

Faculty Senate Minutes, 9/19/19

Roll Call

Registrar Hickman called roll.

Members Present: K. Anderson, J. Angle, J. Banville, D. Beck, J. Bell, M. Boller, L. Broberg, J. Bunch, S. Certel, S. Clouse, A. Collins, D. Dalenberg, A. Elliott, D. Erickson, L. Fern, J. Freer, C. Galipeau, W. Gardner, V. Johnson, A. Johnstone, K. Kane, M. Kayll, R. LaPier, G. Larson, D. Macaluso, T. Manuel, N. McCrady, K. McKay, M. Monsos, M. Musick, C. Palmer, J. Pavilack, D. Patterson, J. Pavilack, M. Pershouse, A. Ratto-Parks, T. Ravas, K. Reiser, S. Rinfret, S. Schwarze, M. Semanoff, R. Severson, S. Shen, M. Strohl, T. Thibeau, N. Vonessen, A. Ware, J. Wolter
Members Excused: S. Brown, J. Carter, M. Cassens, G. Collins, M. Hebblewhite, N. Hinman, D. MacDonald, J. Millspaugh, L. Minns, B. Ruby
Members Absent: O. Berryman, N. Dawson, Y. Reimer
Ex-Officio Present: President Bodnar, Provost Harbor, VP Lasiter

- The minutes from 4/18/19 and 7/11/19 were approved.

There was no public comment.

Communications

President Seth Bodnar is traveling from a meeting in Helena and joined the meeting at 4:00 p.m.

Provost Jon Harbor

- The provost introduced several new administrators. Those in attendance stood to be recognized:
 - Donna Anderson, Senior International Officer & Executive Director, Global Engagement Office (present)
 - Tom Gallagher, Dean of Missoula College
 - Kirk Lacy, Interim Vice Provost for Two-Year Partnerships
 - Adrea Lawrence, Dean of the College of Education
 - Tim Nichols, Dean of the Honors College (present)
 - Brian Reed, Associate Vice Provost (present)

He presented the non-tenurable and extra comp reports. [An error was noticed and revised reports were received.] His office is working with Missoula College to ameliorate the compliance issue with Academic Policy 350, [Non-Tenurable Academic Appointments](#).

Questions

He just sent a letter to the faculty who were recommended for tenure but missing from the Board of Regents meeting agenda in September. They will be held harmless from the oversight, are still eligible to apply for sabbaticals, and will receive their salary increases. He has not had a response from Legal Counsel with regard to whether they legally have tenure or not. The Board of Regents has never done anything but confirm the list supplied by the campus.

- **Maricel Lawrence, UM Online Executive Director: [Update](#)**
Distance education or hybrid programs (a combination of online and face-to-face) are a way to extend education across the state to students who cannot come to the physical campus. Online courses provide flexibility for students' schedules and offer a way for them to continue their career and improve skills. Online courses can address gaps in the form of stackable credentials and promote lifeline learning. UMOonline aligns well with President Bodnar's idea of UM as a Flagship of Americas future. It provides an opportunity to reach more students outside the state.

Currently UMOonline has 10 employees and provides online course development, training, accessibility testing, Moodle support, student registration services and support, limited market research, marketing and launch support, financial oversight and regulatory compliance. UMOonline is not large and there is a lot of demand.

There are also opportunities for non-credit online courses. Future Learn, a Massive Open Online Course (MOOC) learning platform company headquartered in London also visited campus. It has over 10 million students and works with over 150 institutions. It could help more people learn about UM. The company is working to understand connectivity issues in rural Montana and how courses could be designed for areas with a low level on internet bandwidth. A possibility would be to collaborate with the public library or local high schools and offer asynchronous courses. The administration is thinking through the process and how it might work to help more people learn about UM's offerings.

A Committee with broad representation selected Wiley as a potential Online Program Management (OPM) partner through a request for proposals (RFP) process. Wiley can help programs interested in scaling online. Working with Wiley is not mandatory and programs can continue to use Moodle. Wiley visited campuses this summer and met with programs considering online options. These initial programs were identified through communication with the Academic Deans with their department chairs and directors. After talking with the programs Wiley started the market analysis process. The next step will be to discuss the projections to determine whether to initiate the program. The conversations are just starting.

The program design and development process would begin after this. Wiley would then have many discussions with the program to determine the best way to translate the face-to-face courses to the online format and engage students. They will also discuss the best way to differentiate the program from the competition and to recruit students. Wiley is interested in accurately representing the program. The courses would have the UM brand. The company usually offers 75 touches with potential students. They assess whether the student is ready for online learning. Wiley provides coaching to student based on courses. This includes offering techniques to help students be successful and progress through the program. The company

offers 24/7 support for students and faculty. Programs do not have to select all the services Wiley offers. Each program negotiates a statement of work and cost structure.

The draft Master Service Agreement is currently being reviewed for legal considerations. Once this is complete the draft will be available to stakeholders (The OPM Committee plus additional representatives) for feedback.

