FACULTY SENATE
APRIL 15, 2015
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Adams (Art), Babbitt (Chair-elect), Babcock (Psych), Berry (CE), Bolte (Music), Brester (Ag Econ), Brown (JJCBE), Greenwood (Math), Hamilton for Eggert (Emeritus), Gannon (Chem Eng), Herbeck (Ed), Herman (NAS), Kaiser (ECE), Larson (M&IE), Lu (PSPP), Martin (Mod Lang), O'Neill (Arch), Qiu (Physics), Reidy (Chair), Rossmann (Library), Sterman (Library), A. Smith (HHD), Swinford (Soc/Anthro), Wilmer (Poli Sci), Zabinski (LRES)

Others Present: Larry Carucci, Karlene Hoo, Kregg Aytes, Nic Ward, Robert Maher, Martha Potvin, Nicol Rae, Terry Leist, Seth Urick, Ron Larsen, Chris Fastnow, Bob Hietala, Bob Mokwa, Frances Lefcort, Robert Bennett

Call to Order – Chair Reidy

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

Announcements – Chair Reidy
• Survey, Research and Public Opinion Lab – Franke Wilmer
  o Wilmer announced an open house on April 27, 3 pm, in the common area in front of Wilson 2-143 for the HELPS (Human Ecology Learning and Problem Solving) Lab.
• Courses and Programs – Chair-elect Babbitt
  o The current posted undergraduate courses in the category of "Consideration" will be moved to the category "Vote" after the senate meeting and Steering will vote to approve on April 20.
  o Comments for graduate course ECVI 555 are still coming in.
  o A proposed Graduate School form (GTA) which addresses the CBA of the graduate students (found on the MUS web site) is posted on the senate web site; GTA's must show satisfactory progress to receive an appointment. Another form for the GRA will be posted soon.
  o Videoconferencing policy will also be posted. Babbitt asked that senators keep in mind that there are exceptions and this policy addresses those.
  o Administrative surveys have been distributed. The provost, president will be reviewed by faculty. Senators will be reviewing Chair Reidy. Deans that have been at MSU longer than two (2) years will be

reviewed in the fall 2015.

- Status of Academic Affairs – Provost Potvin
    - Provide an update, give a big picture and cause de célèbre.
    - Potvin spoke from a PPT presentation (posted on the Faculty senate web site):
    - Instructional FTE
        - Total faculty FTE is broken into TT and NTT which show less NTT being hired this year as TT faculty increase.
    - Academic Affairs Financial Investments (Instructional Dollars)
        - Total dollars and financial resources (tied up in faculty) have increased over the last few years; difference between the two is money used for operations for non-personnel functions; one-time money has been used to purchase equipment.
        - Funding for the Provost's office has been reduced by infusing base funding into units and extra sections in units.
        - IDC's have not been returned to units; that money has been used to fund one-time endeavors such as star-ups, etc.
    - Student Instructional Faculty Ratios
        - Student/faculty ratio declined when there was declining enrollment.
        - Rather than give up faculty lines at that time, MSU reduced their operations.
        - As enrollment climbs, MSU will be looking to reduce the ratio and bring it closer to 18/1.
    - Change in TT Faculty
        - Comparing the number of faculty that leave MSU (retire, resign) and are hired each year, TT faculty hires outnumber those leaving.
        - In AY 16, there will be four retirements and resignations; MSU has hired 15 people to date with 30 searches in progress. If all positions are filled, there will be 45 new hires.
    - TT Faculty Hires by Rank
        - For the last three years, most of the requests to hire have been approved for assistant professors and above.
        - MSU tends to hire more assistant professors, even though the hiring is also open to the associate level.
    - ADVANCE Project TRACS
        - The NSF ADVANCE Program helps women in STEM disciplines programs. Additionally, it is an institutional transformation grant that helps the campus, as a whole.
        - Within one year, and after searches were split into two groups, (one with search interventions; none in the other), groups that had search interventions (e.g., building an inclusive pool, advice on how to have an inclusive search, etc.) have had more women

