Faculty Senate Meeting Minutes
November 10, 2016, 4:00 P.M. Law 201

Call to Order
Chair DeBoer called the meeting to order at 4:00 p.m.
The Faculty Senate Administrative Associate called roll.

**Members Present:** B. Allred, J. Banville, D. Beck, T. Beed, A. Belcourt, O. Berryman, M. Bowman, J. Bunch, S. Caro, A. Chatterjee, Z. Cooper, T. Crawford, J. DeBoer, A. Delaney, D. Erickson, L. Frey, E. Gagliardi, J. Gallo, N. Greymorning, K. Griggs, B. Halfpap, M. Hamon, K. Harris, L. Howell, J. Hunt, S. Johnson, U. Kamp, C. Kirkpatrick, J. Laskin, C. Lawrence, P. Lukacs, D. Lurie, D. MacDonald, D. Patterson, J. Sears, A. Sondag, A. Szalda-Petree, E. Uchimoto, M. Valentin, N. Vonessen, A. Ware
 **Members Excused:** M. Bowler, L. Fern, W. Holben, G. Peters, G. Quintero, S. Stan, J. Thomsen

**Members Absent:** S. Bitar, Y. Cho, G. Collins, B. Harrison, J. Henry, M. Kia, G. Larson, M. Maneta, C. Off, S. Phillips, T. Sanders, T. Slater

**Ex-Officio Present:** President Engstrom, N. Lindsay

**Guests:** J. Gee, P. Haber, D. Hollist

**Minutes:** The minutes from September 8th were approved.

## Communication

### **President Engstrom**

Board of Regents Meeting
Next Thursday and Friday the Board of Regents will be meeting in the University Center and attending the Griz Cat game on Saturday. This is a good opportunity to attend a meeting if you are at all curious about how they function. There are several items on the agenda that are important to campus. The President will begin with some opening comments which will include highlights of the work of the College of Forestry and Conservation, the Global Leadership Initiative, the new Freshman Seminar, and the operations of ASUM. The naming of the W.A. Franke College of Forestry and Conservation and Franke Global Leadership Initiative is on the agenda. There will also be an update on the enrollment situation. Vice President Tom Crady will provide some specifics about measures he has put in place. And the next Regent Professor Anja Jabour will be recognized.

Budget update
Last year we all worked hard to develop a budget given the declining enrollment projections. Revenue is coming in over what was projected partly because a good portion of the incoming students are non-residents. VP Reid projects that by the end of the fiscal year we will have $1.8 million over what was budgeted.

Meeting with Tribal College Presidents
Last week we hosted a meeting with five Tribal College Presidents. There was a good discussion about student success, students transferring from the Tribal Colleges to UM, research, the sensitivity of research involving Native Americans, and 2 plus 2 programs. There is a very successful 2 plus 2 program in Social Work. The students take course online from UM for the last two years, with occasional trips to campus. The first cohort will be graduating this spring. This fall a similar program in Teacher Education was initiated. And there are discussions taking place to develop a 2 plus 2 program in business. This was a good opportunity to learn what is going on at the tribal colleges and to learn how we can do an even better job of working with Native American students.

Co-requisite developmental work
There was a meeting in Bozeman last week on co-requisite remedial/developmental work. The traditional model has been to require students to complete developmental course work prior to taking college level courses. It turns out that only 20% of students in this model actually succeed in a college level course. Another model is for students to take remedial work as a co-requisite. There are early indicators that this is a more successful route.

NWCCU Assessment Pilot Project
Yesterday, he and Associate Provost Lindsay were in Seattle at the Northwest Commission on Colleges and Universities, our accrediting agency. The Northwest Commission asked four schools to participate in a Pilot Project focused on defining and assessing learning outcomes. UM was selected as one of the campuses because we were recognized for doing work in that area during our accreditation. Associate Provost Lindsay was selected to lead the project. So you can take pride in UM being at the forefront of this national discussion.

Program Prioritization
Interim Provost Beverly Edmond and the Senate Leadership will host an open forum on the possibility of program prioritization as a follow up to the recent workshop. This is really the next level of discussion. No decisions have been made about if or how we are going to proceed.

