

Faculty Senate Annual Report (2019-2020)

Executive Committee of the Faculty Senate Membership

Mark Pershouse, BMED, Chair (2020)
Chris Palmer, Chemistry, Chair-elect (2021)
Julie Wolter, Speech Language and Hearing Sciences (2020)
Jody Pavilack, History (2020)
Anthony Johnstone, Law (2020)
Nancy Hinman, Geosciences (2020)
Michael Musick, Media Arts (2021)

Program of the Senate

- **Fulfill Faculty Senate responsibilities as outlined in the Senate Articles and CBA 7.100 regarding the review and recommendation of matters of academic concern proposed by the President and his Executive team.**
 - **Facilitate the review of Level I and Level II proposals involving reorganizations through the appropriate curricular subcommittees.**
See annual reports for [ASCRC](#) and [Graduate Council](#).
 - **Review reorganizations involving moving a program, department, or school.**
The [Program Move Guidelines: Program Move](#) Form/ [Fiscal Analysis](#) procedure and form were revised and presented at the 4/16/20 Senate meeting.
 - **Review curricular impacts of staffing plans.**
 - **Review academic and curricular impacts of changes to the academic calendar. Make recommendations regarding changes and possible re-introduction of Winter Session and related impacts to the academic calendar, including Summer Session.**
A Wintersession Taskforce was created with representation from ASCRC and Graduate Council. The Taskforce is chaired by Vice Provost Lindsay. It conducted a survey in March and open zoom forums in April. The recommendations will presumably be presented to the Faculty Senate next academic year. As of late Spring due to the Covid -19 pandemic, plans for the timing and length of Fall and Winter Sessions have been revised and are still being formalized as of late May. Various models of beginning Fall semester early in mid-August and ending at Thanksgiving have been discussed at the MUS level. This would possibly impact Winter Session, as would a spike in Covid-19 hospitalizations in late Fall.

- **Gather feedback from faculty regarding matters of academic concern**
 Several Qualtrics surveys were sent to collect feedback on issues, such as areas for investment in infrastructure, wintersession, and fall teaching options to adapt to COVID-19. Chair Pershouse and other members of the Shared Governance team manned a table in the University Center and offered coffee to faculty and others and discussed random issues of concern. This was similar to the monthly Coffee with the Provost.
 An online comment form was created for the public and for faculty to send questions in advance of Faculty Senate meetings to the administrators.
 A [Facebook page](#) was created to facilitate comments, relevant articles of interest to faculty senate. The site has gained some traction in late Spring as Covid-19 brought a heightened sense of faculty activism and concern about the future of UM education.
 A Monday morning table in the UC was manned by Chair Pershouse and other shared governance leaders (Ethan Hanley, Camie Foos, Chris Palmer, ASUM representatives, etc.) numerous times during the Fall and Spring. Helpful input was given to this group from faculty, staff, and students. This was brought forward to ECOS and Faculty Senate.

- **Collaborate with campus-wide initiatives to enhance the student experience and support student retention, persistence, and graduation at UM.**

- **Continue to engage in discussions about changes to student advising and mentoring practices at UM.**

- **Work with representatives of the Provost's Office and the Office of Student Success to develop opportunities for faculty-led initiatives supporting Student Success.**
 ECOS created a Micro-Credential Taskforce co-chaired by Chair Elect Palmer and Vice Provost Lindsay. Chair Elect Palmer worked tirelessly to create with a task force the standards that UM would recommend for micro-credentials and the procedures for their approval.
- **Encourage faculty use and training of new technologies supporting Student Success (DegreeWorks, Starfish, EAB, CourseDog etc.).**
 The Chair and ECOS encouraged faculty to embrace this powerful software at every opportunity. We also urged administration to staff the software maintenance appropriately and aim for longevity with each piece of software. It was felt that changing software too often seemed to lead to faculty apathy and non-adoption.
- **Encourage administration to work towards a more stable set of software purchases such that faculty will have sufficient incentive and time to learn these programs.**
 These recommendations were presented at several cabinet meetings by the Chair.
- **Gather feedback on the use of technologies supporting Student Success.**
 There were a number of discussion of Course Dog between FS and Joe Hickman, Renae

Scott, Camie Foos, as the implementation of this software was problematic and changes the logistics, role, of faculty senate in course and program approval.

