

**FACULTY SENATE**  
**March 2, 2016**  
**346 LEON JOHNSON**  
**4:10 PM – 5:00 PM**  
**MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA**  
**Minutes**

**Members Present:** Adams (Art), Anderson (Film & Photo), Austin for Wilmer (Poli Sci), Berry (CE), Babbitt (Chair), Babcock (Chair-elect), Bolte (Music), Brown (JJCBE), Downs (English), Gannon (ChBE), Greenwood (Math), Hendrixx (Earth Sci), Herbeck (Ed), Herman (NAS), Hostetler (GC), Hughes (CBN), Larson (MIE), Lu (PSPP), Martin (Mod Lang), McMahon (Ecology), Meyer (Hist & Phil), Olson for Mosley (ARS), Repasky (ECE), Running (Nursing), Scott (Psych), Smith (HHD), Swinford (Soc/Anthro), Vorontsov (Physics), Wiedenheft (MBI), Zabinski (LRES)

**Others Present:** Ben Pease, Marsha Small, Debbie Crawford, Meg Singer, Timothy Bryce, Karlene Hoo, Chris Fastnow

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

The February 24, 2016 Faculty Senate minutes were approved.

**Courses and Programs – Chair-elect Babcock**

- The following undergraduate courses were approved during the March 1, 2016 Steering Committee meeting:
  - **UNDERGRADUATE COURSES**
    - LIT 169 IH: Literature as Popular Culture
    - ARTZ 432: Kiln Building Intensive
    - ARTZ 282: Photographic Image and Its Construction
    - MUSI 102: Performance Study
    - COMX 222: Professional Communication
    - EGEN 330: Business Fundamentals for Technical Professionals
    - EMEC 430: Introduction to Combustion
- The following undergraduate and graduate program changes were approved in the Feb 24, 2016 CPC meeting and are posted on the FS web site for senator review:
  - **UNDERGRADUATE AND GRADUATE PROGRAM CHANGES**
    - WMNS-MINOR: Minor in Women's, Gender, and *Sexuality Studies*
      - Added "Sexuality Studies" to title to reflect nationwide trends;
      - Courses have been added/a couple dropped
        - Some courses are WGSS were approved recently, and others have been discovered on campus and instructors have been consulted about whether they would fit into the framework of WGSS.
    - The MS HHD: Family and Consumer Sciences Option
      - Specifically, Financial Planning
        - Reduction in credits;
        - Add options that were either capstone (with two options: paper or practicum) to make the option core more competitive (geared towards those who are already working);
        - Removed some courses to better align with similar land grant programs, nationally, with respect to tuition – MSU's is too high as compared to the land grant consortium; currently 42 down to 36

**Announcements – Chair Babbitt**

- George Haynes, Faculty Athletic Rep, will give an Athletics Report at next FS meeting.

- Dr. Reijo-Pera will present the findings/status of the Research Task Force at next FS meeting.
- Two volunteers have come forward for Bern Kohler's (STEM) membership on the Research Council; senators are asked to canvas their depts. and provide additional nominees to Chair Babbitt.
- The Steering Committee is finalizing the questions for the faculty review of the Deans and Dept Heads' with a target date of March 21, 2016 for the surveys to go out.
- Chair-elect Babcock and Babbitt will meet with the COHE next week to continue and follow up with the President's review from last year.
- BoR meeting is March 3 and 4, 2016; Chair Babbitt and Chair-elect Babcock will meet with MUSFAR members

### **Indigenous People's Day Resolution – Matt Herman**

- Matt Herman, senator and supporter of the resolution, provided a brief background:
  - Many municipalities across the country are transitioning from Columbus Day to Indigenous People's Day (IPD).
  - The MSU group who proposed the IPD resolution would like faculty support.
  - ASMSU voted unanimously to accept an IPD resolution last week.
  - The Missoula city council voted unanimously to recognize IPD as the second Monday in October.
  - MSU strives to become an institution of choice for Montana's native peoples. An IPD would be symbolic of MSU's recognition of history and support for the native peoples.
  - MSU is has many students and faculty engaged in indigenous research and teaching endeavors.
  - The group proposing the resolution is not asking for another day off; instead, they are asking for celebration, research, lectures, and films honoring our indigenous people on that day.
  - The day would honor indigenous people on campus as well.
- Motion to endorse the IPD resolution → seconded → all in favor → Faculty Senate unanimously endorsed the Indigenous People's Resolution.

