# Faculty Senate Annual Report, 2020-2021

## Executive Committee of the Faculty Senate (ECOS) Membership

**College of Humanities & Sciences**
  Chris Palmer, Chemistry, Chair (2021)
  Mike Mayer, History (2022)
 Amy Ratto-Parks, English -Fall
  Rachel Severson, Psychology (2022) Spring

**Professional Schools**
  Kimber McKay, Public Health, Chair-elect (2022)
  Julie Wolter, Speech Language and Hearing Sciences (2021)
  Michael Musick, Media Arts (2021)
  Sara Rinfret, Public Administration and Policy (2022)

## Faculty Senate Article II, Section 5

The Senate Shall:

1. Debate, discuss, and make recommendations to the President and the Administration concerning all issues that pertain to the academic affairs of the University.
2. Review and recommend the general requirements for admission to The University of Montana-Missoula; recommend, in accordance with regulations of the Board of Regents of Higher Education, the general requirements for graduation, including total credits required, credits required in work outside the department or school of specialization, and such other provisions as shall affect the general education of graduates of the institution; and approve recommendations for specific curricular changes submitted by faculty in the various schools or departments through the Academic Standards and Curriculum Review Committee (ASCRC), Graduate Council, or other appropriate committee.
3. Establish rules and standards for candidates for degrees and for the assignment of honors. Approval of degree candidate lists is the exclusive prerogative of the faculty.
4. Approve and forward to the President the list of names of candidates to be awarded degrees in any given course of study.
5. Approve candidates nominated for honorary degrees.
6. Make all regulations for its own proceedings, consistent with the policies of the Board of Regents of Higher Education.
7. Make recommendations to the President and through him or her to the Board of Regents of Higher Education, regarding matters of critical concern to the welfare and administration of the University.
8. Through appropriate committees, as provided in the collective bargaining agreement in force, consult with the President in matters of policy affecting faculty appointment, tenure, promotion, salary, and termination of service.
9. Delegate authority as appropriate.

## Faculty Senate Bylaws, Section III. 2 ECOS b. Responsibilities

* Consult with the President and the Administration regarding needs, plans, problems and programs of the University.
* Submit to the Senate a report outlining a program for consideration at the September meeting.  This program will identify principal areas with which the Senate shall deal in the ensuing year.
* Approve the Faculty Senate agenda.
* Conduct a biennial evaluation of the Administration, including the President, all Vice-Presidents, the Provost, all Associate Provosts, and all academic Deans. ECOS shall conduct evaluations in accordance with the procedures set forth in the Senate Procedures Manual. The results and any recommendations shall be brought to the Senate for discussion and appropriate action.
* Conduct annual elections in compliance with Section I.B and the procedures set out in the Senate Procedures Manual.
* Make appointments to the Unit Standards Committee, Committee on Service, and University Appeals Committee as provided in the University Faculty Association ("UFA") Collective Bargaining Agreement and Bylaw III.B. The contract terminology "appointed by the Faculty Senate" shall mean "appointed by ECOS.”
* Nominate faculty to serve on University committees as appropriate.
* Conduct center reviews and interim assessment of new programs as provided in the Senate Procedures Manual.

### Meetings

The Faculty Senate and ECOS held meetings via Zoom to ensure senators safety during the pandemic.

## Program of the Senate, 9/10/20

### Routine Duties

#### Fulfill Faculty Senate responsibilities as outlined in the Senate Articles and CBA 7.100 regarding the review and recommendation of matters of academic concern.

* *Facilitate the review of all curriculum proposals through the appropriate curricular subcommittees*.
ASCRC, Graduate Council, the General Education and Writing Committees reviewed curriculum forms and seconded motions were approved by the Faculty Senate. See the respective [annual reports](https://www.umt.edu/faculty-senate/archives/annualreports/default.php) for details.