- **Assess the impact and success of the First Year Seminar (COLS 194) and the new orientation model.**

Vice Provost Lindsay provided an update on the First Year Seminar to the General Education Committee in April 8th. The Seminar has been restructured to focus on design thinking and the book Design Your Life. The course has been transitioned to 2 credits. The use of campus resources is integrated into assignments. The course will not replace the major specific courses.

- **Continue to monitor issues related to Dual Enrollment and course equivalencies for International Baccalaureate (IB).**

- **Continue to monitor issues related to UM's budget implementation.**

- **Participate on relevant UM committees, including Budget, Planning, and Assessment.**

In addition to the above-mentioned committees, the Chair served on the Priorities for Action, MSA Taskforce, COVID-19 Incident Command Team. Notable developments included the presentation of working budget models to ECOS by the two faculty representatives on the budget subcommittee, Terry Heron and Jeff Buckwalter, and a special presentation of a somewhat later version of the budget models to full senate by Paul Lasiter (VPOF-Vice President of Operations and Finance). Chair Pershouse served on the budget committee and while it did have meetings, it seemed to have a less ambitious agenda than the subcommittee. It did serve as an educational forum on possible software purchases. Chair-Elect Palmer chaired the Micro-Credential Taskforce and served on a subcommittee of the Mission Based Taskforce on Curriculum Delivery.

- **Provide ongoing input of the fiscal impacts on academics, faculty recruitment and retention, and student success to UM administration.**

During the year the Chair served on the Budget committee, which discussed various budget models and their implications for faculty, academics, mission. While no model was selected before the summer of 2020, our voices were heard on each model. Two faculty, Terry Heron and Jeff Buckwalter were selected to serve on a special budget subcommittee (see above) and provided feedback to administration on potential impacts of new budget models.

- **Report on discussion of proposed budget models.**

ECOS met with the Faculty serving on the Academic Budget Subcommittee on 1/16/20 and VP Lasiter provided an [update](#) at the March meeting.

- **Collaborate with other campus and system-wide governance groups.**

- **Maintain lines of communication and collaborative relationship with the President and Provost by continuing to serve on the President's cabinet.**

These lines of communication were augmented by the addition of Camie Foos to many interactions (BOR meetings, Cabinet Meetings, Private meetings with the President and/or Provost). It served FS well to have a historical perspective on previous initiatives, their success or failure, longitudinal knowledge of campus committee structures, and best practices for administration and shared governance.

- **Work with student and staff governance and the UFA and MCFA leadership on issues and initiatives of common concern.**

The shared governance leaders met monthly in the UC Commons. The group (ASUM President and Vice President, Staff Senate President and Vice President, Faculty Senate Chair and Vice Chair, UFA President, MFPE President) was often joined by the Chief of Staff. This was a new addition to Faculty Senate engagement with other representative bodies on campus. While prior FS leaders had met with student and staff governance, the addition of union leaders for faculty and staff created a new dynamic for moving issues up to administration. It was clear that the historical division of leadership focused on curricular or compensation issues was not as adept at addressing items that bridge the two types of issues.

- **Work with the Montana University System Faculty Association Representatives (MUSFAR) on initiatives of common concern across the State.**

The Chair and Chair-elect attended Board of Regents meetings and met with MUSFAR the evening prior to the breakfast meeting with the Board of Regents. The topics discussed with the Board of Regents at these meetings included the appropriate mix of tenure to non-tenure faculty, the future of higher education, and increased communication with the Board of Regents. The MSU leadership set up an online portal for MUSFAR. UM and MSU shared a VRBO for the meeting in Dillon. Chair Elect Palmer took a larger leadership role in MUSFAR as he took office in May.