### **Prioritization Discussion – Chair Babbitt**

- Options suggested for prioritization discussion - Babbitt
  - Define what we mean by a quality education. How do we measure that?
    - One way to measure quality is the student/faculty ratio, but there are too many ways to define it.
  - Because faculty continually discuss maintaining quality, a senator believes we should be discussing all six points.
  - What does faculty see as the priorities? They may be something different or something beyond the six points in the prioritization document.
  - How do we balance existing programs while allowing new programs to happen?
  - New staffing trends and budget trends prepared based on KPI's. Previous trends presented were based on BoR data.
  - NTT/TT ratio; should we seek to increase or decrease the ratio?
    - Does having more NTT faculty allow TT to do more work with majors: research; advising; etc.?
    - Is it more important to have TT faculty in front of students in classroom?
- Discussions ensued:
  - Senator noted that research funding is getting more difficult to secure, class sizes are becoming larger and service commitments are increasing. He would like to know how administration expects faculty to handle all of these efforts, how they envision

- faculty prioritizing them, and what the realistic goals are, tying all factions together, moving forward.
- After discussions with faculty from their department, another senator reported that there is another level of reality where faculty are so engaged in their research, getting labs set up, advising students, involved in service endeavors, and concerned about producing a quality educational experience for students, that paying attention to what Montana Hall is saying about taking on more, is moot since faculty are already working very hard.
  - With respect to Carnegie related issues, faculty are efficient in what they do; investing in TT faculty might help with advising students, conducting research and maintaining the same quality productivity we are trying to accomplish, now.
  - In terms of students getting a quality education, the main metrics for determining that is to find out what is happening to our students/post docs once they graduate and go out into the world. Are they becoming successful in their careers? Do we have a way of tracking that and is that data available? That metric would be universal to all of us and would be useful in writing training grants that can help support grad students and imparting information that showcases past student successes to potential grad students entering MSU. Last survey data that came from the molecular bio program was encouraging and showed grad students in all STEM disciplines and provided ability to attract students who would not otherwise have applied.
    - Fastnow stated that Career Services sends out a survey a year after a student has left MSU. However, and because it doesn't go beyond one year after graduation, it is not a useful long-term tool. The percentage response rate is decent. The Holy Grail for assessment of higher education is determining what the value-add for an institution is and the challenge is to figure that out.
    - Larson relayed that in MEI (and several engineering depts.) their accreditation piece includes plans by the depts. predicated on metrics from employer satisfaction with grads and grad employment surveys that get reported to ABET as a consideration for accreditation. Not sure how widespread that is, but it is an important piece for the engineering college.
    - The Graduate School sends an independent survey to doctoral students a year post-graduation. However, they do not track job status five years out. Alumni Foundation is trying to find where some of the graduates have gone 5-10 years out, but it is not an easy task. We might want to find out what peer institutions do.
      - Babbitt stated that some private institutions have significant money to conduct such surveys as part of their funding raising efforts; does not believe MSU has the funding to track alumni at that level.
    - Do we ever ask if the grads are happy?
  - According to our advising office, students are coming here because MSU is “the happening place to get an education.”
  - Eight or nine years ago, MSU faculty were able to sit down with visiting prospective students and their parents and tell them that they would be taught, from freshman year to graduation, by TT faculty and that they would have the opportunity to do research in a research lab. Student growth and lack of faculty hiring has degraded that message. Now, we say “sometimes” you may be taught by a TT faculty member, and “sometimes” you may have the opportunity to do research in a research lab.
    - If MSU gets to a point that student faculty ratios are rising with less TT faculty, and prospective student perceive a decrease in quality, the student enrollment will decrease.

