

FACULTY SENATE
October 29, 2014
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY – BOZEMAN, MONTANA
Minutes

Members/Alternates Present: Adams for DeWeese (Art), Arnold (AgEd), Babbitt (Physics), Babcock (Psychology), Bolte (Music), Bonnard for Rossmann (Library), Brester (AG Econ), Brown (JJCBE), Davis (Math), Gannon (ChE), Herbeck (ED), Hendrikx (Earth Sciences), Hughes (CBN), Kaiser (ECE), Lawrence (Biochem), Larson (MIE), Martin (Mod Lang), Miller (CE), O'Neill (Arch), Qiu (Physics), Reidy (Hist & Phil), Seright (Nursing), Swinford (Soc), Wathen (HHD), Zabinski (LRES)

Others Present: Christa Merzdorf, Thomas Weeks, Kathy Kasic, Isle-Mari Lee, Nancy Cornwell, Larry Carucci, Chris Fastnow, Galen Brokaw, Ron Larsen, David Singel, Martha Potvin, Leila Sterman, Robert Swenson, Bob Mokwa

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

Call to Order and Vote on Minutes – Chair Reidy

- The meeting was called to order.
- The October 22, 2014 Faculty Senate minutes were approved.

Announcements

- Bridget Kevane will provide an update on the Honorary Degree process next week in senate.
- Tim McDermott will update senate on the Norm Asbjornson Innovation Center (NAIC) parking garage.
- President Cruzado will discuss the 12 Update MSU Groups; there will be time for questions and answers.
- The Design Sandbox for Engaged Learning (DSEL) will host an event in Cheever Hall at 5:00 this evening.
- Dean Adams, School of Art, announced a curriculum development seminar to be held in Pompeii in June of 2015. The seminar is intended to provide a unique work space for a group of faculty from various disciplines across campus to research and prepare a course proposal related to an exhibit of Roman material culture that will be arriving at the Museum of the Rockies for the semester of fall 2016. The seminar, which is supported and funded by the Dean of the College of Art and Architecture (Nancy Cornwell), represents an extraordinary opportunity for on-site research and interdisciplinary collaboration. Professor Adams and Professor Regina Gee are available to answer questions and also to come to your department with a PowerPoint explaining the content and goals of the MOR exhibit that serves as the conceptual underpinning for the seminar and the course proposals.

Courses and Programs – Chair-Elect Babbitt

- Babbitt reviewed courses and programs on the Faculty Senate website and noted that the GPHY 324 Geography of Energy Resources has been posted for ten (10) days and senators will vote on it next week.
- *The College of Engineering New Minor - Building Energy Systems* was approved by CPC this morning. It addresses a growing need for sustainable energy efficient, highly performing buildings. Engineers and architects would work collaboratively. Motion to approve the minor → seconded → all in favor → unanimously approved.
- Babbitt asked senators to review the *Associate Degree Registered Nurse to Master's in Nursing (Clinical Nurse Leader) Degree Program*. This is the first ASN to MSN degree program in Montana

and will increase our graduate degree output. Babbitt asked senators to consider the following while reviewing the program:

- A nursing student will get admitted to the MSN program with 96 undergraduate credits and two years experience. Is the two years experience sufficient for upper division credits?
- A nursing student may get into a graduate program with 12 upper division credits when it usually takes 33.
- While the program may provide a higher degree, does it provide a higher level of education for the nurses in Montana?

Babbitt asked senators to send comments about the Nursing Program to him.

Revised Faculty Senate Bylaws (First Reading), Intellectual Property Policy, Appointment and Employment of Faculty – Larry Carucci

- The old version and new draft Faculty Senate Bylaws are posted on the Faculty Senate web site side bar. Senators were asked to review the document and bring questions and concerns back to senate for discussion.
- Carucci asked senators to review the Intellectual Property Policy. Bolded sections are Board of Regents Policy and while they may be changed, it is a lengthy process. The unbolded text is not Board of Regents Policy and may be changed via senatorial vote. Senate will vote on the policy next week.
- *The Appointment and Employment of Faculty* - Board of Regents Policy wording now included in 211.20, Paragraphs A, B C had, since 1999, only been referenced via a web link. Numerous faculty senators were unaware of the language even though they have been employed under the policy since its inception. Carucci noted that although BoR wording is not easily modified, if senators would like to add language, he would bring the policy back to JAGs for discussion.
 - U of M has one added sentence to Section A – “An appointee discharged for cause prior to the end of the specified term of the appointment shall be entitled to the same procedural protections afforded tenured faculty members discharged for cause.”
 - The following points were made about the policy:
 - Section B implies that faculty might not be hired from one year to the next “without cause.”
 - There has not been an instance where a departmental line has been negated and taken up by another department.
 - In rare instances, an employee may find that they are incompatible with their department and vice versa. This policy allows the faculty member to leave with dignity and without contractual renewal.
 - There is a formal process of non-reappointment with compensation based on individual circumstance and length of time hired before non-reappointment.
 - U of M, through their CBA, included language that offers double compensation severance. This language does not, however, address “cause.” “Cause” is understood to be a process for a grievance committee.
 - It was suggested that the handbook language might highlight and reference BoR policy 706.1 with an introductory sentence: “For reappointment and appointment of probationary faculty, see BoR policy....”
 - The faculty letter of hire states that appointments are for the academic year with an initial appointment that ends at the end of the fiscal year; the contract is renewed from year to year.
 - A senator noted that he believes the intent of this policy is that faculty will continue on a year-to-year contract basis unless there are major issues needing to be addressed.
 - The policy might include a description of the non-reappointment process. A recommendation was made for senators to review the AAUP examples cited for non-reappointment of faculty.

- Lawrence moved to postpone voting on the policy until senators speak with their departments → seconded → unanimously approved.

Open Floor Discussion – Dr. Thom Hughes, Cell Bio & Neuroscience

- Chair Reidy introduced Dr. Hughes who spoke to the 6% taxing of start-up packages for newly hired faculty.
 - Letters of hire for new faculty include a 6% tax which is levied against all start-up accounts. It is difficult to recruit new faculty when the university is negotiating a letter-of-hire, stating that their \$50,000 start-up will be 6% less.
 - IDC accounts are also levied with this 6% tax.
 - The dean of engineering has taken steps to make sure engineering faculty are insulated from the 6% tax.
 - Hughes asked faculty to examine why the university appears unable to meet commitments in terms of start-ups, yet approves new programs that require new resources. Is this the right path for MSU's new, young faculty?
- Chair Reidy noted that some start-ups are large and the 6% tax would help graduate student or post-doc funding.
- Other options might be explored e.g., tax the older faculty instead of new, younger faculty and discuss this strategy with dept heads who are responsible for recruiting.
- Although not advocating returning to the old pay-back model, a senator recalled that in previous years faculty had 10 years to pay back the start-up money and that system worked in several beneficial ways allowing for flexibility.
- Brester recalled that the taxes were originally to be 4%, then rose to 6%. The taxes were to be enacted for one (1)-two(2) years however, he noted that these types of endeavors often become permanent.
- Babbitt understood the tax responsibility was spread across the university and included athletics, auxiliary services, etc.
- Reidy asked senators to entertain alternative solutions by discussing the concern with their departments and bringing ideas to senate. Senate might also make a request of the VPR to come up with a different solution.

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

Signature,
Michael Reidy, Chair

Signature
Randy Babbitt, Chair-elect