

Deans' Council

Minutes: September 11, 2012

1:00 – 3:00 pm
SUB 235

Martha Potvin
Nancy Cornwell
Carl Fox
Ron Larsen
Robert Hietala

Jeff Jacobsen
John Neumeier
Paula Lutz
Brett Gunnink
Tom McCoy

Helen Melland
Brian Rossmann
Kregg Aytes
Matthew Cairnes

I. Call to order

II. Approval of Minutes of August 14, 2012, Meeting

Minutes unanimously approved as written.

III. Guests

A. President Cruzado/Leadership Group: Year of Engaged Leadership

Provost Potvin welcomed President Cruzado and members of the Leadership Team. President Cruzado stated that engagement and leadership are key ideas incorporated in MSU's recently approved strategic plan. The Leadership Team proposes to jump start this new emphasis with the Year of Engaged Leadership. Tom Calcagni distributed a draft poster outlining the initiative. Efforts will be made to involve students as leaders and not just in passive listening presentations. A recommendation was made to extend this program to Extension Offices, particularly targeting 4-H. The goal is to develop a synergy among programs across campus. Items discussed included:

- MSU students have many opportunities to be involved in leadership roles in multiple arenas
- Identify what makes an MSU education unique
- Teaching skills that can be used throughout life; creating/developing better citizens
- At some point, every student will be a leader
- Measurable outcomes – not limited to one year emphasis only
- Identify pool of funds to support proposals from departments

President Cruzado asked that Deans start exploring what programs their colleges might advance. A draft calendar should be developed by December. The planned roll-out for the Year of Engaged Leadership is February 2013. Funds will need to be identified for this initiative.

B. Leslie Taylor: Title IX

The Montana Board of Regents adopted a Title IX Policy in May 2012, requiring every unit of the MUS to comply. MSU has revised its Student Conduct Code in response to this policy. A claim of discrimination will be referred to the Title IX Coordinator who will conduct investigations and forward information to the Dean of Students. Any employee who hears/knows of an incident is required to report. Diane Letendre is the Title IX Coordinator

for MSU. The Title IX Policy requires that all employees must be trained on Title IX. An electronic training will be developed. Deans are asked to forward this information to department heads. An *Exponent* article is planned and the VOICE Center will also be distributing information. For additional information regarding Title IX, please contact Diane Letendre.

A new policy is being drafted requiring background checks on individuals conducting children's programs on the MSU campus. Leslie asked that Deans consider what programs in their colleges would be affected. This new policy will be vetted across campus and will focus on university-run programs for children.

IV. Topics for Discussion:

A. Jack Creek Preserve

The Preserve incorporates 4300 acres and includes a \$500,000 endowment for management. This could be prime space for MSU students to conduct field work. Facilities include sleeping quarters for 30 and classroom space for 40. The Preserve has requested a memorandum of understanding with MSU as a partner and sponsor. Leslie Taylor is reviewing the proposed MOU for risk to the university. Transportation to the facility could be a challenge.

B. Academic Program Plan

New academic programs should be fully vetted before being submitted for consideration by the Board of Regents.

C. Post Retirement Contracts

Post retirement contracts are receiving considerable scrutiny from OCHE. The value of a 1/3 commitment to a faculty member for teaching one class is being questioned. There have been a number of inquiries regarding a phased retirement plan.

D. Compensation Study

An RFP will be issued for a compensation study. This study should provide a better idea of appropriate starting salaries and retention offers for faculty and staff. This data could also assist in determining faculty market increases. The goal is to provide better data for decision making.

V. Information/Announcements

All information/announcements were deferred until the next Deans' Council meeting.

A. Freshman 15 poster

B. Spring Convocation: Recognize Faculty Receiving National Awards

C. December Graduation: December 15

Next Meeting: Tuesday, October 9, 2012, 1:30 – 3:00 pm (President's Conference Room)