The Master Service Agreement has not been finalized. The draft is working its way through Montana's legal requirements. After the legal requirements are satisfied the draft will be shared with stakeholders for input before it is finalized. The hope is this will take place in the fall.

Wiley has completed initial projections for the programs they met with over the summer. Executive Director Lawrence is now reaching out to the programs to discuss the projections. Programs now need to think about a tuition rate appropriate for the market and how to admit students.

Questions

The administration reached out to other campuses involved with Wiley before making the decision to partner. The University of Delaware, College of Business in particular provided positive feedback. Wiley works with over 80 institutions. Wiley Educational Services - publishing is a separated side of the company from the OPM.

The student experience will be part of the discussion in the planning phase. Programs do not have to work with Wiley. UM Online will work to make the student experience as slick as possible for programs that decide to continue to operate using Moodle. All the courses for a program must be in the same online management system. Units will decide whether to invest to start programs or not. The decision will depend on the budget restrictions of the unit. Provost Harbor indicated that Units use the same process now to determine whether resources can be reallocated to start programs.

Market research involves exploring questions such as: Is there demand? What are other institutions offering and how many students are they graduating? What is the labor demand for the degree in the state, region, or nation?

- Vice Provost Sarah Swager

In terms of student success, retention is defined as students that return as sophomores for their second year. Orientation was reconfigured to the Big Sky Experience. Efforts to assess its effectiveness are taking place. Some students didn't like the projects they were assigned. Student engagement is the critical element. Faculty can help by giving deliberate feedback through Starfish or other means and give referrals to other campus resources. The University is putting more emphasis on advising and academic support services. There is a focus on professional advisors in each college with faculty mentors helping students with career and graduate school pathways.

Campus will be transitioning from the Starfish Early alert system to EAB: Education Technology, Services and Research. The software provides the same functions as Starfish plus analytical tools to better understand student behavior. OCHE is helping to fund the transition. Starfish will be sunset over the summer 2020. EAB should be intuitive for users. Students will be advised using EAB during orientation. There is also a mobile app to prompt students about deadlines and advising appointments.

UM will be participating in Montana Project 10, an OCHE initiative that provides additional financial support to Pell eligible students. Helena and Billings are also in the project. It will function similar to the TRIO program. Amy Capolupo will lead the program.

Questions

Professor Pavilack indicated that advisors are unable to see faculty comments in Starfish. Executive Director Brian French will look into the issue. Advisors should have this ability in the system.

Questions about UM Days should be directed to Devin Carpenter. Bear Tracks has been incredibly successful, so additional sessions will be added.

Vice Provost Swager is aware that training is needed for advisors to work with native students. This will take a coordinated effort. Senator Dave Beck is hearing about frustrations. The School of the Arts and Media is next in line to transition to professional advisors. Other colleges will transition as money to hire becomes available. The President is working on finding philanthropic support.

- **ASUM President Abbigail Belcher and Vice President Ethan Hanley**

ASUM is working to engage students through student interest slips and a free pizza event. ASUM is in the process of hiring a student Resolution Officer and Sustainability coordinator. Students seeking assistance from the Student Resolution Officer should be directed to ASUM legal services. ASUM is collaborating to encourage sustainable transportation and is converting to electronic buses.

ASUM has taken over operation of the Food Pantry, which is now located next to the child care administrative offices. The UM Food Pantry is raising funds to participate in the RealCollege Survey, a national survey that asks students to share their stories. It will help ASUM understand the needs of student. ASUM now has a public comment form available on its website. The Committee Assignment spreadsheet is available on the website as well. Faculty involved with committees should inform Vice President Hanley if student members are needed and whether they are attending meetings.

- **President Bodnar**

President Bodnar shared a few thoughts about the current state of university. He congratulated faculty that received tenure and promotions and welcomed everyone back to campus. Nearly 500 students completed degree requirements over the summer and UM had another great research year. The University is transitioning to a place of stability. The staffing plans, although

not perfect, helped manage the budget situation. Vice President Cole has done incredible work to set up an infrastructure for enrollment growth. We need to rebuild relationships with high schools. Restructuring the debt portfolio at a lower rate will save millions and provide funds to invest to serve students.

The Cabinet continues to focus on the five priorities for action and are making steady incremental progress. Each team involves faculty. Efforts are underway to better manage the university and allocate resources. This includes a framework to establish a new budget allocation model. It will run in shadow mode while the staffing plans are still in place. This will determine the impact on units so planning can take place. The planning-assessment continuum will be linked to strategic planning over time. This will clarify how the university functions and makes decisions going forward.

As articulated in the state of university address, this is a time of challenge for our country and higher education, but it is an exciting time as well. He hopes we can work together on the concept of what we want the university to be in the long term, on what it means to be a flagship for America's future. He looks to faculty to enhance the quality of education, to examine the communities of excellence, and enhance the student experience. UMonline can enhance access to UM's course offerings and certificates and micro credentials can help mid-career students.

