

**FACULTY SENATE**  
**February 4, 2015**  
**346 LEON JOHNSON**  
**4:10 PM – 5:00 PM**  
**MONTANA STATE UNIVERSITY – BOZEMAN, MONTANA**  
**Minutes**

**Members/Alternates Present:** Arnold (Ag Ed), Babbitt (Chair-elect), Babcock (Psychology), Berry (CE), Branch for Bennett (English), Brester (AG Econ), Bolte (Music), Bonnard for Rossmann (Library), Brown (JJCBE), Burrows (Ext), Cantalupo (Ext), Eggert (Emeritus), Greenwood (Math), Hendriks (Earth Sci), Herman (NAS), Hostetler (GC), Kaiser (ECE), Kohler (CBC), Larson (MIE), Martin (Mod Lang), Meyer for Waller (Hist & Phil), O'Neill (Arch), Qiu (Physics), Reidy (Chair), Ricciardelli (Film & Photo), Swinford (Soc), Wathen (HHD), Wiedenheft (Micro/Immuno), Wilmer (Pol Sci), Zabinski (LRES)

**Others Present:** Chris Fastnow, Terry Leist, Martha Potvin, David Singel, Seth Urick, Megan Bergstedt, Nicol Rae, Keith Hutchison, Ian Handley, Monica Skewes, Rebecca Brooker, Karlene Hoo, Sara King, Leila Serman, Bob Mokwa

Call to Order – Chair Reidy

- Chair Reidy called the meeting to order at 4:10 pm, and a quorum was present. Minutes from January 21, 2015 and January 28, 2015 were unanimously approved.

Announcements – Chair Reidy

- The Prioritization Document was passed in senate on January 28, 2015. How will it be implemented?
  - A mapping document (“The Mapping Document”) will be created to map the Prioritization Document plan onto the Strategic Plan.
  - The Mapping Document will be sent to all university councils, working groups, deans and all faculty for collaboration and implementation. Chair Reidy will keep senators updated on the progress of the PD.
- With the President’s endorsement, Chair Reidy would like to examine the composition of all university councils to ensure improved faculty representation.
- Courses and Programs – Chair-elect Babbitt
  - Chair-elect Babbitt reminded senators that unless there are comments or concerns, the three undergraduate courses posted on the FS web site will be voted on in the Steering Committee on Monday, February 9, 2015.
  - Chair-elect Babbitt updated senators on Graduate Council activities.
    - The Graduate School would like graduate advisors and students to complete a form in the spring to indicate how the student is advancing. Senators were asked to review and provide any comments to Chair-elect Babbitt, as it will be effective in the spring of 2015.
      - Provost Potvin stated that the CBA for graduate students states that to hold a GRA, the student must be making satisfactory progress and the form will provide such a record.
    - Clarification of policy - Doctoral students who have previously earned a master’s degree must take at least twelve (12) coursework credits and eighteen (18) to twenty eight (28) dissertation (690) credits. Language added to this policy was: For students who apply master’s credits, an additional twelve (12) coursework credits must be taken beyond the master’s degree credits. The Graduate Council unanimously passed the new language. This policy is already in effect.
      - Physics has an exception: Only 10 additional credits are required beyond the master's degree credits.