short-listed and who received phone interviews and brought to campus as finalists, etc.
- Each time MSU receives a grant of this sort, it is used as a research endeavor and data is collected; the report is being reviewed.
- o American Indian/Alaska Native Faculty Headcount
  - There has been a substantial hiring increase since 2012, and MSU is planning to recruit more this year.
- o Financial Investment in Graduate Education
  - The financial investment was increased once IDC's were not going to the Graduate School.
  - Some of the $2.5M investment is one-time money spread out over a couple of years through strategic investment proposals and performance funding. Additional funds are available to bring in grad students to interview at MSU for potential recruitment.
- o Financial Investment in Research and Scholarship
  - The Provost's Office has traditionally funded, with state dollars, faculty instruction. The VPR has used indirect costs to support scholarship and has partnered with the Provost. Without the return of IDC's, the Provost's office has financed start-up packages (over $2M), scholarship & creativity grants to non-STEM disciplines, undergraduate research (made allocations but money has not been spent, yet), support to ADVANCE and bringing additional candidates and spousal partners to campus, etc.
- o MSU vs. OSU Salary Data
  - Comparing OSU with MSU salary data shows MSU is far below their benchmarks, but slowly increasing.
  - Assistant professors are 85% of market and slightly increasing; associate professors have increased, but were flat last year; professors are on an increase.
  - Now, when faculty get promoted they receive, in addition to a lump sum, a percentage of their salary.
- o Retention/Graduation Rates
  - MSU has been investing in improving graduation and retention rates.
  - First to second fall retention rates have steadily risen (FTFT).
  - The four-year graduation rate of FTFT has also slowly risen, as has the six-year graduation rate.
  - MSU would like to focus more on the four-year graduation rate.
- o Time to Degree
  - The number of semesters that it takes for a student to complete a degree has gone down. The average number of years for a student to obtain a degree has gone down, but data indicate it is not a viable trend.

- o Technology-Enhanced Active Learning Classrooms (TEAL)
  - ▪ A creative technology-assisted learning classroom has been created at MSU.
    - • The Math Dept has done comparisons of statistics and college algebra with and without the technology-assisted classrooms; results showed 20% gains in college algebra and more than 20% gains in statistics.
- o Highlights of 2014-15
  - ▪ MSU has addressed some NWCCU concerns:
    - • MSU demonstrated that more resources have been devoted to academics; and,
    - • MSU has been working with OCHE to institute an approved process for salary progress.
  - ▪ Shared governance model
    - • JAGs, new faculty handbook, working groups
  - ▪ $1.2M in performance funding proposals
  - ▪ UPDating CORE 2.0
  - ▪ Provost Distinguished Lecture Series
  - ▪ Course Scheduler
  - ▪ Record number of graduate students applying to complete degrees
  - ▪ Catalog and Curriculum Software
  - ▪ Grad School may now use DegreeWorks
  - ▪ Grad School implemented CollegeNet
- o Provost Potvin thanked Chair Reidy and Chair-elect Babbitt for their leadership and for bringing faculty concerns forward to the President and Provost. Questions or concerns are welcomed and may be directed to either Provost Potvin or Chair Reidy, Chair-elect Babbitt.

- • Faculty Handbook – Chair Reidy
  - o The Promotion & Tenure policy will be reviewed in JAGs and brought to senate for discussion.
  - o A new faculty handbook should be ready at the beginning of fall 2015 semester.
  - o The Resignation and Retrenchment Policy posted on the senate web site will be voted on in senate next week.
    - ▪ Faculty Affairs requested MSU add language to BoR regarding program discontinuance to make it more favorable; this is a process that has been done in the past.
  - o Senate discussions ensued:
    - ▪ When removing programs, do you do it at the departmental level and dismiss the youngest faculty, first?
    - ▪ Faculty locus of tenure is at the BoR level; if it were at the departmental level, retrenchment would still be possible but

would allow more flexible ways to accomplish the task through redistribution of faculty to other areas of the university.

Center for Health and Safety Culture – Nic Ward
- Overview of proposal:
  - o The center has been functioning in WGI since 2010, but was never formally approved. As part of the BoR approval process, Ward presented the proposal for senate approval.
  - o The purpose of the Center for Health and Safety Culture (CHSC) is to be an interdisciplinary center serving communities and organizations through research, training and guidance (e.g., support services) to cultivate healthy and safe cultures. This purpose aligns closely with Montana State University's core vision to "improve the human prospect."
  - o The CHSC is primarily a research center focusing on three domains of cultural aspects of human safety:
    - ▪ Traffic safety;
    - ▪ Substance abuse (drugs, alcohol); and,
    - ▪ Domestic violence.
  - o The center examines the cultural basis of these issues and strives to improve life and the quality of life through research and guidance.
  - o The perspective the center takes is that human beings are fundamentally social animals; part of our being is to belong to social groups and it is important to us for our sense of identity, confidence and worth. Many of the behaviors we engage in are social, collaborative and group behaviors. Understanding that, we try to understand the social motivations of why humans decide to engage in unhealthy /unsafe activities vs. healthy/safe behaviors.
  - o What are we doing to try and be accepted by our social groups and avoid being rejected by our social groups? These social motivations often direct our behaviors.
    - ▪ What are the underlying influences that allow drunk driving, taking drugs or harming children to take place? Traditionally, biological & psychological factors are examined.
    - ▪ The Center takes a different approach by examining the social environment (influences of the culture we live in), the "injury ice berg."
  - o The mission is to engage in interdisciplinary centers serving communities and org through research, training and guidance to grow healthy and safe cultures.
    - ▪ Research takes place where culture exists: Defined communities, neighborhoods, cities, organizations (MSU). What is positive about these cultures, and how do we promote and encourage the healthy and safe decisions as an intrinsic part of being that group?

