

FACULTY SENATE  
APRIL 4, 2012  
LEON JOHNSON 346  
4:10 PM – 5:00 PM  
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA  
Minutes

**Members Present:** Bolte (Music), Cantalupo (Ext), Caton (Business), Engel (LR), Gerlach (ChBE), Greenwood (Math), Hatch for Newhouse (Art), Herbeck (Ed), Hostetler (GCP), Lansverk (English), Lawrence (Chem & Biochem), Letiecq (HHD), Lynch (Psych), Mokwa (Civ Eng), Neumeier (Physics), O'Neill (Arch), Ricciardelli (Film & Photo), Schachman (Nursing), Varricchio for Hendrikk (Earth Sciences), Waller (Hist & Phil), Zhu (CS)

**Others Present:** Leslie Taylor, Larry Carucci, Martha Potvin

Chair Lansverk called the meeting to order at 4:10 PM. A quorum was present.

**Chair's Report:**

- University Council met this morning and passed a number of items:
  - A change in the Student Code of Conduct which links it to the Athletic Code of Conduct;
  - Clarifications in the Breast Feeding Policy; and,
  - A revision to the 4% administration fee policy.
- The latest version of the Strategic Plan is posted and comments have been incorporated. It may be viewed on the web, and comments are still being taken until April 28.
- Neumeier and Lansverk are meeting monthly with AFMSU. Discussions about merit and equity adjustments are ongoing. Contact your AFMSU rep for more info.
- Slides from Jose Cruz's presentation on Program Realignment at the February Higher Education Summit, held here on our campus, as a follow up to the one on the Missoula campus with George Dickeson on Program Prioritization, were sent to FS members and Lansverk reported that an ad hoc committee has been formed to follow up on Cruz's recommendations. Potvin reported on the follow-up to the summit and Cruzado's ideas, which she hopes to implement in the fall and report on to the BoR is September), the goal of which is to collect data on what a real MSU student is, which will help them graduate and get into the workforce as soon as possible. Some of the steps being examined to help students include encouraging them to take an extra course each semester; taking courses during summer; taking math placement exams before coming to campus. MSU might also implement new ways to approach advising, "block registration," for new students coming to MSU and look at articulation agreements at some of the colleges. An ad hoc committee has been formed and Potvin encouraged FS members to join if interested.

**Discrimination and Sexual Harassment – Leslie Taylor**

Title 9 of the federal law that prohibits sex discrimination in education states that sexual harassment is a form of sexual discrimination. A "Dear Colleague" letter, written by the Department of Education (Office for Civil Rights) earlier this year is providing guidance for colleges, universities (as well as K-12) on how to interpret certain requirements under Title 9, specifically student-to-student sexual violence (also included are faculty-student, student-faculty). The university is responsible for addressing complaints about student-student sexual harassment. On this campus, the Voice Center (Sub 370) is our rape counselors; they keep all information confidential and are available 24 hours a day via a hotline.

- Title 9 states that if the university "knew" or "should have known" there was student-on-student sexual harassment or violence, they have a duty to take action; if they fail to do so, they may be liable. "Action" at MSU means reporting it to the Title 9 Coordinator, Diane Letendre. A determination will then be made on how to proceed and arrangements may be made. The university then decides when to contact the police. Because of the many scenarios, decisions about how to proceed are complex. MSU faculty/staff are encouraged to contact Diane Letendre
- Speaking to the police, directly, may be difficult if the victim is not willing to come forward.
- If the victim wants anonymity, the university has an obligation to prevent sexual discrimination of the victim in the future and conduct the best investigation (fact-based) it can, under the circumstances.
- Potvin added that if faculty observe things they know should not be happening, they should report it to supervisors or to Diane Letendre.

- Taylor stated that the university is now doing background checks on new hires; students are not checked, but are required to answer a “conviction” question on their application. It is not known if grad students are checked.

Guidelines for Good Practice for University Programs for Children – Leslie Taylor

The Penn State situation was the impetus for moving this policy forward. Taylor and faculty who sponsor camps/programs, or other events on campus, met to draft guidelines for organizers of any event that involve children. The university expects all volunteers and staff will demonstrate exemplary behavior in relating to participants and is providing the opportunity for discussion with volunteers and staff. Currently, the guidelines are in draft form, and Taylor welcomes input. If it is unclear how to proceed, an incident report form, available at the Safety & Risk Management website, is a good starting point.

Brief Update on Revisions to Conflict of Interest Policy – Leslie Taylor

At University Council the new Public Health Service Funding (a federal agency) conflict of interest policy was reviewed. The policy is posted on the University Council website for further details. (The university has its own conflict of interest policy which is a conglomeration of requirements from state, BoR, federal.) Major changes to the 1995 federal regulations include:

- Lower financial disclosure thresholds;
- New conflict of interest training;
- New public accessibility requirements; and,
- Increased transparency for travel reimbursement.

Mandatory training for those using Office of Sponsored Programs (OSP), will begin Thursday, April 5, 2012.

Taylor encouraged FS members to distribute handouts to colleagues.

Old Business – Lansverk

Chair Lansverk will electronically distribute the Regents Professor Policy to FS for votes, with change notations. FS voted on an earlier version, but it has come back with enough modifications that we will need to vote this again. Instead of waiting until our next FS meeting—since this policy has been discussed in detail at FS—we will run an online vote.

New Business – Lansverk

The proposed Faculty Handbook change: Ability for MSU Faculty to Pursue an Additional Degree from MSU has been sent back to Faculty Affairs for more discussion.

The Faculty Senate meeting ended at 5:00 pm, as there was no further business.

Signature

*Marvin Lansverk, Chair*

*John Neumeier, Chair-elect*

*Minutes were transcribed by Gale R. Gough, Administrative Associate, Faculty Senate.*