- Credits “considered” or “applied” from master’s degree toward doctoral requirements.
  - Current policy states:
    - A maximum of thirty (30) credits from a previously earned master's degree (from MSU or another accredited University) may be applied toward the sixty (60) credit minimum required for the doctoral degree. Currently, students are able to count up to 30 credits and thesis/professional paper credits toward their doctoral degree.
  - Proposed would say:
    - A maximum of twenty-one (21) credits from a previously earned master's degree (from MSU or another accredited University), may be applied/considered toward the sixty (60) credit minimum required for the doctoral degree. Of note:
      - Of the doctoral credits, only 3 can be pass/fail coursework.
      - 12 credits must be original coursework to the doctoral degree.
      - None of the considered master’s credits can be pass/fail.
      - This policy does not affect en route and continuing students.
    - The proposed policy lowers the maximum allowable master’s credits applied/considered to 21.
      - These credits are not “transferred” to MSU, they are “applied/considered” towards degree credit requirements.
  - These Graduate School policies are posted on the FS web site. Senators who have comments, please email Chair-elect Babbitt with them.
  - The credits “considered” or “applied” from master’s degree toward doctoral requirements policy will be voted in UGC on in two weeks.
- It is not clear what FS’s role is in approving Graduate Council proposals.
  - Currently, Chair-elect Babbitt is a voting member on Graduate Council and represents senate.
  - A second model is that Graduate Council may pass all their policies and then they may come to senate for final approval before moving on to the Provost for approval.
  - Reidy would like a discussion in senate about these models, as the current History PhD program conflicts with some of the proposal’s criteria and may affect other L&S social sciences programs as well.
  - Dean Karlene Hoo stated that there are always exceptions to policies and the Graduate School is open to discussions with senate.
- PhD Program in s Sciences
  - The existing M.S. program in Psychological Sciences will form the foundation for the Ph.D. in Psychological Sciences. Because the Dept of Psych. desires students capable of doing doctoral-quality work, students will no longer apply for the M.S. program, but instead will apply for the Ph.D. program. Once admitted into the Ph.D. program, students will earn a M.S. degree en route to the Ph.D.
  - The Ph.D. program’s first two years will resemble the current M.S. degree and consist of a combination of coursework and faculty-mentored research, culminating in a Master’s thesis at the end of their second year. Following a successful Master’s thesis defense, students will begin taking the additional coursework and dissertation credits required for the Ph.D.
  - Program is consistent with the SP; of 108 Carnegie universities, 105 have Psychological PhD’s.
  - U of M – no overlap as indicated by a letter from their provost to Potvin.

- APWG recommends approving:  
<http://www2.montana.edu/facultysenate/documents/2015/02032015/020315APWGGrpPsychPhDvF.pdf>
- Babcock motioned to approve → seconded → discussion →
  - Why not keep the successful Masters program? Having a Masters and a PhD program will cost MSU more money. Adding PhD programs might not be beneficial for MSU. Hutchison - MSU is not placing Masters students into companies or the work force in Montana. There is a very limited market for a Masters in sub-disciplines in psychology such as industrial organizational psychology, but that is not MSU's emphasis or goal; MSU does not have the faculty to teach such a discipline. The Masters program essentially prepares students for a PhD, out of state, when many would prefer to stay in Montana.
  - Zabinski asked if PhD students could receive a Masters while getting their PhD, or is the Masters a requirement of and folded into the PhD? Hutchison stated that students are completing requirements for a Masters during their second year anyway, as they would be required to have a second year project involving a project/paper and approval from at least their mentor. The Master's thesis is beneficial in case the second-year student has a family emergency and cannot continue in the program or decides not to continue in any event. Other peer institution PhD programs are not much different from the MSU proposal.
  - Motion resumed → unanimously accepted.

#### Performance Funding (PF) – Bob Mokwa

- Mokwa presented a new, second allocation PF model which will be presented to the BoR in March 2015, and voted on in the subsequent May 2015 meeting.
- Background:
  - In February 2013 there was a PF memorandum of understanding between Gov. Bullock and Clay Christian (OCHE). The agreement states that:
    - The MUS would have PF;
    - The system would freeze student tuition; and,
    - The state would allocate a certain amount of funding to the MUS.
  - In March 2013, the BoR approved PF, and the OCHE formed a state-wide steering committee to examine funding as the funding cycle was already in the first year of the biennium.
    - The steering committee (made up of faculty and administrators across the MUS) meets every two weeks. Subgroups of the steering committee produced a short term model of:
      - Absolute values of completions – how many undergraduate credentials have you produced?
      - Retention metric - percentage from fall to fall or the number of students you retain.
      - How many students are coming to MSU?
  - Of MSU's overall revenue stream, the state allocation is 30%. Five percent of that, or 1-2% of our overall funding, goes to PF.
  - MSU-Bozeman received \$2.3M for PF during the second year of the biennium for exceeding our target.
- A model has been created with four(4) metrics for the next biennium and have been approved by the BoR:
  - Retention (4 year colleges)
  - Completion (4 year colleges)
  - Graduate completions (2 year colleges)
  - Research expenditures (2 year colleges)

