

FACULTY SENATE
April 16, 2014
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY – BOZEMAN, MONTANA
Minutes

Members Present: Arnold for Igo (Ag Ed), Babbitt (Physics), Bolte (Music), Bonnand for Rossmann (Library), Brester (Ag Econ), Burrows (Ext), Durham (JJCBE), Gannon (Bio & Chem Eng), Greenwood (Math), Herbeck (Ed), Hostetler (GC), Larson (M&IE), Lu (PSPP), Lynch (Psych), Martin (Mod Lang), McMahon (Ecology), Miller (CE), Moreaux (ARS), O’Neill (Arch), Reidy (Hist, Phil & Religious Stds), Schachman (Nursing), Swinford (Soc), Wathen for Christopher (HHD), Zabinski (LRES)

Others Present: President Cruzado, Tracy Ellig, Larry Carucci, Robert Mokwa, Ron Larsen, David Singel, Chris Fastnow, Marilyn Lockhart, Donna Williams, Martha Potvin, Terry Leist, Nancy Cornwell, Kristin Blackler, Bruce Maxwell, Dan Stevenson, Matt Caires, Omar Shehryar, Kregg Aytes, Ryan Anderson

Chair Mokwa called the meeting to order at 4:10 pm, and a quorum was present.

Senate Business and Announcements – Chair Mokwa

- The minutes from April 9, 2014 were unanimously approved.
- Announcements:
 - Senate will be voting to approve the document, Guidelines for Level or Review for Curriculum Changes, authored by Ron Larsen next week: It is posted on the FS website, and comments may be made either to Chair Mokwa or Dr. Larsen.
 - The new policy for reporting suspected legal, regulatory or policy violations is on the legal counsel website for a thirty-day comment period, and University Council will vote to approve on May 7. Comments made be made to Leslie Taylor: lesliet@montana.edu
 - Another policy which ties into MSU’s Strategic Plan, “Proposed Changes to Metrics,” will also be voted on in University Council on May 7. The proposal is posted on the Faculty Senate website, and comments made be made to Chris Fastnow: cfastnow@montana.edu
 - New Courses and Programs – Chair-elect Reidy
 - Senators voted to accept the following graduate courses:
 - BIO 565 - Gene Expressions Lab From Genes to Proteins to Cells
 - Film 524 - Research Methods
 - KIN 525 - Neuromechanical Basis of Human Movement
 - NRSNG 609 - Advanced Practice Nursing Leadership
 - NRSNG 620 - Advanced Pharmacology II
 - NRSNG 621 - Advanced Clinical I
 - NRSNG 630 - Advanced Psychopharmacology II
 - NRSNG 631 - Advanced Clinical I
 - PSYX 510 - Topics in Psych Science

Special Visit by President Cruzado

- President Cruzado thanked faculty for a productive academic year.
- She reported that MSU is the largest university in Montana with the best student retention and graduation rate.
- In the area of research, submitted proposals from faculty have increased 10% from last year.

- MSU celebrated the largest gift in the state of Montana, \$50M, from Norm Asbjornson.
- Next May, the Jake Jabs College of Business and Entrepreneurship will be inaugurated.
- The meeting of all councils met at University Council, this morning. Discussions about how MSU may continue to pay attention to its history, document its accomplishments and embrace its goals were noted. President Cruzado thanked FS for helping MSU attain important goals that will impact MSU's future favorably.
- President Cruzado encouraged faculty to attend commencement.

Nominations Open for Faculty Senate Chair-elect Position – Chair Mokwa

- Committee elections will take place at the April 23, 2014 FS meeting. Randy Babbitt, Physics, has expressed an interest in the chair-elect of Faculty Senate position. If other faculty are interested in the chair-elect position, please email Michael Reidy.

Discussion of Sustainability Initiatives at MSU (MSU Office of Sustainability and Campus Sustainability Advisory Council) – Paul Gannon, Kristin Blackler

- Paul Gannon, faculty senator and Campus Sustainability Advisory Council (CSAC) member, introduced Kristin Blackler, Sustainability Director of ASMSU. Gannon also recognized and thanked Bruce Maxwell, chair of CSAC and Dan Stevenson, co-chair of CSAC.
- The document which President Gamble signed in 2009, the American College and University President's Climate Commitment (ACUPCC), is the driving force behind many sustainability activities on campus. It contains powerful language about anthropogenic climate destabilization and how we can help mitigate it.
- Blackler presented an overview of MSU sustainability activities:
 - Universities and colleges are asked to inform students about climate change and engage them in activities in a climate-friendly way.
 - The ACUPCC presents specific goals that MSU has agreed to accomplish. Among them are:
 - Complete an emissions inventory within two years, and set a target date;
 - Record interim milestones for becoming climate-neutral;
 - Take immediate steps to reduce greenhouse gas emissions;
 - Make an action plan and take inventory;
 - Integrate sustainability into the curriculum and make it part of the educational experience; and,
 - Form a Campus Sustainability Advisory Committee.
 - In 2009 ASMSU passed a \$3.50/semester sustainability fee and began the first greenhouse gas emissions inventory.
 - The ASMSU Sustainability Center and recycling program have been established on campus.
 - ASMSU has created a climate-action plan.
 - In 2012, the MSU Office of Sustainability (OS) was created by combining CSAC and the ASMSU Sustainability Center to provide more synergy for students and the programs.
 - The OS matches students who have sustainability ideas with faculty and staff.
 - The OS has increased diversion rates of the recycled items students collect on campus; this endeavor, however, does not make money, and OS is exploring whether to realign the program with Facilities.
 - The OS tries to leverage student activism.
 - The Smart Building Initiative bill, proposed by MSU students and passed by the BoR, allows money to be set aside from energy conservation measures to be reinvested. The MUS system is the first in the nation to engage in this kind of initiative. A committee is being formed and will decide on how to spend the revenue next year.