- Should NTT teach more courses to free up TT to do research? It is highly dependent on the department. Each departments should be able to make the decision on how best to fulfill their mission.
- The question should not be NTT/TT ratios but rather how accessible are our faculty, are they all actively engaged in developing knowledge in their field, and are they paid to be current – these are tangible things that should be addressed.
- Difficult to find NTT's in particular scholarly areas. Bozeman is limited in its pool to draw from. NTT are often hired at the last minute.
- A senator noted, recently, that budgets are coming in earlier to allow dept head to make proactive decisions and offers to qualified NTT faculty. He also noted that he was a NTT for 13 years before becoming TT.
- Important facet of the TT/NTT discussion, MSU needs a mechanism to provide stability to NTT and to compensate them for the work they are doing to give them value; that transfers into how they interact with students. BoR has given authority to provide a small number of three-year continuous employment contracts to NTT faculty.
- NTT/TT varies by field/discipline. Faculty should trust that the dept head makes the right decisions and has the budget within which to do so. Depts. will differ; English will be different than Cell Bio will be different than Engineering, etc.
- A few TT senators stated that they began as NTT and informed FS that they worked just as hard as their TT colleagues.
- Prioritization issues should address how admin think they can get more out of faculty when most faculty are working 70-hour weeks.
  - Suggestion – hire faculty who have more emphasis in teaching and those who are more dedicated to research – division of labor to get more productivity.
  - Carnegie Workload Task Force has been examining that very concept.
- Unrestricted growth with no throttle steers us to a less-quality product. The larger the class size, the more students an individual has to handle, the quality suffers. It is not a convincing argument to purport “growth” without a plan.
- SCH per TT/NTT has gone up in the last six (6) years. Student enrollment has grown 30% in the last six (6) years.
- KPI data shows student/faculty ratios are up [currently 20.1, up from average of 18.3 FY06-FY10]; more majors per faculty [currently 24.0, up from average of 21.7 FY06-FY10]; more SCH per faculty FTE [currently 593, up from average of 538 FY06-FY10].
  - In the School of Art, those numbers might be skewed since art studios are defined by space and cannot accommodate more than a small increase in students.
  - Engineering is having challenges accommodating the burgeoning student population as the infrastructures at MSU do not seem to be accommodating larger classes; in fact, MSU is downsizing some classroom to accommodate TEAL.
  - Fastnow stated that some departments are shrinking, so growth across campus has been uneven; MSU has been adding TT faculty members even though it has not been as fast as student enrollment increases; classroom inventory has increased with the opening of JABS Hall; Classroom Committee is investigating where renovation of classrooms need to take place and are implementing; larger classrooms can accommodate more students by lengthening the day and shortening the time between classes.

- It was discussed whether senate could think of the KPI student/faculty ratio in a different way – by parsing out the NTT from TT; undergrads students from graduate students; otherwise you would have, e.g., 18 graduate students to one professor.
- Chair Babbitt asked senators how to proceed with the prioritization document.
  - Revisit the 18/1 student/faculty ratio.
  - If we are to maintain/improve/grow quality, research metrics are easy to gauge - how much money are we bringing in and how many papers are we publishing; on the education side – where is that equivalent data that we can use as a baseline to know where we are, currently, and how we are to improve, or not. If we do not have baseline data, we cannot make an objective assessment. Perhaps we could examine our peer institutions’ baseline approach/data.
  - Because the PD was crafted over a year ago, we have not seen data about what progress MSU has made; perhaps the Carnegie Task Forces might provide that information.
  - The new budget model will be based on enrollment and assumes that if the enrollment increases, the budget will go up; rebasing will be addressed in FY2017; if you have “X” number of credit hours in a particular discipline, those credit hours translate into “Y” number of positions to be funded and that is where disciplinary benchmarks come in; some Delaware data will be used for the SCH and faculty FTE’s.

The meeting adjourned at 5:05 pm.

*Randy Babbitt, Chair*

*Michael Babcock, Chair-elect*