- o The center is intrinsically interdisciplinary. Collaboration from faculty in different disciplines is tantamount to making the center function well.
- o The organizational culture is "flat," meaning it is very collaborative/cooperative:
  - Program manager engages in day-to-day operations.
  - Business manager takes care of contracts, monitors finances
  - Support staff runs the office.
  - Professional research staff, full-time, working in Montana and remotely.
  - Faculty from other MSU departments are writing journal papers, manuscripts, proposal writing, etc.
  - Professional hourly staff are brought in as needed for projects.
  - An advisory board is made up of leaders in traffic safety, justice department, and Center of Disease Control
- o Brought in over $5M of research and recognized internationally.
- o Motion to approve the Center→seconded→all in favor-->unanimously approved.

Prior Learning Assessment (PLA) - Ron Larsen
- As an appointed member of the PLA task force, Larsen has come to senate to discuss the policy, in final draft as still-a-work-in-progress.
  - o PLA represents various methods of assessing learning that did not take place in an accredited college.
  - o PLA does not equal credit for life experience.
    - MSU does not offer credit for "life experience."
    - Through PLA, we may award credit for prior learning that demonstrates the learning outcomes of a particular course.
    - Learning outcomes for a course is different from learning from life experience.
  - o Common Types of PLA:
    - AP: Advanced Placement; noted on a transcript
    - CLEP: College Level Examination Program; noted on a transcript
    - Challenge Exams; noted as a "pass/fail"
    - ACE: American Council on Education (common with veterans); recommendations that must be accepted.
    - Demonstrated Proficiency (e.g., musical performance); and,
    - Portfolio-based Assessments; a nebulous area where further discussions should take place.
  - o Portfolio-based Assessments:
    - Must be tied to a course;
    - Based on the course's learning outcomes;
    - Assessed by faculty:
      - Not necessarily MSU faculty;

- Other MUS campuses; common course numbering allows the course to be transferred throughout the MUS.
- Faculty hired by corporation (not right now): The Council for Adult and Experiential Learning (CAEL) has a subsidiary (Learning Counts) that will do the assessment and are self-promoting to OCHE that the MUS should sign up Learning Counts to allow them do the assessment.
- Faculty would be compensated for time required to do assessment (currently no fee schedule);
    - Letter grades preferred, not required.
    - Portfolio Development
        - Students may sign up for instructions on how to develop a portfolio and submit to another entity for assessment.
        - Reidy stated that a student basically pays CAEL to get out of a course, get credit for the course and receive PELL Grant funding for it.
    - Time consuming
    - Students get information on requirements
    - Portfolio Assessment
        - Pays for itself; MSU sets up fees to cover costs of assessment.
    - Can be expensive
    - PLA credits are not eligible for financial aid
- After the Assessment:
    - PLA approvals appear on student's transcript as courses.
        - "Experts" desire no notation be marked once a course has been declared equivalent (in reference to other institutions outside the MUS).
    - For now, they will be marked as a PLA as required by the NWCCU, although the notation is not yet known.
    - With CCN, PLA courses will transfer within MUS.
    - NWCCU requires Prior Learning Experience (PEL) courses to be marked on transcript.
    - NWCCU allows no more than 25% of a program's credits to come from PEL.
        - NWCCU describes something they call "Prior Experiential Learning" and no one is certain with the connection between PEL and PEA is.
- Concerns:
    - MSU cannot control quality of PLA assessment by other MUS campuses;
    - MSU must accept PLA courses that other MUS campuses declare equivalent to CCN courses; and,

- Assessment could potentially be performed by a corporate entity outside of the MUS.
  - Potential Solutions (which may or may not be accepted by OCHE):
    - Require PLA courses to be marked/trackable;
    - Allow campuses to accept or reject PLA credits, at least until MUS has more experience with portfolio assessment; and,
    - Restrict portfolio assessment to MUS faculty, at least until MUS has more experience with portfolio assessment.
  - A draft of the guidelines used to develop a PLA policy is posted on the senate web site and will not be submitted for approval until the September BoR meeting. Larsen invites faculty to read the document and engage in discussions in the fall 2015. Reidy would like to bring the policy back at the end of August during the first FS meeting of the 15-16 AY.
  - Brester is concerned about students receiving credits for courses that require a more in-depth background for their success and that the portfolios submitted might not be adequate.
  - Reidy noted that faculty already do many of the things that are proposed in the PLA document and that there are not many significant changes except for portfolio assessment; faculty will control that facet of the PLA. He recommended that faculty please read the document and bring suggestions to senate leadership. PLA will be on the agenda early next year.

The meeting adjourned at 5:02 pm.

Signature,
Michael Reidy, Chair

Signature
Randy Babbitt, Chair-elect