- The OS is member of the Association for the Advancement for Sustainability in Higher Education STARS (Sustainability Tracking and Assessment and Reporting). It is a recording structure/tool designed for higher education. It places emphasis on classroom and research projects, and how we are engaging students in sustainability-related activities. Faculty will be asked to vet data collected by OS on campus activities to ensure reporting is as accurate as possible.
- The OS is making continued progress towards stewardship goals as outlined in the strategic plan: Specific goals on resource conservation: To reduce greenhouse gas emissions (20% of 2009 levels by 2025) and waste diversion (25% by 2025),
- OS would like to connect classroom activities with actions and involve the campus community.

Academic Freedom Policy (AFP) – Chair Carucci

- Our original AFP from the FH was modeled after the AAUP policy in the 1940's, and the BoR adopted similar language. The Interim Faculty Handbook crafted by the COHE, however, has language that is very different. Chair Carucci (Faculty Affairs) explained that the new version presented at the senate meeting is a move to return to the original FH to realign ourselves with the BoR policy. Senate will vote to accept it next week. Comments may be sent to rmokwa@ce.montana.edu

Ethical and Professional Standards – Chair Carucci

- Originally, the policy was a list of protected categories. As the list expanded, it became evident the document would have to be regularly updated and voted upon for approval: The process would be cumbersome. Chair Carucci and FA, instead, have now placed a positive statement in the first paragraph of the document, referenced web sites where definitions are held, and defined the alphabetized descriptives. Counsel, Leslie Taylor, will decide which web sites should be referenced. Category F was changed to dovetail with wording, above, about faculty and university administrators.
- Category I was changed to incorporate a suggested change from Provost Potvin: “Respect confidentiality and privacy in personnel decisions including search committee discussions.”
- Category K was an addition and carried over from Category J.
- Category L was reintroduced from the original handbook to read: “reporting alleged breaches of ethical standards...”
- Under the heading, 600.20 INVESTIGATIONS OF COMPLAINTS OF VIOLATIONS OF STANDARDS, wording has been added to include not only research misconduct, but the University's Reporting Violations Policy, as well. This provides a balance in how investigations and complaints would be conducted.

Promotion and Tenure Policy – David Singel, Omar Shehryar

- Although the wording is very important in this document, Chair Mokwa asked that Singel and Shehryar provide a dialog addressing overall changes, rather than specific word-smithing, such as categories of professional practice (track) or the concept of faculty selecting their specialty or area of expertise, whether it be teaching or research, e.g.
- The task force assembled to examine the P&T document is striving to organize it better, make it more consistent, and present expectations in a clear format.
- The document is in skeletal form; overarching for all units of the university. The plan is to accompany this document with exemplary variables to help the departments craft their role and scope.
- Singel stated that with regards to professional practice and issues of assignments, he welcomed discussions from faculty about how those assignments may be made and what a minimum value in a category may be.

- Singel noted that in earlier documents it appeared that faculty with professional practice expectations could have had an area of emphasis in service; no one has any recollection that ever transpired
- The “checking of the box” – in this document the criteria and standards look the same, whether your area of emphasis is teaching or research. The cover sheet box should be removed. Having disintegration by checking the box does not have any value any more, and the task force would like to eliminate it; standards would be the same – accomplishment for tenure.
- The faculty handbook describes what teaching and research means. Those definitions are not always respected in the ways faculty assemble dossiers and check boxes. In teaching, and if faculty write grants about pedagogy and write about advancements in how their field is taught, that is considered teaching at MSU. Ambiguous language about pedagogy and how it might be assigned research was removed.
- In reviewing the dossiers, Shehryar, also a member on University P&T, has only observed teaching or research activities. The new P&T document is reinforcing that tenure is awarded for teaching and research and eliminating a “service” loophole.
- What is the performance that faculty are assessed on? It is research and teaching expectations reflected in the LOH. Excellent Knapp scores, although a prevalent evaluation method at MSU, should not be translated into tenure. Faculty should advance their field by publishing, authoring text books, creating supplements outside of the classroom experience.
- Lynch added that in the past, contentious discussions about whether outside letters had to be obtained for faculty going up for tenure or full in teaching. The contention was getting outside letters for teaching was unreasonable and impossible. Singel noted that while the outside letter request might have been an unreasonable burden 25 years ago, it is now part of the field at the level of scholarship in advancing teaching in a discipline.
- The terminal degree has been moved into the LOH for tenure.
- Shehryar noted that language in the document was inconsistent with respect to faculty going up for tenure vs. going up for full; it was not clear how the hurdle changed for faculty going up for tenure for associate and going up for full, either.
- Mokwa noted that the expedited tenure review portion of the document is reserved for another discussion.

As there was no further business, the meeting adjourned at 5:04 pm.

Signature,
Robert Mokwa, Chair

Signature
Michael Reidy, Chair-elect