- Brown asked why all metrics are output metrics; why not input metrics? Are there dispositional characteristics of incoming freshmen that might explain the variation of graduation and the development of this process? Mokwa concurred that MSU needs to examine our input streams. Where are our students struggling and not graduate? Why do some of our students not return? We will never have 100% retention rate or graduation rate. The PF give us incentives for student success measures such as predictive analytics; resuscitative sessions, tutoring in math, software engineering mechanics courses. These are things we have always done, but we are focusing on them more carefully. Input measures are hard to quantify because we have little control over it, but it is something we need to watch. Part of this new model will address under-represented at-risk groups (Pell recipients, Native American students, Veteran students, non-traditional students), and bonus points are added to our index.
- Brester noted that the easiest way to achieve our metrics is to pass everyone, especially in regards to the two completion and retention metrics. Mokwa stated that faculty are the gatekeepers of quality, and questioned whether they would dumb-down what they do for only 2% of our overall funding. Brester questioned the method by which some faculty adhere to the PF metrics. Mokwa replied that any system can be gamed. In the short-term, playing this game in terms of lowering our standards will probably show some gains in these metrics, but Mokwa is convinced in the long-term, it will have detrimental effects: Students will not come to MSU, expenditures will go down, faculty will not be happy, etc. That's why the steering committee came up with the three-bucket approach in terms of metrics: The first bucket includes system-wide retention and completion; the second bucket includes institutional specific metrics or categories; the third bucket includes quality assurance metrics. Fifty-sixty metrics were suggested, but constraints meant that they had to be independently measured at the system office; they have to be things we are already measuring for background data and rolling averages. We selected a dozen quality assurance measures, most of which are in our Strategic Plan and important to MSU. They may not be measurable at the system level and may not have historical data, but they are gauges that allow us to keep our eye on how we are progressing.
- The document is not final. Weights of the metrics still need to be decided. If we do not meet our targets, what does that mean? More history of PF is in the Montana Professor magazine. Questions or concerns about PF may be directed to Mokwa or Chris Fastnow.
- Reidy informed senate that the funding allocation is not 1-2% of the budget; it is 5% and growing to 10% and will grow to 20-25%. There is no state that has not been engaged in PF that has not grown and grown and grown, and Montana will follow suit.

#### Donated Sick Leave – Sara King, HR

- MSU has a newly-created Donated Sick Leave Pool (DSLPL). This program provides a central reserve of sick leave hours, sustained entirely by voluntary employee donation, and makes those hours available to eligible applicants. Through DSLPL, MSU is now able to offer an alternative program via which to assist eligible colleagues in need. The program began last week.
- The concept for the DSLPL originated with the ADVANCE Project TRACS grant and was developed with input from University stakeholders. This program operates in tandem with, and is permitted under, the existing Sick Leave Donation policy 1045.00. The original program (policy 1045.00) remains available for donations direct to specific individuals.
- To donate: Eligible contributors wishing to donate some of their accumulated sick leave will complete the Contribution Form.
- To request leave: individuals in need of donated sick leave complete the DSLPL Application Form.
- Review process: Application Forms, and supporting materials, will be reviewed by Human Resources to ensure the required criteria are met. Allocation of hours will be assigned on a first come, first served basis.
- Important to know:

- Contribution to the DSLP is entirely voluntary, so the amount of hours in the Pool may fluctuate and could be zero.
- Donated hours are unfunded (policy 1045.20). Therefore, applications to the DSLP require departmental approval (funding).
- Employees receiving the DSL must have first used up all of their sick leave before being eligible.

As there was no further business, the meeting adjourned at 5:00 pm.

*Signature*

*Michael Reidy, Chair*

*Signature*

*Randy Babbitt, Chair-elect*