Questions:
Senator Bowman clarified that the 2+2 program uses Moodle as the platform for the online courses and strive for both high tech and high touch. There are 24 student cohort includes 17 from Browning. They visit campus at least once a year. They were just here and presented at DiverseU. The students take some of the courses in Browning, but take all the core social work courses online. Some of the courses are taught live through Blackboard and some instructors use Voicethread to connect with students.

Senator Valentin asked the President to explain the differences in the goals of the AAIP, strategic planning, and program prioritization.

A couple of years ago Professor Ware chaired the committee that conducted the Academic Alignment and Innovation program. Its charge was to look for programs that are challenged, programs poised for growth, and programs we may not yet have that would fit well with our mission. Many of the recommendations are underway. Business Analytics and Neuroscience were programs identified as something to start. CSD and PT were identified as poised for growth. There have not been resources to put into these, but that was the idea. The only program that has stopped operation identified as challenged was the graduate program in Modern and Classical Languages. There are conversations taking place with the Missoula College programs identified as challenged. So the recommendations of the AAIP are underway at a pace that resources will allow.

The Strategic Planning effort currently taking place will in all likelihood have a recommendation of a further examination of the AAIP or something similar to take it to the next level. Is the next level a program prioritization in a traditional sense that Professor Dickeson presented a few weeks ago or is it something else? This next step is yet to be decided.

Valentin: It seems that program prioritization is not in sync with the mission of the university. The master’s in Modern and Classical Language was not draining the general budget.

Engstrom: The AAIP wasn’t necessarily about dollars. As we were faced with difficult decisions last year, the data provided information about program enrollment. It is difficult to justify a program with a single student.

Valentin: The alignment seems arbitrary, not based on the Liberal Arts tradition where Language, Humanities, and Social Sciences are at the forefront, but rather negotiation and micro politics with a hand-picked chair.

Engstrom: The decision to eliminate the Master’s program in Modern and Classical Languages does not indicate we are any less interested in Foreign Languages. Professor Ware is an outstanding representative of the Faculty. The AAIP Taskforce provided extensive opportunity for faculty to provide input into the process.

President Engstrom clarified that we should have approximately 1.8 million in excess of the revenue we budgeted to receive by the end of the fiscal year. Every year we project the revenue based on state funding and tuition. We then put in place a set of expenditures that correspond to the budget. Then as the students pay, the actual revenue from tuition is compared to the projection. The state appropriation is based on the average of the last three years of resident enrollment. The enrollment is in real time, so this has more uncertainty. The enrollment turned out somewhat more favorably than what was expected because of we have more non-resident students.

The article in the Missoulian probably put more specificity to the 1.8 million then what is real. We certainly want to invest in our new enrollment strategies. And we will do that investment at least in some measure out of that money. Some will likely be put into a contingency.

Our fall to spring enrollment ratio has been remarkably constant over the years. So we use the same predictor going into spring semester.

At a previous meeting Senator Greymorning brought the name of a straight A high school student who had not received recruitment materials from UM, but many from MSU. The students name was forwarded to the administration. As of yesterday, the student still hadn’t been contacted. He is aware of 4 other students in similar situations, so is wondering about the efficiency of the recruitment efforts. How are these students falling through the cracks?

President Engstrom did not have an answer and shared Senator Greymorning’s frustration. He will again look into the issue.

Chair DeBoer informed the Senate that it is very easy to sign up a student to be recruited. He signed up his cat, Chester and is constantly getting barraged by information about enrollment without a social security record or a high school record. We can enter information for the student on the admissions web site to initiate contact. We are all recruiters.

* Associate Provost Nathan Lindsay presented the Non-tenurable Faculty Report on behalf of Interim Provost Edmond, who is out of town and sends her regrets. The policy indicates that the percentage of non-tenurable instructional faculty should not exceed 25 percent within a Department, School, or College. Missoula College is the only unit that is above 25%. He had a conversation with Dean O’Brien about this. There are a lot of specialized areas that require credentials to teach one class that makes it difficult to hire tenure-track faculty. The Dean has a priority of increasing tenure- track faculty. She is aware of the issue and is working on it. In comparison to previous years, we are making progress.

Questions:
Senator Beck asked what the percentage should be for Missoula College, given the need for specialized credentials. Should the policy be revised to reflect this?