	+ *Continue to monitor issues related to Dual Enrollment and course equivalencies for International Baccalaureate (IB).*ASCRC did not receive the annual Dual Enrollment Report but has asked for a report for the last two-years to be submitted. A mechanism is needed to ensure ASCRC receives data on Prior Learning Credits awarded and an analysis of students’ subsequent performance.
	+ *Facilitate recurring review of general education courses.*The General Education Committee reviewed Literary Studies, Natural Science and Mathematic Courses this year and pending assessment reports from Historical Studies (H), Democracy and Citizenship (Y) and Cultural and International Diversity (X) courses that were in provisional status. See [annual report](https://www.umt.edu/faculty-senate/archives/annualreports/20-21annual-reports/generaleducationannualreport20-21.docx) for the General Education Committee for specifics.
	+ *Review reorganizations involving moving a program, department, or school.*

ASCRC reviewed three program move forms. See [ASCRC’s annual report](https://www.umt.edu/faculty-senate/archives/annualreports/20-21annual-reports/ascrc-annual-report_20-21.docx).

* + *Review academic and curricular impacts of changes to the academic calendar, including Summer Session and the re-introduction of Winter Session.*

Changes made to the 2020 fall calendar in response to the pandemic resulted in an earlier start and end to the semester such that students would not return to campus after Thanksgiving. This, in turn, permitted the re-introduction of a Winter Session beginning in late November and ending before Christmas. The Chair of ASCRC served on the Winter Session Workgroup to organize and establish this session. Following the session, Vice Provost Nathan Lindsay apprised ASCRC of its success. Winter Session operated on self- support model. Faculty compensation was $1100 per credit and programs received approximately $220 per student. Courses had to have a minimum of 10 students to run. Provost Humphrey indicated at the November Senate meeting that enrollment was around 840 students.

The academic calendar for 2021-2022 was the subject of numerous meetings and discussions of the Instructional Planning Group, the Office of the Provost, ECOS, UFA, individual senators, Chair Palmer, Provost Humphrey and OCHE. It was decided not to repeat the early start and end of fall semester because of impacts on summer research and experiential learning experiences as well as the pending availability of vaccinations for students. OCHE mandated specific timeframes for the start and end of the spring semester that UM was obligated to follow. The combination of the late ending to fall semester and the early start to spring semester precluded scheduling of 2020-21 Winter Session outside of the holiday season. That, and a directive from OCHE that Winter Session could not operate on a self-funded model separate from spring semester, lead to elimination of Winter Session for 2021-2022.

#### 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.*Chair Palmer and Chair Elect McKay participated in all Cabinet meetings during the academic year. ECOS lead and participated in one Cabinet meeting each month. Discussion items included the potential impact of the budget model and proposed budget reductions on academic programs, the importance of adapting, supporting, promoting, and maintaining strong liberal arts education programs at UM, and mental health and stress management services and programs as well as community engagement activities for faculty, students and staff in response to COVID-related isolation and disengagement.
	At some point the formal cabinet meetings transitioned to the University Leadership Committee and the Wednesday morning cabinet meetings were focused on agenda items alternating from ECOS, ASUM and the Staff Senate.

Chair Palmer and UFA President Stark held weekly informal in-person meetings (outdoors) with Provost Humphrey to relay and discuss faculty concerns and requests.

* + *Continue monthly meetings of leaders of Faculty Senate, Staff Senate, and ASUM, the UM Faculty Union (UFA), the Missoula College Faculty Union (MCFA), and one of the Staff Unions (MFPE), as well as the President’s Chief of Staff to work on issues and initiatives of common concern.*Meetings continued via zoom for the academic year. Topics included COVID safety policies including remote working policies and procedures; concerns about implementation of policies and procedures in response to HB 102; mental health and stress management services and programs as well as community engagement activities for faculty, students and staff in response to COVID-related isolation and disengagement; and frequent turn-over in key administrative positions leading to lack of continuity in strategic planning and implementation.
	+ *Work with the Montana University System Faculty Association Representatives (MUSFAR) on initiatives of common concern across the State.*Chair Palmer served as the Chair of MUSFAR for the academic year. MUSFAR met with the BoR on multiple occasions to communicate faculty concerns and activities. MUSFAR also played a lead role in organizing MUS faculty response to legislation affecting MUS campus policies.

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

BOR meetings were held via Zoom. The Montana University Faculty Association Representatives (MUSFAR) had virtual morning coffee discussion with the Board. The topic discussed in September was the lack of opportunity for faculty governance to provide input into decisions that are made centrally, such as the mask requirement, COVID Dashboard, COVID testing, and Spring break.

