FACULTY SENATE
January 13, 2016
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Adams (Art), Berry (CE), Babbitt (Chair), Babcock (Chair-elect), Bolte (Music), Downs (English), Brown (JJCBE), Cantalupo (Ext), Gannon (ChBE), Greenwood (Math), Hendrikx (Earth Sciences), Herbeck (Ed), Jha (Ag Research Cntrs), McMahon (Ecology), Meyer (Hist & Phil), Repasky (ECE), Ricciardelli (Film & Photo), Rossmann (Library), Running (Nursing), Scott (Psych), Smith (HHD), Swinford (Soc/Anthro), Wiedenheft (MBI), Wilmer (Pol Sci), Zabinski (LRES)

Others Present: Chris Fastnow, Maureen McCarthy, Martha Potvin, David Singel, Ron Larsen, Sara Rushing, Susan Dana, Stephanie Gray, Rene Reijo-Pera, Kellie Peterson

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

The December 2, 2015 Faculty Senate minutes were approved.

Courses and Programs – Chair-elect Babcock

- The following grad courses were unanimously approved in Steering:
  - PSYX 505: Teaching of Psychology
  - EDLD 566: Administration and Supervision of Special Education Programs
- Babcock presented a new certificate program from Gallatin College, 1110-CAS: Computer Network Technology, for senate discussion/vote.
  - On-range strategic plan to put in place several certificate programs that will lead students to be able to sit for specific types of certificates;
  - 31 credits; math option; writing option;
  - Electives for students should they choose to continue on ;o a degree in computer science;
  - Endorsed by the computer science dept;
  - No overlap in any other programs;
  - CPC has approved it.
  - Motion to approve→seconded→all in favor→unanimously approved.
- Senators are asked to review the following Courses/Programs for approval at next week's senate meeting:
  - ML 497: Teaching Language for Proficiency
  - GPHY 575: Professional Paper (Earth Sciences)
  - ADCO-ND: Licensed Addictions Counseling (name change only)
- Proposed Graduate School Policy: Revised Graduate Representative Policy
  - There have been discussions in Grad Council to eliminate the Grad rep who serve on graduate PhD committees.
  - Senate has been asked for input:
    - Two major reasons to eliminate the grad rep:
      - The function of the rep is not accomplishing what it was intended – to ensure the student is treated fairly;
      - Some faculty do not believe it is a good use of their time.
  - Discussion ensued:
    - Reasons for retaining the grad rep:

        - Grad reps offer an element of expertise who can inform graduate students;
        - Form a pool of grad reps who want to participate;
        - Having a rep who is not from the students' department forces the candidate to explain their presentation in a way other people are able to understand the material;
    - Reason for not retaining the grad rep:
        - You can't have a non-tenured person as a grad rep. or a first/second year MSU faculty member participate;
        - Cannot have someone from a non-PhD department be on the committee.
    - Would it be possible for the student to ask for a rep or waive that right?
    - Grad school identifies the grad rep and other committee members and usually begins one month in advance to coordinate schedules, but is only usually resolved right up to the time the presentation is to take place.
    - Provide input to grad counsel reps to bring back to grad school for consideration.
    - How many cases you don't hear about because the grad rep is there, and if we eliminate the rep, would there be more issues that we do hear about? Has the implementation of the form the grad rep has to fill out become a burden? Dean Hoo stated that the form was been implemented to provide information about the process. In the past, Dean Hoo conducted seminars to teach reps about the process and this is time intensive.
    - Dean Hoo would like senators to submit comments about this policy to their college reps, who will bring them to the grad council for discussion.

Announcements – Chair Babbitt

- The review of President Cruzado was sent to the Commissioner of Higher Education, Clay Christian. Senate leadership is in the process of setting up a meeting with him to discuss.
- Referencing President Cruzado's recent email to the campus community outlining MSU accomplishments this past year, Babbitt praised the recent faculty hires and research grants. There is concern, however, that MSU has dropped from its research status one to research status two as a Carnegie Research Institution. There is a new institution that conducts the rankings that have new standards (e.g., number of PhD's granted). Our research expenditures were a major factor in our 2008 ranking and these have remained relatively high ever since. Our number of PhD per year seems to be the major factor in our change to R2 status. Reijo-Pera is spearheading an effort to investigate how we can raise our status and will speak in senate in two weeks.
    - How this will affect our current status with respect to the young investigator awards is not certain.

Faculty Handbook- Chair Babbitt

- P&T documents are still being discussed and senate leadership hopes to have the documents to senate in the next couple of weeks.
- Extending Tenure Review
    - If you have a life event (e.g., child birth, adoption, death, military service) before tenure, retention retention/tenure, you have an automatic extension of one year. Once you notify department of event, you have the automatic extension, but you may opt out. You may also request two more years of extension for a maximum of three years of extension.
    - If you get retention extended, your tenure review is automatically extended.
    - Policy outlines procedures for obtaining extension.

- Requested extension may go beyond the life events listed to accommodate other types of extenuating circumstances.
- Discussion ensued:
  - Section 5 should only reference Section 3; reference to Section 2 should not be noted.
  - JAGS will re-review the document for consistency.
  - Can both spouses utilize this policy? Yes. Not clear if only one can do it at a time. This will be clarified.
  - Any combination of extensions (automatic or requested) may add up to the three times, one year at a time.
- Motion to approve→seconded—all in favor→unanimously approved. Policies approved are in parallel to Deans' Council→ to the Provost→ to the president; then to OCHE. Until the full package of Handbook policies have been compiled and approved by OCHE, faculty policies will still fall under the interim document.

- <u>Faculty Modified Duties</u>
  - Concerned about the last six weeks of sick leave is too rigid for some situations and would like the option of taking two semesters.
    - It was noted that OCHE has the final approval for this policy.
  - Sick leave can be taken the last six weeks of semester and then modification may be taken the following semester.
  - This policy establishes a semester-long process and faculty should work with their department to alleviate the problem with maternity leave whereby someone is hired to take the faculty members place and not make them feel guilty to return to the classroom to teach.
  - Motion to approve→seconded—all in favor→unanimously approved.
- <u>Annual Review and New Form (first reading)</u>
  - Referencing the form:
    - Changing the categories of the review. If you just "met expectations," it has been moved down on the form.
    - Evaluations are based on your percentages of effort and the overall score is how one does in teaching, research and service. The percentages may be changed throughout the faculty member's career with department approval.
    - One score in the "unacceptable expectation" and two scores in the "below expectations" may trigger a plan for the faculty member to follow for improvement. If plan does not result in improvements before next review, then a post tenure review is triggered.

The meeting adjourned at 5:05 pm.

Randy Babbitt, Chair
Michael Babcock, Chair-elect