Associate Provost Lindsay: Dean O’Brien would like the percentage to be lower. He did not know whether a change to the policy has been discussed or is needed

Senator Delaney indicated that in a few departments the specialized credentials could be the case, but there are full-time adjunct faculty that have been at Missoula College for years. The Writing Department currently has no tenure or tenure-track faculty. The College should be closer to the ratio required by the policy.

Senator Frey recalls that when the policy was adopted the ratio was the recommendation of the American Association of University Professors (AAUP) which is a commonly accepted ratio across universities.

* Associate Provost Lindsay spoke to Michael Mayer about the history of the Policy. It was adopted in the 90’s during a period of growth when a lot of adjunct faculty were being hired. The University has made progress in lowering the percentage.
* The [Intercollegiate Athletics Report](http://www.umt.edu/facultysenate/documents/FSDocs%2016-17/Intercollegiate_Athletics_Report2015_2016.docx) was available on the Senate agenda. Dusten Hollist, the NCAA Faculty Athletics Representative and Jean Gee- Senior Associate Athletic Director briefly stood for questions. This is Dusten Hollist’s fourth year as the Athletics Representative and third year in front of the Faculty Senate. His position is required by the NCAA to be external to athletics and to help with the oversight and welfare of student athletes. The report is mandated by the Office of the President. For the most part, student athletes must make solid academic progress. Their first priority is the completion of a four-year degree. We expect excellence in the classroom, in their interface and representation for the University of Montana, and in their fields/courts of competition. 197 student athletes have maintained a GPA of 3.0 or higher and the four- year completion rates are notably higher than in the general student body.

Jean Gee informed the Senate that Athletic Director Kent Haslam sends his apologies for missing the meeting. He is in Dallas.

Questions:
It is common for women athletes have higher graduation rates, academic progress rates, and grade point averages. Registrar Hickman confirmed that this same pattern occurs in the general student population. Student Athletes perform better than the general student body likely because of eligibility and other NCAA standards.

The Student Athlete Academic Center opened last fall. There has been an increase in tutor usage, but it is too early to tell whether the new Center has impacted students’ performance. There has always been an Academic Center. It was just down in the basement and not an environment conducive to learning.
* UFA President Paul Haber notified the Senate that the Union is currently focused on three things. This is a bargaining year in which any contract item can be opened. The first sit down to establish ground rules for bargaining is scheduled for November 14th. Professor Phil Condon will be the lead negotiator again. Please contact Professor Condon or Haber if there are sections in the contract you believe need to be changed or clarified. Of course he understands that the faculty would like as much compensation increase that can be bargained.

The Union has been discussing Program Prioritization, but will wait until after the Faculty Senate’s listening session to express its concerns. They have had some conversations with OCHE regarding its’ perspective. The bottom line is that if prioritization involves eliminating programs and terminating tenure-line faculty then it is retrenchment. There is specific language in the contract outlining the retrenchment process. It is the job of the union to ensure that the retrenchment process is followed. This would be in collaboration with the Faculty Senate, but will depend on the direction the prioritization takes.

The last item he was going to talk about was the financial situation, but given President Engstrom’s recent information about the budget, it may be in better shape than he thought. The Union had reason to believe there may be some FTE cuts related to a structural deficit or shortfall, but since this is not the case perhaps the employment contracts not renewed relates to reallocation. The Union will attempt to get more information about this and share it with its members and the Senate. It hopes that any reallocation or prioritization process will be transparent.

Questions:
Senator Valentin was not satisfied with the President’s answer to his earlier question. If there is a master plan for the university to reroute resources to human sciences to the detriment of liberal arts than this body should know and decide whether this is the direction to take. It is very important that this discussion take place because it will change the nature of the university. It seems there is no transparent open discussion.

Haber: The Union will be working to make the process as clear as possible. After the Listening Session on the November 29th, the Senate should be one of the key places where prioritization is discussed. A serious re-prioritization means moving funds from one program to another. The devil is in the metrics (the criteria used to take from one program to give to another). It can redefine the mission of the university and this must be transparent. This would definitely be a situation where co-governance is most needed. The participation in defining the metrics is essential to transparency.

Valentin: Pitting the humanities and sciences against one another is passé. Other universities are exploring the interface between the humanities and sciences. This college should be very concerned about pedagogy.