MUSFAR met with the Board of Regents via Zoom on March 11th. Chair Palmer and Chair-elect McKay attended the meeting with MUSFAR members, Brock Tessman, and Provosts Humphrey and Mokwa. The discussion focused on HB 102 (Act generally revising gun laws) concerns. A [document](https://umt.box.com/s/lvwgzpoejgufw4enp0fta8jj8a9jvros) summarizing talking points presented by MUSFAR was presented to the BoR. At this meeting the Regents expressed no interest in challenging the constitutionality of the law. Regents expressed the goal to establish policies and procedures consistent with the law to keep the campus communities as safe as possible. MUSFAR communicated that faculty and staff should not be responsible for enforcing firearms policies on campuses, and that the necessary policy implementation and enforcement and training would be expensive. MUSFAR encouraged the Regents to challenge the constitutionality of the Bill.

* + *Maintain faculty-led oversight of curriculum and other matters of academic concern.*
	See [annual reports](https://www.umt.edu/faculty-senate/archives/annualreports/default.php) of ASCRC, General Education, Graduate Council, University Library Committee and Writing Committee.

#### Continue to monitor issues related to UM’s budget implementation.

* + *Participate on relevant UM committees, including Budget, Planning, and Assessment.*
	ECOS recruited and nominated Tony Crawford and Christina Barsky to serve on the Budget Subcommittee. Chair Elect McKay served on the University Assessment and Accreditation Committee.
	+ *Provide ongoing input of the fiscal impacts on academics, faculty recruitment and retention, and student success to UM administration.*The Chair and Chair-elect provided input on this topic in leadership meetings with the President and Provost. The University Library Committee Chair Payton Gardner updated the Senate regarding the [Library Workgroup Report](https://umt.box.com/s/s99ilyomlobwb101oo8r8ikjl80t426s). After discussion the Senate suggested a resolution be considered. Chair Palmer drafted a [resolution](https://umt.box.com/s/7vs4g1iwldvfegqns7c1vcnu28qu03bv) that was considered at the April 22nd meeting.
	+ *Review curricular impacts of proposed budget models.*
	Chair Palmer and ECOS met with Paul Lasiter on a regular basis to review and discuss the budget model and potential curricular and academic impacts of its implementation.
	An Academic Planning Group was formed by President Bodnar in April to consider reorganization of UM colleges and academic programs. ECOS was engaged to review and provide feedback on the academic impacts of proposals or initiatives generated by the Academic Planning Group. The work of the Academic Planning Group continued beyond the end of the spring semester, and ECOS was unable to provide official or substantive feedback on their proposals.

### New Initiatives

#### Represent faculty and academic interests and concerns during response to the COVID-19 pandemic.

Ellen Leahy, Director of Missoula City-County Health Department and Health Officer addressed the Faculty Senate on September 9th to give an update on issues related to managing the pandemic. Tony Ward, Curtis Noonan, and Erin Semmons from the School of Public Health and members of UM’s Health Advisory Group also addressed questions.

* + *Participate on relevant UM committees, including the Campus Preparedness and Response Group.* And *Provide ongoing input of faculty concerns regarding campus safety.*

Continuing from Spring of 2020, Chair Palmer, several senators and several faculty served through the summer and academic year on numerous committees and working groups to prepare the campus and address faculty concerns around the return of students and in-person instruction. These groups included the Health Advisory Group, Instructional Planning Group, COVID Response Team and the Campus Preparedness and Response Group (CPRG). Faculty participation in these meetings facilitated planning around COVID mitigation and response, including reconfiguration of classroom spaces to allow social distancing, availability of hand sanitizer and disinfectant in classrooms and public spaces, distribution of “Healthy Griz Kits,” and establishment of outdoor teaching and learning areas (tents).

Recommendations for a campus face covering policy to mitigate the spread of COVID-19 came from several of the committees and groups noted above, but establishment of a policy met resistance from OCHE. Chair Palmer had numerous meetings with President Bodnar and Provost Humphrey concerning face covering policies. These meetings and discussions, as well as communications between MUSFAR, OCHE and the Board of Regents, ultimately lead to a face covering policy mandating masks in indoor spaces on campus.

