the staffing plans have been submitted to meet the instructional budgets by 2021 we will then need to reopen the curriculum review process to evaluate the changes that result from the staffing changes. There will be a lot of curricular forms to think about. We will use the existing faculty senate process to look at curriculum proposals as much as possible. ASCRC and Graduate Council will work through subcommittees and present their findings to the full Senate. If there are some reorganizations that do not fit easily within the current structure, ECOS will convene a super committee made up of its membership and the Chairs of ASCRC and Graduate Council.

A goal for the Senate is to be forward thinking and keep in mind the priority for action that involves student success. ECOS is encouraging an agenda that involves continued work towards efforts focused on retention, persistence, completion rates and other opportunities. Faculty should be involved in these processes as well.

To tie into the idea of innovation, the General Education Committee is working to create a UM Core pilot. It will involve a lot of conversation around campus. It is something that touches all of our programs and all of our students. The faculty can lead this process of what it will take for the Communities of Excellence to come into fruition. The ideas can come from the ground up.

- The [Senate's Review and Recommendation Process](#) outlines the plan for review. We are going to rely heavily on our standing curriculum committees to do the work. Moving programs from one College to another does not fall within the level I or II category, so our best solution was to use a super committee if necessary. We are encouraging the subcommittees to go beyond the form and to talk with the people involved or may be affected in another way. We will try to have this happen at the subcommittee level as much as possible. There will be feedback mechanism set up early in this process that the subcommittees will also have access too. This can be used to bring their recommendations to the full Senate. Faculty should use every avenue available to provide feedback. They can reach out to the curriculum committees directly. The list of items will be distributed widely [published on the Faculty Senate website]. The ASCRC and Graduate Council agendas will be published in advanced, so faculty can attend the meetings when the item of interest is scheduled for discussion. Faculty can also contact the Committee Chairs.

[Last year's Annual Reports](#) are available for senators to review on the website.

ECOS developed a [Program Move Form](#) with consultation with the UFA and the Provost's Office. It is essentially a modified version of the Program Modification Form. This is mostly to ensure consultation with those effective. The form allows for individuals to approve or disapprove and provide comments. This was a recommendation from Provost Harbor. This could be something to include on all of our forms. We want to move forward as quickly, as thoroughly, and diligently as possible. We need to finalize these reviews so the items can get to the Board of Regents in time to be implemented next fall.

There are close to 20 vacancies on university committees. Camie will send the list to senators for consideration. We can use the Athenian democracy depended on lots, so names were chosen out of

jars. So if you don't want to have names chosen at random, please consider serving or encouraging your colleagues to serve.

Committee Reports

- [ASCRC Chair Marc Hendrix](#)

The following items pending from last year were approved.

- [Revised Requesting Reconsideration of Rejected Curriculum Proposal \(201.30.4\)](#)
- [Revised General Education Subcommittee Responsibilities \(202.4.1\)](#)
- [Syllabus Guidelines \(201.30.5\)](#)
- [AP Diploma Articulation Language on Admissions Website](#)
The courses equate to HONR 190 Honors Research and HONR 194 Honors Seminar. The students completing the AP Diploma will be given priority consideration for admission to the Honors College.
- The [Proposal to revise Natural Science General Education Group](#) did not pass ASCRC with a unanimous vote. Professor Hendrix was the one opposed vote. Chair Hendrix opposed the proposal in ASCRC because he does not view computational science as a natural science that deals at the foundational level with exploration of the physical world, as does physics, chemistry, biology, and geosciences for example. Instead, computer sciences provide the means to apply mathematical solutions to the study of processes in the natural, social, economic, and other sciences. Hendrix suggested that expanding proficiency in mathematics and data sciences at the general education level represented a better fit for the proposal by computer sciences, rather than placing the courses into the natural sciences general education category.

Travis Wheeler, former member of the General Education Committee who developed the proposal provided some background information. The notion of adding a Computer Science component to general education came from conversations with ASUM and President Bodnar who believes Computer Science should be included in General Education. Ideally, it should be a separate category, but UM already requires more general education credits than other campuses, so this was considered a stop gap measure until a broader transformation of general education could take place. The courses that would qualify would focus on computing in natural sciences.

There was some discussion regarding options considered by the General Education Committee and whether the proposal could wait until the general education program is revised. The committee did consider including the option in the math requirement and consulted the Math department. The number of students that would benefit from the placement of computer science in this category would be very small.

Senator Andrew Ware, Physics: Waiting until general education is revised is not advised, given it may take quite some time (5-6 years). As long as the courses still have to be reviewed the changed criteria simply allow for the possibility.

Senator Laurie Minns, DBS: In modern science there is a lot of focus on computing. It seems reasonable to allow our students to practice science in a virtual manner through data analysis.

Senator Nancy Hinman: Who is the audience for this course?

Professor Wheeler: Students in disciplines outside of natural science. He heard from ASUM senators that students wish they would have been exposed to data analysis earlier. Making it a general education requirement will prepare them better for success in upper-division course work.

- [Graduate Council Past Chair and current member Sandy Ross](#)
 - The [Revised Graduate Increment Requirements and Guidelines \(301.30\)](#) was approved. It was sent back to committee at the November meeting. The concerns have been adequately addressed.

New Business

- The [Structural & Functional Neuroscience](#) center review was approved. It was a hold over from last year.

Good and Welfare

- Senator Nancy Hinman, Geosciences: Are there any buildings where the clocks actually work? It is distracting for students. According to Registrar Hickman the electricians should be able to get the clocks to work.
- Senator Dave Beck, Native American Studies: Next Friday is Native American Heritage Day. There will be celebration events all next week to appreciate Native American culture.
- Senator Angle, Management and Marketing shared that he had a positive experience with VP Cathy Cole. He informed her of a student that had communicated with him about the need to withdrawal because of financial trouble. VP Cole was able to work on an action plan so the student did not have to withdraw. It is inspiring to see action focused on retaining our students. She wanted him to share that informing her of these types of issues for students is the right thing to do.
- Senator Amy Ratto-Parks, English: The Office of Student Success received a grant to help students in financial trouble. This is the type of information that should be put into a syllabus.

Chair Semanoff indicated VP Cole will visit with the Faculty Senate next month. She is doing a lot of tremendous work.

Adjournment

The meeting adjourned at 4:35 p.m.