

**FACULTY SENATE**  
**December 3, 2014**  
**346 LEON JOHNSON**  
**4:10 PM – 5:00 PM**  
**MONTANA STATE UNIVERSITY – BOZEMAN, MONTANA**  
**Minutes**

**Members/Alternates Present:** Adams for DeWeese (Art), Babbitt (Chair-elect), Babcock (Psychology), Brester (AG Econ), Bonnand (Library), Brown (JJCBE), Davis for Greenwood (Math), Eiger (CBN), Gannon (ChE), Herbeck (ED), Hostetler (GC), Kaiser (ECE), Lawrence (Biochem), Larson (MIE), Martin (Mod Lang), McMahon (Ecology), Miller (CE), Reidy (Chair), Rossmann (Library), Seright (Nursing), Smith (Ag Econ), Swenson (Emeritus), Swinford (Soc), Vorontsov (Physics), Wathen (HHD), Wiedenheft (Micro & Immuno), Zabinski (LRES)

**Others Present:** Chris Kearns, Leila Sterman, Sarah Mannheimer, Larry Carucci, Robert Putzke, Isle-Mari Lee, Tim McDermott, Helen Melland, Gretchen McNeely, Donna Williams, Jean Scharff, Wade Hill, Sarah Maki, Scott W.H. Young, Chris Johnson, Brian Rossmann, Kenning Arlitsch, Deborah Keil, Megan Bergstedt, Terry Leist, David Singel, Robert Lashaway, Martha Potvin

Call to Order and Vote on Minutes – Chair Reidy

- Chair Reidy called the meeting to order at 4:10 pm, and a quorum was present.
- Minutes from October 29 and November 5 meeting were unanimously approved.

Announcements

- Courses and Programs to Review on FS web site – Senators are to review the courses posted on the FS website and provide comments. Courses will be voted on in the next Steering Committee meeting on Monday, December 8. Following the Nursing Program discussion with Dean Melland, today, senate will vote on the program after the winter break. Hospitality Management is being reviewed by APWG and should be completed by mid-January.
- Faculty Handbook Sections to Review on FS web site – The Joint Academic Group will meet on December 4 to finalize policies, and subsequently be posted on the FS web site for review:
  - Appointment and Employment of Faculty
  - Intellectual Property
  - New Handbook Approval ProcessPlease send comments to Chair Reidy.

Associate Degree to Masters in Nursing – Dean Helen Melland

- Dean Melland provided a narrative and an example of why the qualifications of a nurse, with an Associate's Degree (ADRN), whose experience in the field makes her an excellent candidate for a Masters in Nursing:
  - An RN working 10 yrs in a cardiac/catheterization and electrophysiology lab;
  - Board certified at the national level as a cardio-vascular nurse by the American Nurses Prevention Center and is a member of the Institute for Healthcare Improvement ;
  - This RN has maintained her board certification for the past two years by attending national conferences (focusing on heart rhythm) and as a member of The Heart Rhythm Society;
  - She serves on the Council Regional Medical Center Safety Committee and is on her hospital's Analgesia Council.Upon hearing that MSU might be offering such a program, she returned to school, received \$5000 from the Kalispell Regional Medical Center Foundation for an education advancement award and is currently taking CORE 2.0 classes at FVCC. She plans to use her education, if this proposal is approved, to improve the health care outcomes of cardiac patients at the KRMC.
- Outline of proposal:

- Proposal has been on the books for six (6) years;
- It is in the Nursing Strategic Plan, approved in 2012;
- Proposal is a result of national recommendations that nurses upgrade their education to address the complexity of health care.
- Results of a survey among MSU nursing students show over 150 would be interested in the program.
- Nurses that would be recruited and enrolled in this program will meet stringent criteria as presented in the Applicant Resume Matrix (posted on the FS web site):
  - Applicants would have an Associate's Degree in Nursing - three year education/curriculum, yielding 72 credits (the model curriculum mandated by the BoR);
  - Requires a minimum of two (2) years of experience;
- Nursing students would be admitted to the Master's program, provisionally, and spend one year completing 12 credits of nursing courses, consisting of content that they did not have in the ADRN program. With five (5) years completed, students must complete a transitional course (one year) and then matriculate into the master's program, which is 2.5 years. The entire sequence would take a minimum of 8.5 years.
- Discussions ensued:
  - How will students afford to pay for this extensive program? Do they stop working for 5 years? *The College of Nursing encourages students not to work; grad students might work one shift.*
  - Do they go back to their former place of employment after receiving a Masters, or do they find a new job? *Many nursing graduates return to the hospital from where they came with a new skill set.*
  - Bill Brown, member of the Academic Programs Working Group, reported that:
    - The program is well-conceived and would benefit the health care community with better clinical outcomes.
    - People are being admitted to a master's program who do not have a bachelor's degree and with fewer numbers of academic hours than nurses who are in the BS program. Some of this discrepancy is addressed with a practice requirement - ADRN students would only have 96 credits upon entering the masters program with 15 credits of acknowledged equivalent work experience however, MSU is not awarding credits to the work experience.
    - For the first time, MSU will be admitting people to a master's program without a bachelor's degree and with fewer academic hours. The APWG is concerned about precedence however, the group received assurance during the various steps of review, that the transition from ADRN to masters would not be used as a vehicle to get more graduates out the door.
  - If a student comes into the program and they do not meet the 3.0 GPA the first year, are they turned away or is there a mediation process to allow them re-entry? Is there an entrance exam to qualify those students entering nursing and who fall between the ADRN and upper division courses the other four-year baccalaureate nursing students have taken? *Melland believes those students will do very well and would most likely do as well as, or surpass, students who have a baccalaureate degree.*
  - Are there any disadvantages to the future graduates of this program to have a masters, but not a bachelor's degree? *To become a clinical nurse leader, they have to sit for a national certification and they do not need a baccalaureate. Additionally, this program will go through national accreditation within two months of its inception of which the standards are rigorous.*
  - Babbitt encouraged senators to read the APWG recommendations posted on the FS web site which debate the issues brought up in senate today. Questions may be sent to either Babbitt or

Melland.