Before the start of the fall semester, ECOS communicated to the administration the desire for a portal to disseminate the latest COVID related information (cases, quarantine numbers, etc.) to the campus community. Chair Palmer had numerous in-person discussions with Provost Humphrey and President Bodnar regarding establishment of an COVID information dashboard. A [Dashboard Resolution](https://umt.box.com/s/a3y09yr0um7z7w945qqpql9kfjdsdzj7)passed Faculty Senate on September 1st and was sent to President Bodnar, Provost Humphrey, Commissioner Christian and BoR Chair Lozaar. This required Senators to vote via Qualtrics to 1) suspend the rules to allow for electronic voting and then 2) approve the resolution. The Missoula City-County Health Department ultimately agreed to report UM-associated case numbers separately on their COVID dashboard.

Palmer participated for the entire academic year in weekly CPRG meetings to communicate faculty concerns and ideas around COVID response and campus safety protocols. CPRG was primarily concerned with implementation and communication of COVID response protocols and policies, but also discussed and reviewed implications, policies and procedures around HB 102 (Act generally revising gun laws) and the potential presence of guns on campus.

ECOS and MUSFAR coordinated faculty responses to HB 102 (Act generally revising gun laws) passed by the legislature and signed into law by Governor Gianforte in February. ECOS expressed substantial safety concerns on the part of faculty to President Bodnar and Provost Humphrey. MUSFAR communicated MUS-wide faculty safety concerns to OCHE and the Board of Regents on March 11 (see above).

Following the March 11 meeting, Montana constitutional law attorney James Goetz approached Chair Palmer and ECOS offering *pro bono* services to sue to block enforcement of HB 102 campus policies, HB 112 (banning transgender athletes from competing in college sports), and HB 349 (regulating student groups and student group political activities) on the grounds that these bills disregard the constitutional authority of the Board of Regents to regulate MUS campuses. MUSFAR met on April 22 to discuss participation in this suit. On April 29 a special Faculty Senate meeting to discuss UM’s involvement in a lawsuit, attended by Mr. Goetz, was held via Zoom. The Faculty Senate voted following the meeting to authorize UM Faculty Senate Leaders to engage in the lawsuit with MUSFAR and others as plaintiffs.

Senators were encouraged at the 4/29 meeting to express their concerns regarding HB 102 directly to the BoR Academic, Research, and Student Affairs (ARSA) Committee during a virtual listening session scheduled for May 12th. Several faculty did engage with ARSA to express their concerns. Citing the feedback received on May 12th, The BoR voted at their regular May meeting to sue over enforcement of HB 102 on MUS campuses.

Two law suits were ultimately filed, one concerning HB 102 on behalf of the BoR as plaintiffs and a second concerning HB 102, HB 112, and HB 349 on behalf of MUSFAR and several additional plaintiffs. Chair Palmer, Chair-elect McKay and other members of MUSFAR remained in frequent communication with Mr. Goetz as the suits were filed and considered. The suit filed on behalf of MUSFAR was placed on hold while the suit on behalf of BoR was heard and considered in court. A judge imposed an injunction precluding enforcement of HB 102 on university campuses while the suits were under consideration.

### Provide ongoing faculty input regarding effective delivery of academic content during controlled and constrained campus operations.Faculty and Faculty Senators continued to serve on the Instructional Planning Group and the Campus Preparedness and Response Group for the entire academic year.

ASUM passed a resolution expressing concerns with the various online proctoring services that can be intrusive. Faculty were encouraged to use other strategies available on the [Keep on Teaching Website](https://www.umt.edu/umonline/keep_on_teaching/default.php). (Chairs Report -10/29/21) Chair Palmer sent a communication to faculty summarizing the available resources to help students during the pandemic and encouraging faculty to be accommodating when appropriate given some students are more heavily impacted. The [Proposal to Change Grading Policy for COVID spring 2021](https://umt.box.com/s/mtwell0308y3pkuo3vkavn6mjf5x08cg)was discussed, edited and approved on February 25th.

