

FACULTY SENATE
April 8, 2009
REID HALL 104
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Bangert, Becker, Cherry, Clark for Wojtowicz, Eitle, Fields, Igo, Jacobs, Lansverk, Lei, Longcope, Lynch, Prawdzienski, Simpson, Sowell, Watson, Wisner, Zhu

Members Absent: Amin, Bennett, Chem-Biochem, Fischer, Fleck, Gee, Gerlach, Jacobsen, Jackson, Larson, Livingston, Maskiell, Mokwa, Neumeier, Osborne, Political Science, D. Weaver, Varricchio, Versaevel, T. Weaver

Others Present: Dave Dooley, Joe Fedock, G. Poole

Chair Wes Lynch called the meeting to order at 4:10 PM. A quorum was present. The minutes of February 25, 2009 and March 11, 2009 were unanimously approved.

Announcements –Chair Lynch

- Commissioner Stearns will be at MSU, Monday, April 13, 2009, 4:00 PM, Reid 104. All faculty are welcome to come and discuss the presidential search committee with her.
- The Association of Retired Faculty is requesting a Faculty Senate member to volunteer for participation in an exit interview. Contact Chair Lynch if you are interested.
- The Faculty Effectiveness Survey conducted by Member Priscilla Wisner will be discussed at the April 15, 2009 FS meeting.
- MUSFAR has scheduled a telephone conference meeting with the BOR in the COHE's office this week. The main agenda items are budget issues and the presidential search. Other items include tuition decisions, research in the MUS and the benefit of research to the undergraduates.
 - Chair Lynch queried MSU's administrators whether there would be raise money for promotions and tenured faculty. Administration stated that there would be.

Revision to P&T Document – Chair-elect Lansverk

- Over the last several years, several task forces and committees have been charged to address various aspects of MSU's promotion and tenure policies, procedures, criteria and standards. One of these groups, the University Promotion and Tenure Implementation Committee, presented its report and recommendations to Provost Dooley in January 2008 and which was reviewed by Faculty Senate during spring 2008.
- Three distinct areas were identified by the Implementation Committee as being most important for further development and general recommendations were provided by the Implementation Committee in the areas of:
 - Re-defining the terms associated with the evaluative levels of faculty performance as presently stated in Faculty Handbook language. Those present levels of performance are entitled "effectiveness", "promise/potential for excellence" and "excellence".
 - Explication of the external review process, including number and type of external reviewers, solicitation letter to reviewers, and expectations for content of external reviews.
 - Clarity in the nature of documentation associated with the currently-used term "*In-Depth Assessment of Teaching*", and identification of the respective roles of the candidate and reviewing entities in the assessment of teaching.
- In summer 2008, Provost Dooley charged a "working group" of Faculty Senate representatives, department heads and deans to further expand upon the work of the Implementation Committee with the specific charge to propose changes to the text of *existing* Faculty Handbook language, as well as recommendations for additional *new* text.
- Chair-elect Lansverk discussed proposed definition changes as follows:
 - Every word matters in the document, as it is the controlling language for the P&T process; it will be used by colleges and departments.
 - 633.01 Effectiveness - Language was changed to provide guidance to university level, as there was none previously. "Quality and quantity" were words added and that allows departments to think about them in a direct way.

- 633.02 Accomplishment – This level in tenure is currently uses two descriptions; “potential” for excellence for and “promise” of excellence. Both words incoherently exist and too much emphasis is on “potential.” Subsequently the wording has been changed to “accomplishment.” (Note: There is no reference in “existing text” for *potential* because of its very nature.)
 - Accomplishment in Teaching – 1). Describes that faculty must accomplish things and have products to demonstrate their accomplishment; 2). Receiving significant recognition is a potential external review component for the candidate.
 - Accomplishment in Research/Creative Activity – This section has the same phrasing and allows for a broad interpretation of what may be accomplished.
- 633.03 Excellence – Boyer language has been incorporated into the descriptive of “teaching” and “scholarship of teaching.”
 - FS members queried whether the definition of the “scholarship of teaching” resided in the document, as some faculty engage in the “pedagogy of teaching.”
 - It was suggested that the “teaching list” on Page 3 include the “scholarship of teaching.”
 - Concern was expressed that there would be no distinguishing characteristics of faculty who go up in teaching and engage in the “scholarship of teaching” from those who simply “teach.”
 - Chair-elect Lansverk suggested reviewing the standard language, as it might address this very issue, but noted that further examination of a more rigorous process for pedagogy in teaching might be needed.
 - Chair-elect Lansverk was asked to comment on the inclusion/exclusion of students and clients in teaching, but not in research. What is the consensus?
 - Students do not comment on research. Students comment on teaching as part of university policy and tradition. The “teaching list” includes student evaluations, but that is only a fraction of the overall evaluation standards.
 - In the current language related to “Excellence in Teaching” the verbiage alludes that there is not a necessary incentive for publication on pedagogy. It is interpreted as someone being an extraordinary teacher.
 - In the current language related to “Excellence in Teaching” the comma after “substantial” is in question: Is it a substantive comma, or an error?
 - Provost Dooley stated that the proposed language on research is an improvement over what is currently used.

The Faculty Senate meeting ended at 5:00 PM, as there was no further business.

Signature

Wes Lynch, Chair

Signature

Gale R. Gough, Secretary