Open Access - Leila Sterman and Sara Mannheimer

- The library is participating in Open Access (OA), a program that makes peer-reviewed literature open to everyone. Traditionally, in order to access leading journal articles, people seeking those articles would have to purchase a subscription to the journal in which the article appeared, or their university would have to have purchased a subscription. The library publication and data services mission is to promote open access initiatives on campus.
- OA is not a policy and will not hinder academic freedom.
- An OA letter of support is posted on the FS web site to be shared with all departments/colleges. Questions or comment may be made to Leila or Sarah.
- OA benefits faculty and the university by supporting Carnegie status, the land grant mission and our research institution as a whole.
- MSU publishes about 15 articles per week across all disciplines, and the library publicizes the results of the work.
- OA has been proven to increase citations.
- Citizens of Montana will have access to literature, e.g. PubMed, and those with illnesses, as well as health care providers, may conduct research which may help them. Overall, OA will have a positive impact in the state and beyond.
- The library have services that accommodate OA;
  - ScholarWorks, our institutional repository, will provide a place for all of MSU's research in one place.
  - Copyright and data management consultation is available through the staff in the library.
- Other universities such as Harvard have OA.
  - Harvard was the first to have an Open Access policy with undergraduates in College of L&S. Their OA policy stipulates that faculty either publishes via OA or they must sign a waiver that exempts them from the policy.
  - In the UK, universities will not be accredited unless information is in an OA type of repository.
  - Cornell has four repositories with full support coming from their academic population.
- Research papers may be placed on OA in a raw, copied form, unlike the publishers copy.
- Reidy shared that many publishers are willing to negotiate copyright with respect to OA. Faculty are not required to publish in a journal that is not OA. Articles printed in pre-publication, post-print, or later-draft formats that do not impact publishing, nor are illegal, may be placed in OA\*. Internationally, there are major areas of the world that do not have access to Science and Nature due to lack of funding. By utilizing OA, MSU, and other universities, have the opportunity to share their research.
- Cost – library staff roles are dedicated to this endeavor, and the library has reallocated some resources to accommodate this service. Through a pilot plan in the library, there is an author fund, \$2,000 per person per year, which allow faculty to publish on OA and the publisher's website. The lower tiers of publishing allow content-only in the repository.
- Google and Google Scholar recognize MSU's repository.
- Esoteric academic searches will be accommodated if an article is in a journal.
- EBSCO will not detect research directly from repositories and publishers are still working through a reorganization to accommodate OA.
- Potvin noted that both NSF and NIH have requested that all data be made available through OP; AAU schools have discussed forming a consortium to have one common place to place data.
- Reidy confirmed a dedicated FS meeting to discuss/vote on the Masters in Nursing and OA will take after the winter break.

NAIC Parking Committee – Tim McDermott

Tim McDermott, faculty member on the Norm Asbjornson Innovation Center Parking Garage Sub-Committee, presented data from 3,717 campus participants about the garage 6% of whom were faculty. A total of 466 respondents self-identified as "Faculty". That would be ~ 85% of full-time faculty or about 50 of total faculty (part-time + full-time).

- 56.22% (262) voted to build a 550 space parking garage;
  - \*19.74% (92) voted to build a 400 space surface lot (\*The 400 space surface lot, (no net gain in spaces), probably south of the current lots, (on the intramural/practice fields) with no increase in permit prices required to cover construction costs.
  - 10.73% (50) voted to construct no new parking; and
  - 13.30% (62) voted to build a surface lot at the stadium and institute a dedicated shuttle from the stadium to the SUB (no other stops).
- Cost for such a facility is estimated to be ~\$12M, with half of the cost being covered by donations to the overall project; i.e. cost burden to campus users is assumed to be \$6M. Assuming a \$6M loan for 30 years, annual debt service payments would be \$396,520. This number includes maintenance costs. Various permit cost increase models have been considered. Price point assumptions are necessary, but present models call for SB/E to increase by \$25 (by 2017), D by \$11, and F/FH by \$12. Athletics and Campus Events are also contributing annually – this helps constrain permit cost increases. This is funding of least 2/3 of the total cost which is external, non-debt, with 18% of the revenue from the SB parking tags.
  - Larson stated that if we are taking ~\$12M out of equipment in the new engineering building and putting it into the garage, he would not be in favor of it. If money is coming from donors and it is dedicated to the garage, then it is feasible. Leist clarified that “equipment money” and parking garage money are two separate pools that do not intermingle.
  - Those who specifically use the garage should fund it.
  - Faculty and staff will bear the brunt of the cost while students come and go.
  - The parking garage might be funded by donors however, there is no guarantee that future vertical lots will have outside funding.
  - Leist stated that the donor envisions the engineering complex as a place for visitors to come and participate in campus activities however, there is no concrete language stipulating a specific parking structure.
  - Questions/comments may be directed to Michael Reidy or Terry Leist.

As there was no further business, the meeting adjourned at 5:00 pm.

*Signature,*  
*Michael Reidy, Chair*

*Signature*  
*Randy Babbitt, Chair-elect*