#### Review and advise on emerging matters of academic concern.

* *Establish and support an ad hoc committee to review, consider, and recommend updates, enhancements, or changes to the General Education Curriculum.*The [Ad Hoc General Education Committee](http://www.umt.edu/facultysenate/committees/ad.hoc.gen.ed/default.php) was established and charged in the fall. The Chair Libby Metcalf gave an update at the January 28th and March 25th Senate meetings. The Committee hosted several Focus Groups and conducted a [survey](https://umt.co1.qualtrics.com/jfe/form/SV_40CD08nslh5EtlX) . The [Focus Group and Survey Results](https://umt.box.com/s/8wbr7ielvvsp7cik6w0773a0hfp43mh8) will be used to draft guiding principles for revision.
* *Review and seek to improve procedures and processes for proposal and review of new academic programs and initiatives, including alignment with new procedures established by OCHE and the Board or Regents.*The Faculty Senate Administrative Associate helped to implement the first phase of the new Coursedog curriculum management system and had weekly meetings to design the workflows and forms. The Senate initiated a spring curriculum review for program level changes to accommodate the BOR curriculum review procedure change (After the Request to Plan is approved by the Board, the full level II proposal can be approved at the monthly CIO meetings).
* *Work with the Provost’s office to establish review and evaluation of all proposed curriculum for opportunities to engage additional learners beyond traditional undergraduate and graduate students.*Given the many efforts to adapt to the Pandemic, UMOnline expanded its personnel and support for faculty and students. Several microcredentials were created in pilot mode.

#### Work collaboratively with the University Design Team to chart academic priorities and strategic initiatives.

Senate and ECOS members served directly on the UDT to represent faculty and academic interests, and to facilitate communication between UDT and Faculty Senate members to guide the work of both bodies. Regular reports of UDT activities were presented at Faculty Senate meetings by Chair Palmer. Senators were encouraged to participate and provide feedback in UDT strategic initiative workshops held in March. President Bodnar shared the [final report of the UDT](https://umt.box.com/s/wvkn43nhwc8i74sevglyqh9hmqf8t6mz) with the campus community on April 23.

In early May, Chair Palmer participated in meetings of the Transition Team where transition to implementation of UDT strategic initiatives was discussed and planned.

#### Facilitate discussion and development of policy regarding diversity and inclusion on campus

* + The Executive Committee of the Faculty Senate and ASCRC reviewed the draft Diversity Plan – and met with the Diversity Advisory Council. The plan is organized according to the 5 priorities for action. The actions related to curriculum would be the Senate’s responsibility to implement. Faculty are encouraged to provide diverse perspectives in their course materials and instruction.

	Several ECOS members attended the meeting to discuss the draft [Diversity Plan](https://umt.box.com/s/qhnasviyprkh456dwszonmtd7crm1v2p).
	The draft has also been sent to the curriculum committees and the Unit Standards Committee for feedback. One suggestion was to add a diversity component to the course form, program review, and unit standards. Chair Palmer sent the draft to Senators Dave Beck and Roslyn LaPier for feedback since they have brought black, indigenous and people of color (BIPOC) concerns to the Faculty Senate.

## Additional Business Items

Reports required by CBA

* The Non-tenurable [Faculty List by Department](https://umt.box.com/s/bydqn0iyns5cuhao38of05dbmrbocr23) / [Historic View](https://umt.box.com/s/arukipovjus1pa3qres8v6jd1mn8cbgw) and [Extra-compensation](https://umt.box.com/s/wrik5zv1fn2gd37urgx40a7igdim82yg) report were presented to the Faculty Senate by Acting Provost Reed Humphrey as required by the CBA. Clarity is needed on the source of non-tenure track data given the variety of functions adjunct faculty perform and the variety of ways they are paid.

Graduation Eligibility Lists

* The summer teacher Licensure list was approved September 10th.
* The Fall graduation eligibility list was approved November 12.
* The Spring graduation eligibility list was approved April 22.

Honorary Degree

* The nomination was approved in Executive Session at the November 12th Faculty Senate meeting.