- **Monitor Board of Regents initiatives and represent the Faculty to the Board of Regents and to the Office of the Commissioner of Higher Education.**

- **Continue to monitor Common Course Numbering, Dual Enrollment, Prior Learning Assessment, and Performance Based Funding.**

- **Maintain faculty-led oversight of curriculum and other matters of academic concern.**

The curriculum subcommittees met regularly to fulfill their charge. See [annual reports](#) of ASCRC, General Education, Graduate Council and Writing Committees. See also the [General Education Planning Session Report](#)

- **Delineate the Administrative Hierarchy and find synergy. With the addition of numerous new administrators, we will clearly delineate reporting lines and mission in order to find points of synergy with shared governance.**

President Bodnar charged Vice President Paul Lasiter and Chief of Staff Kelly Webster with this project, but it has not been a priority given efforts to refinance the University's debt portfolio.

- **Coordinate review of university committees to maximize faculty engagement and impact of committee work consistent with shared governance.**

Camie served on the subcommittee working on a review of the committee structure.

Chair Pershouse requested a seat on this subcommittee but was not informed of meetings or invited to participate. No reports on the progress of this committee were provided during the year.

- **Encourage faculty mentoring of students through clearer goals, faculty development, student engagement in service learning, travel abroad, internships, ambassador roles in Residence Life (Griz Guides), and other opportunities to interact outside of the classroom.**

- **Facilitate discussion of proposed changes to faculty evaluation.**

- **Find ways to incentivize reasonable, objective, and appropriate evaluation of teaching to supplement current student evaluation models.**

The Provost's Office is working to implement an electronic Faculty Evaluation process using new software, Submittable, and there have been discussions with the administration about peer evaluation. The CBA has very clear language concerning an individual faculty member's rights in this regard and having created the shared governance structure (including the unions) was advantageous in these discussions.

- **Communicate to the UFA academic interests and concerns regarding proposed changes to the frequency of faculty performance review and establishment of a campus-wide tenure and promotion committee.**

See above.

- **Facilitate discussion and development of policy regarding freedom of expression and diversity and inclusion on campus**

Additional Business Items

- [Summer Budget Model Resolution \(unanimously approved 11/14/19\)](#)
- [Provisions for Alternative Grades \(3/27/20\)](#)

- Introduced Academic Policies under review at the 1/10/20 meeting.
 - Revisions to [Policy 380 International Travel Registry](#) were presented by Donna Anderson, Senior International Officer & Executive Director, Global Engagement Office at the 3/27/20 meeting
- Provost Harbor presented the revisions at the 4/16/20 meeting
 - [Policy 330 Faculty Work Life](#) (postpone)
 - [Policy 350 Non-tenurable Faculty Appointments](#) (postpone)
 - [Policy 370 Rights and Responsibilities of Academic Personnel](#) (postpone)
- Approved three nominations for Honorary Degrees (12/5/19)
- Review items submitted to Senate as seconded motions under new business
 - [Sell Termination](#) / [ECOS comments \(11/19\)](#)
 - [CHPBS Name Change / Addendum \(11/19\)](#)
- Center Reviews
 - [American Indian Governance and Policy Institute \(11/19\)](#)
 - [Broadcast Media Center](#) (4/16/20)
 - [Center for Biomolecular Structure and Dynamics](#)
 - [Center for Natural Resource and Environmental Policy](#)
 - [Institute on Tourism and Research](#)
 - [Wilderness Institute](#)
- [Micro-credential Taskforce update](#)
- Revised ECOS policies
 - [102.40 Evaluation of the Administration /old policy with track changes](#)

Communication Items Received

- President Bodnar addressed the Faculty Senate in September, November, February, March
- Provost Harbor addressed the Faculty Senate in September, October, November, January, March, April (special meeting)
 - [Non-tenurable Report / by Department \(9/19/19\)](#)
 - [Extra- compensation Report \(9/19/19\)](#)
 - Overview of Curriculum Proposals in relation to Communities of Excellence (10/10/19)
 - [Update, Micro-credentials, Workload plans](#) (1/30/20)
- Vice President Cathy Cole – Enrollment update (10/10/19)
[How to help recruit more Griz to the family](#)
- Vice President Paul Lasiter – [University's Debt Restructure \(11/14/19\)](#)
- Vice President Paul Lasiter [Budget Model Process Update \(3/27/20\)](#)
- Chief Information Officer Renae Scott – IT Update (1/16/20)
- Vice Provost Sara Swager (9-19-19)
- Vice Provost Vice Sarah Swager -[Proposed Changes to Student Conduct Code \(4/16/20\)](#)
- Maricel Lawrence, UM Online Executive Director -update (9/19/19)

