

Deans' Council

Minutes: August 14, 2012

1:30 – 3:00 pm

President's Conference Room

Martha Potvin
Nancy Cornwell
Carl Fox
Ron Larsen
Robert Hietala

Jeff Jacobsen
Marvin Lansverk
Paula Lutz
Brett Gunnink
Tom McCoy

Helen Melland
Brian Rossmann
Kregg Aytes
Matthew Caires

I. Call to order

II. Approval of Minutes of June 12, 2012, Meeting

Minutes unanimously approved as written.

III. Guests

A. President Cruzado

President Cruzado welcomed the group and offered some philosophical guidelines:

- Deans' Council and the faculty are the heart of the institution – helping students to excel
- Communication is key
- Concepts from *Good to Great*:
 - Right people on the bus in the right seats
 - Disciplined thought, disciplined people, disciplined action
 - What are we here to do?
- "One University" concept – entire state is our campus
 - OpenMSU initiative
- Increased enrollments will require adjustments
 - More class sections
 - Varying schedules
 - Courses offered every year
 - More faculty to teach
 - 34 new tenure-track faculty in AY12/13
 - 29 tenure-track faculty searches currently underway
 - 16 non-tenure-track faculty searches currently underway
- Research continues to grow
 - \$112 million in research expenditures – a 5% growth – a huge achievement given declining resources available at the Federal level
- Outreach and engagement efforts at MSU have received national recognition
- Graduation Success Team is working on accelerating time to degree completion and educating students on ways to avoid debt
- Year of Engaged Leadership – FY13/14

- Upcoming events:
 - Convocation
 - Football under the lights
 - CatWalk

B. HR Reorganization – Dennis Defa/Diane Letendre

The HR/Affirmative Action Office has been restructured and is now the Office of Institutional Equity. All personnel/payroll operations will be consolidated into one unit: Human Resources. Professional and faculty recruitment and all associated contracts will be managed by Human Resources. This will be a significant shift in responsibilities and will require considerable training for all HR staff. The goal for completion of this transition of responsibilities is December 1, 2012. HR is currently recruiting for the position of Faculty Labor Relations Specialist. This individual will be the primary contact between the faculty unions and the institution, including the negotiation of the new union contract. A negotiation team will be assigned and negotiations are anticipated to begin in January 2013.

The Office of Institutional Equity will focus on institutional equity, affirmative action, and diversity initiatives. Title IX will also be a significant responsibility.

C. Increased Collaboration with ASMSU – Kiah Abbey/Lindsay Murdock

The goal of ASMSU is to be an advocate for students:

- Wellness – mental, physical and financial
- Engagement
- Inclusiveness
 - Safe and included
 - Broaden definition of diversity
 - Civic engagement (voting year)

Kiah and Lindsay would like to establish open communication between ASMSU and Deans/academic units and increase collaborations. Each college has an ASMSU representative who should be accountable to the students of their college. A new initiative -“White House Project” – will focus on bringing women into leadership roles.

IV. Topics for Discussion:

A. Additional Compensation

MSU was found to be in non-compliance with federal guidelines and retained specialized counsel to provide advice on how to proceed. Faculty who have historically received 20% additional compensation from federal grants will continue to receive this compensation, however, in the interim period this compensation will come from non-federal sources. More detailed information is available on the OSP website. We anticipate a recommendation from the consultants on new policies and procedures within 6-12 months.

B. Materials Science PhD

Montana Tech has developed a proposal for a collaborate PhD in Materials Science between the University of Montana-Missoula, Montana Tech of the University of Montana and Montana State University-Bozeman. OCHE requested an AAAS review of the proposed program, and although the final report is not yet available, it is anticipated that the review will indicate that each institution has value to contribute to this program. This program will

benefit Montana and increase collaborations among the campuses. OCHE requested that MSU bring this proposed program through the established internal review process and determine if MSU wants to be a contributing partner.

Following discuss, these key points emerged:

- MSU has the right to ask for more information, including the report from the AAAS review committee
- The College of Engineering is interested in participating in this program contingent upon additional information
- MSU's participation is key to a viable program
- Open and transparent information is needed regarding the funding for this program
- The proposal has been modified since initial review by MSU Graduate Council and other internal review entities. The most recent proposal should be provided.
- Clarification regarding the degree granting institution
- PhD in Materials Science or PhD in Materials Science and Engineering?

Outcome:

- Additional information will be necessary in order to make an informed decision
- Review of the current proposal by Graduate Council and Faculty Council will be necessary
- Message to OCHE: MSU is interested in offering the PhD in Materials Science and gives its transitional support contingent on disclosure and resolution of true costs of programs and the details identified in the AAAS review. This information is necessary in order to make an informed decision.

C. CIO Report – Dewitt Latimer

Deferred to September meeting

V. Information/Announcements

1. Strategic Plan calls for increase in the 6-year graduation rate from 51% to 65% by 2019
2. Deans are expected to meet once a month with faculty in their college
3. Deans should plan on attending the first day of the September Board of Regents meeting in Butte (September 19)
4. Catwalk will take place on Friday, August 24. Deans are encouraged to participate.
5. Jeff Jacobsen will chair an effort to identify evaluation tools for department heads
6. Year of Engaged Leadership: AY13/14
7. Every student should have an assigned advisor (preferably a faculty member)

Next Meeting: Tuesday, September 11, 2012, 1:00 – 3:00 pm (SUB 235)