Academic Policies

* The [Revision to Policy 200.00 Curriculum Review Overview](https://umt.box.com/s/f3hhto8mszdqaxhndfg6evx8a68fbbob) was approved
* The [Revision to Policy 201.60 Effective Date](https://umt.box.com/s/o1g3uhmu4p9nn3pjhf1i1irpnq7huvxa) of Approved Curriculum Forms was also approved. These edits were initiated to align with changes to the Board of Regents review timeline.
* The [Rounding up motion](https://umt.box.com/s/w7kcdaf2gkh79n5wp7nim5lkou9fbu6q) was approved. It allows the Registrar’s Office to round up for partial credit at .5 or higher for students who transfer from quarter systems.
* Edit to [Editorial Catalog Change Procedure](https://umt.box.com/s/8c2rjczfjqcf76v13axyfpa2p7wcpqyu) (201.30.3)-2/25/21
* [Revised Graduate School Policy 4.00](https://umt.box.com/s/l0057l0dwp9hgju0z2gnu03pbut63hvh) was approved by the Council and provided as information.
* The [Proposal to Change Grading Policy for COVID spring 2021](https://umt.box.com/s/mtwell0308y3pkuo3vkavn6mjf5x08cg)was discussed, edited and approved on February 25th.
* [High Impact Practice Definitions and Attributes Policy](https://umt.box.com/s/skbz4ahvkkvg4pp8shmeoh1etnrgahil) (201.72) 3/25/21
* [Graduate Assistant Policy Recommendation](https://umt.box.com/s/dswdmemgbm9f74h0akbwa1irvlug929i) -revision to Policy 303.20 (3/25/21)
* [Bereavement or Crisis Leave Policy / Catalog Language](https://umt.box.com/s/300o2ji52a96q36e9wq2qv0t2m2hrxe6) (4/22/21)
* [Incomplete and N Grade Policy Clarification / Catalog Language](https://umt.box.com/s/ktd4t3neu8k7ktdgung72nt057ojp94v) (4/22-21)

**Brigitta Lee, International Admissions Representative** addressed concerns related to the [Duolingo English Test](https://umt.box.com/s/nhrct1n3cbjun6hawsnp9937dvrsylyc) proposal the October 1st Faculty Senate meeting. The test is less expensive and easier for students to take especially given the challenges of COVID. It is accessible on demand and test results are returned within a couple of days. The proposal was amended to require a minimum score of 100 and was approved.

### ECOS Policy Revision

* [Policy 102.20](https://umt.box.com/s/jams8ozajpo9i1dg8ep4h67jnfntma38) Committee Nominations and Appointment (10/29/21)

### Center Reviews

* [Biotechnology Center](https://umt.box.com/s/dlrp1ecaw6j92q78b0svb6qromgdjxh0) (10/1/20)
* [Bolle Center](https://umt.box.com/s/ic9pbd584rdi4024jpsdhbe4uyiehf4m) (10/1/20)
* [Center for Work Physiology and Exercise Metabolism](https://umt.box.com/s/f7z3drfilec3htrc1ytxky6f3ces6z1v) (10/1/20)
* [National Native Children’s Trauma Center](https://umt.box.com/s/s53vcj3wfnytl58tkib9l7hdf4jnrs1r)(10/1/20)
* [Montana Forest and Conservation Experiment Station](https://umt.box.com/s/vghwoki59382oehfy61gnoroy2mwecbe) (11/12/20)
* [Montana Rep](https://umt.box.com/s/7dbdksaqm6oke25pr9u87il0ky9vlvxp) (1/28/21)

### New Centers

* [L.S. Skaggs Institute for Health Innovation](https://umt.box.com/s/8j5orlg62gn6o9hcd066d9uahvn3cy2f)  (10/29/21)
* [Big Sky Language Institute](https://umt.box.com/s/auox95nyb4eo6r5lwpec3av1pwmbtxi9) (2/25/21