- [Faculty Evaluation Taskforce Recommendations](#) (Chairs report - 9/19/19)
- Grace Gardner, Director UM Summer Programs -update (10/10/19)
- Digital Accessibility Committee [Update](#) (10/10/19)
- [Sonocent Audio Note-taker](#) Demonstration – Timothy McHenry, Assistive Technology Specialist
- [Use of the singular they \(good and Welfare 10/19\)](#) ([Statement from Senator Ravas / Bibliography](#))-Chairs Report 11/19
- [Payroll deduction](#) for Food Pantry available 10/19
- [Student Reference Authorization Form / FERPA Training- Chair's report 11-19](#)
- [Micro-credential Taskforce Charge- Chair's Report \(2/27/20\)](#)
- [UM's interim accreditation report draft- Chair's Report \(2/27/20\)](#)
- [Cengage information](#) – Good and Welfare 2/27/20
- Introduced Academic Policies under review at the 1/10/20 meeting.
- Revisions to [Policy 380 International Travel Registry](#) were presented by Donna Anderson, Senior International Officer & Executive Director, Global Engagement Office at the 3/27/20 meeting
- Provost Harbor presented the revisions at the 4/16/20 meeting
 - [Policy 330 Faculty Work Life](#)
 - [Policy 350 Non-tenurable Faculty Appointments](#)
 - [Policy 370 Rights and Responsibilities of Academic Personnel](#)

ECOS Items

Communication

ECOS had its annual summer retreat on August 19th from 10AM -4:30PM. It met with President Bodnar, Provost Harbor, Vice Presidents Whittenburg, Chief Information Officer Renae Scott, UFA President Megan Stark, ASUM Vice President Abbigail Belcher and Vice President Ethan Hanley, Staff Senate President Rozlyn Haley and Vice President Charity Atteberry. The Senate Committee Chairs joined ECOS for lunch and provided information regarding agenda items for the academic year. Administrators and Committee Chairs that could not join the retreat were invited to an ECOS meeting.

Regular ECOS meetings started on August 29th. Guests were invited to meetings to discuss various issues. Ross Best, a UM student observed most ECOS meetings to uphold Montana's Open Meeting Law. Agendas and Minutes to ECOS meetings are now available on the Faculty Senate website.

Meetings with guests

- The Chair and Chair- elect had monthly meetings with the President and Provost. The Chair reported on the outcomes of these meetings to ECOS.
- ECOS members attended pre-cabinet meetings once a month.
- Maricel Lawrence, UM Online Executive Director – OPM summer work update and input (8/29/19)
- ASCRC Chair Georgia Cobbs (8/29/19)
- Vice President Paul Lasiter – update (8/29/19)
- Senator Tammy Ravas – 10/31/19- follow-up use of the singular “they”.

Business

- Committee nominations
- Reviewed draft master service agreement with Wiley
- Evaluation of the Administration (approved by the Faculty Senate 11/19) ECOS devoted several meetings to discussing the results and meeting with administrators.
- Review of ECOS Policies – a few policies had minor editorial changes. The [Evaluation of the Administration Policy](#) was reorganized and section on the delivery of the results to the Faculty Senate was updated. The previous language included a vote. The new language changed to acceptance and senators are encouraged to provide a summary to their constituencies. Previously senators were required to view the results by appointment at the senate office. In the future the results report will be securely available in Tableau. The Reassigned Time policy was also updated to reflect current practice of allowing course release funds to be used for research in labs. The Service Award procedure was updated.
- Committee members responsibility (1/23 & 2/6/20)
- Revise faculty senate election [confirmation letter](#)