

MSU INVESTMENT PROPOSAL FOR INSTITUTIONAL PRIORITIES

PROPOSAL OVERVIEW

Title	Faculty Service Award	Request Date	12/16/2011
Department		Email	
Requestor	Wendy Stock, Ag. Econ & Econ.	Phone	7984

STRATEGIC ALIGNMENT

Core Themes
and Objectives
(check all that
apply)

Educate Students

- Our graduates will have achieved mastery in their major disciplines
- Our graduates will become active citizens and leaders
- Our graduates will have a multicultural and global perspective
- Our graduates will understand the ways that knowledge & art are created and applied in a variety of disciplines
- Our graduates are prepared for careers in their field
- We will provide increased access to our educational programs
- Communities and external stake holders benefit from broadly defined education partnerships with MSU

Create Knowledge and Art

- Students, faculty, and staff will create knowledge and art that is communicated widely

Serve Communities

- We help meet a fundamental need of the citizens of Montana by providing degree programs for our students
- We help meet the educational needs of the citizens of Montana by providing a wide range of educational opportunities to a variety of students
- X Our students, faculty, staff, and administrators reach out to engage and serve communities
- X Our students, faculty, staff, and administrator reach in to build the university community

Integrate Learning, Discovery, and Engagement

- Each graduate will have had experiences that integrate learning, discovery and engagement
- Outreach activities will educate students and address the needs of the communities we serve
- Students, faculty, and staff will create knowledge and art that addresses societal needs
- X MSU is a community that will be characterized by synergy within and across disciplines, roles and functions.

Stewardship

- X The public trusts the institution to operate openly and use resources wisely
- X The faculty and staff are well-qualified and supported
- MSU will support Native American students, programs, and communities
- X MSU will be an inclusive community, supporting and encouraging diversity
- X Our publicly provided resources are used efficiently and effectively
- Natural resources are used efficiently and sustainably
- MSU nurtures a culture of resource conservation and ecological literacy among students, faculty and staff
- Our physical infrastructure (e.g., building, equipment, open spaces) will be well-maintained and useful

INSITUTIONAL BENEFIT

Campuses Bozeman Billings Havre Great Falls FSTS Extension MAES

Cross Depts Please List:
All

TIMEFRAME

Proposed Dates Start: Fall 2012 End: Never

COST AND REQUIREMENTS

Funding Type	One-Time (\$)	Multi-Year (\$)			Base (\$)	FTE
		Year 1	Year 2	Year 3		
Personnel (w/benefits)					\$25,000	
Materials & Supplies						
Travel						
Contracted Services						
Capital						
Other Operations						
TOTAL					\$25,000	

The \$25,000 amount provides three 3-credit course buyouts at a rate of \$6,000 per course plus 35% benefits and \$600 in teaching assistant pay.

Please comment, if necessary, regarding cost and requirements

PROPOSAL SCOPE

Describe the Proposal

This proposal seeks base funding to be awarded annually as a Provost's Service Award that provides a one-course buyout for faculty engaged in service duties that rise to a level above and beyond their usual role. Because of MSU policies to have diverse representation on search, curriculum, and other committees, female faculty in particular are called upon to do a disproportionate share of the committee and other service work on campus. The disproportionate time that female faculty members are required to spend on committee and other service work cuts into the time they have available for teaching and research relative to their male colleagues. The proposed award generated by this proposal would offset some of the disproportionate service burden placed on female faculty by allowing for a course buyout for faculty members who perform substantial service duties.

The process for awarding the service buyouts would be similar to the process for determining recipients of other faculty awards on campus. The provost would issue a call for nominations from the MSU community, would assemble a committee to determine the most meritorious nominations, and would award course buyouts in the next academic year to the three winners, working with department heads and deans to ensure adequate course coverage.

PROPOSAL SCOPE

Describe the broad impacts and benefits of this proposal

Department heads who are recruiting new faculty members are often asked (particularly by female faculty members) about service and committee burdens on faculty members. At present, department heads are faced with answering that female faculty members in particular bear a disproportionate share of the service load. Having a centralized pool to offset some of the time costs borne by female and other service-heavy faculty members would help MSU to better compete for female faculty.

ADDITIONAL INFORMATION

Implementation Plan (Please describe with timelines)

See above

Assessment Plan (Please describe with indicators)

The Provost would administer the Service Award and could assess whether faculty with disproportionately high service assignments are being nominated for the award.

If assessed objectives are not met in the timeframe outlined, what is the plan to sunset this proposal?

None

SIGNATURES		
Department Head (please print)	Signature (required)	Date
Wendy Stock	Wendy A. Stock #2 OF 3	12/21/2011
Dept Head Priority (please circle one): <input checked="" type="checkbox"/> Very High <input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low <input type="checkbox"/> Very Low		
Dean/Director (please print)	Signature (required)	Date
JEFF JACOBSEN	JM Jacobsen	12/30/2011
Dean/Director Priority (please circle one): <input type="checkbox"/> Very High <input type="checkbox"/> High <input checked="" type="checkbox"/> Medium <input type="checkbox"/> Low <input type="checkbox"/> Very Low		
8 OF 8		
Executive/VP (please print)	Signatures (required)	Date
Executive/VP Priority (please circle one): <input type="checkbox"/> Very High <input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low <input type="checkbox"/> Very Low		