## Communication Items

* **President Bodnar** and **Acting Provost Humphre**y alternated attending Faculty Senate meetings to communicate to senators and ECOS provided topics to address. President Bodnar addressed the Senate on 9/10, 10/29, 2/25 and 4/22 and Acting Provost Reed Humphrey addressed the Senate on 9/10, 11/12, 1/28, and 3/25.
* **ASUM Business Manager Ethan Hanley** gave regular updates to the Faculty Senate fall semester. He and **ASUM** **Vice President James Flannagan** gave regular updates spring semester. They introduced the new ASUM Leadership at the April meeting.
* **UFA Chair Megan Stark** gave regular updates at the Faculty Senate meeting
* **Ellen Leahy, Director of Missoula City-County Health Department and Health Officer** addressed the Faculty Senate on September 9th to give an update on issues related to managing the pandemic. **Tony Ward, Curtis Noonan, and Erin Semmons** from the School of Public Health and members of UM’s Health Advisory Group also addressed questions.
* **Acting Provost Reed Humphrey and Vice President Lasiter** provided a [PowerPoint Presentation](https://umt.box.com/s/8dg7xasdbnw4fhwlekwbv63nsk0n0i1h)
on the new budget model at the October 1st meeting.
* **Executive Director Andrea Vernon Associate Vice Provost Brian Reed** - [ELEVATEU career readiness program](https://www.umt.edu/experiential-learning-career-success/about-us/elevate.php), UM’s new signature Career Readiness Program designed to move students through different levels of career development in order to develop skills to market themselves to future employers and be competitive in the marketplace after graduation.
* **Mary Kreta, Associate Vice President for Enrollment Management** addressed the Faculty Senate on October 29th and gave a brief overview of her efforts to improve enrollment.

* [University Design Team](https://www.umt.edu/president/udt/) **Chairs Dean Adrea Lawrence and Director Paul Gladen** gave a brief presentation of the Teams efforts on October 29th. Chair Palmer provided another [update](https://umt.box.com/s/8jt7dtx1h0oiedzplemncihe7iy8inx2) on January 28th.
* The [Letter in Support of TA/RA Salary Increase](https://docs.google.com/document/d/1UOh2kd2bkYXOJIlsZcH_sBi2EBlFUG13wWl-0qVNN9c/edit) and [Graduate Student Letter](https://docs.google.com/document/d/13_EVkOzKufmEF9qtNIjtW-u4WtYy65QuOgjP8ChLOMw/edit) were presented as information by the Graduate Council Chair Sara Rinfret on January 28th. **Graduate Student Mariah McIntosh** provided an update on February 25th. The GPSA surveyed graduate assistants. The  [preliminary results summary](https://umt.box.com/s/iavmq1qqrbtsvujdbgj94bgggmnay4e0) show graduate students financial hardships as a result of low stipends.
* **UMOnline Director Maricel Lawrence** provided an [Update](https://umt.box.com/s/dgav7id1c2h5th4jk6cisbqdj0mqxk4z) on January 28th.
* **Professor Wendy Walker** provided a brief overview of [Open Educational Recourses](https://umt.box.com/s/t8gqznnoonvxht2i33h2urob99wi6paa) (OER) and the grant intuitive on 2/25/21.
* **Eva Rocke, Sustainability Coordinator** provided a brief [Update](https://umt.box.com/s/zxqgy9wkrsdna8dswgi24unxhpos7ko7) on March 25th, which included a [letter](https://umt.box.com/s/bga3yvvi2f25mvlbmoyu96153z7vo540) from the Sustainable Campus Committee.

Public Comment Items
Statement from Professor Rosalyn LaPier – UM needs to address demographic shift (10/29/21)
Students want change. They want to see staff and faculty and a curriculum and a pedagogy that reflects them, even if they chose to study traditional disciplines. They also want a student body that reflects the demographic shift.

Professor Doug Coffin sent a draft resolution regarding HB 102 to the Senate leadership. It included three provisions: 1) Suggest the faculty leadership pursue litigation to block the bill because it is unconstitutional (the Board of Regents have the sole authority to manage the university system). 2) Faculty members have the right to declare their office, course, or lab space free from fire arms. 3) Just reject the Bill. He encouraged senators to read HB 102 and existing BOR/campus policy. (2/25/21)

Good and Welfare Item
Master Social Work Student Kenny Senn-Cadotte’s practicum is working to build a stronger connection with UM and the [Missoula Food Bank and Community Center](https://umt.box.com/s/phx7w5pkkgqtcz3heb5c011q2ei0b0vb). The hope is to develop student service learning opportunities and to integrate food insecurity information into the curriculum. Jess Alred, Director of Development and Advocacy is available to partner with faculty to do this. (1/28/21)

## ECOS Items

## Communications

Note: Ross Best, member of the public, regularly attended ECOS meetings to ensure the Senate Leadership adhered to Montana’s Open Meeting Law and that the ability for the public to comment is provided at the meetings.