Chair DeBoer reminded senators that the only item on the agenda for the November 29th meeting is prioritization. Subsequent to the meeting the conversation will likely continue.

* Chair's Report

The Program Prioritization listening session is at 4:00– 5:00 p.m. on November 29th in Gallagher 123. The December 8th Faculty Senate meeting will also be in Gallagher 123. The Law School is having a holiday sing-along on that day, so requested the meeting be relocated.

 As the Montana University Faculty Association Representative (MUSFAR) Chair DeBoer will be sitting at the table with the Board of Regents at the meeting next Thursday and Friday. MUSFAR also has a morning meeting with the Regents on Thursday. He also intends to make a brief public comment during the meeting. There is a live YouTube stream if you would like to tune in.

* The Evaluation of the Administration survey will be sent next week, hopefully on Monday if the edits and testing are done. The deadline to complete the survey will be December 16th. You can disagree or agree to the survey statements and there is a section for comments. The Vice Presidents, Associate Provosts, and Deans that have been in their positions for a year or more are included in the evaluation. We ask that you evaluate the administrators that you are familiar with, so don’t feel obligated to evaluate everyone. In order to encourage participation, the Provost’s Office donated a gift certificate to the Pearl Restaurant and the President’s Office donated the President’s Box for the Men’s Basketball Game on February 12th for the department on campus with the highest participation rate. The survey is sent to all faculty working half-time or more, so please encourage your colleagues to participate. After winter break ECOS will evaluate the data, create the report, meet with administrators, present the report to the Senate in April and to the Commissioner and the Board of Regents Chair in May.

## Committee Reports

* ASCRC Chair John Eglin

The Curriculum Consent Agenda was approved.

The following seconded motions were approved after a brief explanation from ASCRC Chair Eglin.

* The [International Baccalaureate (IB) Policy Revision](http://www.umt.edu/facultysenate/documents/FSDocs%2016-17/International%20Baccalaureate%20UM%20Policy_11-10-16.docx) clarifies that certain standard level exams are accepted.
* [AA and AS Transfer catalog](http://www.umt.edu/facultysenate/documents/FSDocs%2016-17/AA_AS%20Policy11-16.docx) language clarifies the existing practice of accepting AA and AS degrees as satisfying general education, but also informs students that the AAS degree does not necessarily satisfy all general education requirements. There has been confusion and a few graduation appeals related to this issue. Senator Delaney clarified that the AAS degrees may include general education courses that transfer toward a bachelor’s degree. Missoula College has had some issues with evaluators not evaluating the full transcript when a student has an AAS degree. Common course numbering and this language are inclusive of the acceptance of these courses. Registrar Hickman clarified that the technical courses of AAS degrees transfer as electives, but the others can count towards a four-year degree.
* The [edit to the Upper-division Requirement](http://www.umt.edu/facultysenate/documents/FSDocs%2016-17/UpperdivisionReq11-16.docx) clarifies that although a department may count lower- division transfer courses to fulfill upper-division major requirements, the student still must complete 39 upper-division credits. This was the result of articulation agreements that was made problematic by common course numbering and two-year campuses not being able to offer upper-division courses. This is really a clarification of existing policy.
* The [revision to the Dual Enrollment Guidelines](http://www.umt.edu/facultysenate/documents/FSDocs%2016-17/201.65_Dual%20Enrollment11.16.docx) stipulates reporting requirements.
* The [revision to the Effective Date of Approved Curriculum Changes](http://www.umt.edu/facultysenate/documents/FSDocs%2016-17/201.60_CurriculumApprovalR10-16.docx) explains why spring implementation of fall approvals is normally not possible. The only exception is when the non-implementation will harm students.
* The [Graduate Council Curriculum Consent](http://www.umt.edu/facultysenate/curriculum/approved/grad_council/Graduate%20Council%20Curriculum%20Consent%20Agenda11.10.16.docx) agenda presented by Co-Chair Linda Frey was approved.

## New Business

* The Senate considered two honorary degree candidates in executive session. Both candidates were approved and will be considered by the Board of Regents at the March meeting. The information remains confidential until the Board meeting. If approved the candidates will be conferred at commencement in May.

Adjournment
The meeting was adjourned at 4:19 p.m.