The campus should be a safe place for women, but it should also uniquely empower women by training women for careers of impact. The [S.E.A. Change](#) initiative will highlight UM's efforts to seek equity for all women leading up to the centennial of the full ratification of the 19th Amendment. UM re-launched the [Women's Leadership Initiative](#) in collaboration with Missoula Federal Credit Union and Clear Water Credit Union. Resources were added to comply with Title IX compliance, a Director of Diversity, Equity and Inclusion position, and an Office of training and Development was established. There is also a monthly [Podcast](#) on women leaders. He is in discussion with donors to expand the programs and is open for ideas.

Monday was the 15th day of instruction. Enrollment numbers are still being processed. The numbers will be down. The goal is to stabilize. Natural inquiries are up and we have more applications coming in via the common ap. The hope is to stem the rate of decline and to wait for the recruitment efforts to bear fruit. UM has been absent from high schools and are working to rebuild the relationships.

- UFA Vice President Megan Stark

The contract was approved at September 12th and went into effect immediately. There are positive changes to compensation. In addition to the 2% raise, there is an increase to chair stipends and one-time-only performance bonuses can be added to base. The UFA is working to finalize the format of the contract to make it available on the website. Only a few copies will be printed.

The UFA has a robust agenda for year. It is looking at gender equity in a sophisticated way, offering workshops on interpreting and applying the CBA, and working to track the OPM

implementation. Details will be shared with members when they are available. She encourages faculty to become familiar with the cultural leave language in the class attendance policy.

She learned over the weekend that tenure applications were inadvertently left off the BOR agenda. She is sorry for the disappointment. She immediately made sure Board was aware of the situation and carefully considered the scenarios that would impact faculty. She received reassurance from OCHE that the applications would be considered at the November meeting. The applications for promotion to associate professor will not be delayed for faculty that applied for tenure simultaneously. Faculty promotions to full professor were not affected. Academic freedom applies to all faculty whether they have tenure or not. Please send any additional questions to her directly.

Questions / concerns:

The Board of Regents have the final approval for tenure. She did ask whether the Board could have an electronic vote and was informed that the time and resources needed to organize would require similar timing of the November meeting. She will share information as she learns more.

There are no changes to the retrenchment language in the new contract. The entire contract is subject to negotiations in the next round of bargaining.

The university used to make salaries public. The Union is interested in this happening again. The research shows that publicly available salaries adds a measure of transparency to help remove barriers to the gender wage gap. The UFA is looking at a lot of data through the gender lens.

Senator Johnstone reference the [MUS Policy 706.1 Faculty Tenure](#). Tenure has more meaning later in a faculty member's career. Certain things are available only to faculty that have tenure. The right does not apply until the following term.

Chair's Report

- Chair Pershouse briefly presented the [Program of the Senate](#). These are aspirations for senate business. He mentioned a few goals including facilitating Informal listening sessions of shared governance leaders including the unions and the administration, working with the administration to clarify the rhythm and hierarchy of the university and structure of committees, and encouraging faculty mentoring of students.
- There were links to various resources, information and reminders for faculty.
 - [FERPA training](#) is mandatory for faculty. The [Record Retention](#)
 - Document is lengthy. The senate would like a simplified version that applies to student records they would have. The tables starting on page 23 provide the resource for student records.
 - The [Indian Education for all course](#) must be completed by 10/18/19.
 - The [Faculty Evaluation Taskforce Recommendations](#)

- [Faculty Opportunities](#) is a clearing house of various items that may interest faculty, such as committee service, memberships, and etc.
 - There is a [form to submit questions / comments for administration](#) so they can prepare for discussion at the Senate meeting.
- Professors Tobin Shearer and Coreen Duffy names were drawn for the \$100 gift card to Missoula Downtown Association for participating in the Evaluation of the Administration. ECOS is in the process of meeting with the administrators to go over the results.
 - Over the summer he was asked whether faculty should continue to serve as marshals during graduation. He asked senators to raise hands if interested in retaining faculty involvement. Over a majority raised their hands. There will be efforts to improve the process.
 - The University was able to refinance its outstanding debt and borrow additional funds to invest infrastructure. Vice President Lasiter would like faculty input on how to spend the money. There are restrictions on how it can be spent. Tax law requires that these funds be invested in the physical campus or in long-lived equipment, and may not be spent on operating expenses such as personnel or supplies. A Qualtrics form will be sent to gather feedback.

New Business

- The Senate caucused to replace ECOS member from the College of Humanities and Science, Senator Jody Pavilack from History was confirmed by an affirmative vote.

Good and Welfare

- Senator Amy Ratto-Parks informed senators about the availability of the [Ridge Professional Grant](#).
- Senator Tammy Ravas from the Mansfield library informed senators that her colleagues Donna McCrea and Erin Baulcom can help with questions about record retention.
- Senator Mark Kayll, Mathematics expressed concern about the additional instructional days in the academic calendar. The issue needs to be discussed.

Chair Pershouse explained that the current calendars were approved through consultation with academic officers. The Provost is interested in opening discussions about re-introducing Winter session. This will also involve looking at the summer session dates.

Adjournment

The meeting adjourned at 5:06 p.m.