## Meeting with Guests

* ECOS held its annual summer retreat on August 14th and met with the VPs, Vice Provosts, standing committee chairs and shared governance leaders.
* **Registrar Maria Mangold** and **Assistant Registrar Troy Morgan** – curriculum review timing, Coursedog, Course Cancelation deadlines, documenting Registrar Office Procedures ( 8/27/20)
* **Vice President Lasiter** provided an update on the budget model on September 3rd.
* Ethan Hanley, ASUM’s Business Manager joined ECOS on September 3rd to provide an update on ASUM’s goals for the year. ASUM leaders were not able to attend the summer retreat.
* **Larry Hufford, new dean of the College of Humanities and Science and Associate Dean Matt Semanoff** (9/17/21) The Provost would like to see enough of a plan to start the notification process required by policies and the CBA for eliminating programs. He will work with chairs to trim the curriculum and keep teaching loads to a level that allows faculty to continue to do research and creative work. Every unit must have high enrollment courses to create opportunities for small discussion group courses. This will require the right mix of graduate seminars, numbers of students in courses, and educational approaches to meet the budget needs (faculty to student ratio).
* The University Library Committee Chair Payton Garner (9/24/21) Advocacy for the library – Graduate students concern regarding journal cancelations.
* Libby Metcalf, Chair General Education Ad Hoc Committee (10/8/21)
* **Mayor Engen, President Bodnar, and Provost Humphrey** (10/15/21) – Missoulian Reporter attended meeting
Missoulian article referring to UM and the City merging resources / services. Mayor Engen was mostly brainstorming. This was not an ECOS initiative. President Bodnar and the Mayor have regular meetings.
Chair Palmer explained that several faculty and staff and their respective union representatives were upset by the Missoulian article [UM, City of Missoula consider merging resources, services](http://click1.email.missoulian.com/gnkswgttltjdmcrwdkyggdmlhmdphsmlmwnqcntywnngyyg_ntwqjwkpqwnqpwyjtkpww.html?a=7e6feba38b1b7f8a8c987ba373933ae10f499f96). He tried to assure everyone that the meeting was really just a brainstorming session with the Mayor and that any efficiencies should include discussions with the employees in those areas.
* **Professor Jim Carringi, Social Work** (10/22/21) The campus community is being exposed to toxic stress given the ongoing budget situation, COVID and the political climate and could potentially benefit from resiliency training. the University to become a trauma informed organization.
* **Professors Keith Graham and James Randal**- **General Education Ad Hoc Committee** conducted a focus group with ECOS members (2-11-21)

## Business

* Discussion of COVID-19 concerns and updates.
* ECOS reviewed the changes to the Reassignment Form made by the Provost’s Office and suggested revisions. ECOS [Policy 102.90](http://www.umt.edu/facultysenate/procedures/ECOS_100/102.90_ReassignedTime.docx) will need to be revised to be consistent with the form. The funds must be spent in the fiscal year of the service. The CBA provides Faculty Senate with four reassignments. The Chair receives two, the Chair-elect one and the fourth has historically been given to the ASCRC Chair. However, the work of the other standing committees is also valued and includes assessment required for accreditation, therefore ECOS divided the funds for the fourth reassignment among ASCRC, Graduate Council, General Education, and the Writing Committee.
* ECOS [Policy 102.20](https://umt.box.com/s/jams8ozajpo9i1dg8ep4h67jnfntma38) was revised. (10/15/21)
* ECOS was provided with [ASCRC’s review of Global Public Health](https://umt.box.com/s/spd7h45oey7eiuu2s0nt21v88re0vf0q). ASCRC was asked to review the materials according to the [Interim Assessment of New or Interdisciplinary](http://www.umt.edu/facultysenate/procedures/ECOS_100/102.70_Assessment.docx) programs procedure because the minor is interdisciplinary and does not have a home department. (1/21/21).
* Evaluation of the Administration was postponed due to the pandemic. There are four new administrators and two interim administrators. The evaluation questions will need to be revised for the new positions. Camie received the vacancy announcements from Human Resources and will draft questions over the summer.