

FACULTY SENATE
November 6, 2013
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Bennett (English), Bolte (Music), Brester (Ag Econ Econ), Burrows (Ext), Cantalupo (Ext), Dougher (PSPP), Durham (COB), Franklin (Micro), Gedeon for Greenwood (Math), Gannon (Chem & Bio Eng), Gibson (NTT), Hendrikx (Earth Sciences), Herbeck (Ed), Hostetler (GC), Igo (Ag Ed), Kaiser (ECE), Kohler for Lawrence (Chem & Biochem), Larson (M&IE), Lynch (Psych), Martin (Mod Lang), McMahon (Ecology), Miller (CE), Newhouse (Art), O’Neill (Arch), Reidy (Hist & Phil), Ricciardelli (Film & Photo), Rossmann (Library), Swinford (Soc/Anthro), Schachman (Nursing), Walker for Waller (Hist & Phil), Wiedenheft (IMID), Wilmer (Poli Sci), Zabinski (LRES)

Others Present: Robert Mokwa, Larry Carucci, Anne Camper, Martha Potvin, Terry Leist, Ron Larsen, Leila Sterman, Chris Fastnow, David Singel, Dennis Defa, Valerie Copie, Bob Swenson

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

Senate Business – Chair Mokwa

- The minutes of October 30, 2013 were unanimously approved.
- Academic courses and program approval – Reidy called attention to the courses and programs on the FS website, which will be voted on at the next FS meeting, November 13, 2013.
- Mokwa announced that there are still slots open for the PBF focus groups. He encouraged those from engineering and the physical sciences to volunteer, as those groups are under-represented.
- Mokwa reported that three policies were presented at University Council, Common Hour, International Travel, Space Management Policy, may be viewed on the legal counsel website and are open for comment. The Stay-at-work/Return-to-work policy was approved. The Credit Hour Policy was not approved and will, most likely, return to senate.

Research Office – Chair Mokwa

- Renee Reijo-Pera, the new Vice President for Research, will be on campus on November 20, 2013, prior to the BoR meetings to meet in Faculty Senate. The meeting is open to all faculty.
- Today, a memo was sent to all faculty from the VPR office charting courses of action to alleviate the \$1M shortfall in the office of the VPR.
 - Recap - Six weeks ago a Rapid Action Task Force (RATF) was assembled to review the budget shortfall of \$3.5M in the office of the VPR.
 - Charge 1 of the RATF – Come up with recommendations/courses of action to get out of the shortfall in FY 2014.
 - Charge 2 of the RATF - Examine FY 2015 and recommend a balanced budget while examining the university’s growth opportunities for its overall research enterprise.
 - The president came up with \$2M, leaving \$1.5M. Anne Camper found savings and efficiencies in the VPR’s office, and, as such, the remaining \$1M shortfall has been the focus of the RATF. Solutions have been positive and forward-

looking in that individual PI accounts, IDC's and MOU to various dept heads, deans, centers, are being preserved and \$1M returns to the deans will be honored. The remaining \$1M will be borrowed from university reserves and paid back within the next five years via research growth.

- Discussions ensued:
 - How are start-up packages for new hires to be distributed with this shortfall? Potvin stated that the provost's office contributed \$1.2M last year, and those who have made commitments to start-ups for research will not be affected; start-ups are for multiple years. Going forward, the university will find creative ways to fund them. Reidy stated the RATF will be examining how to utilize research money over 5-6 years instead of the usual 2-3 year timeframe. Faculty who received start-ups in the past were required to pay them back; this is an option the RATF is examining.
 - Kohler, regarding F& A returns, asked for clarification on the amount going to deans. He continued by stating campus-wide parameters come into play where costs have to be covered, making returns adjustable. As a result, no definitive amount can be counted on for those returns. It might be argued that campus costs have gotten so high that there may not be returns. How is income matched to departments? Camper stated that the VPR committed \$1M to the deans. Deans will be meeting to decide the most critical needs amongst their units and the \$1M will be apportioned by them amongst colleges. They will be used to offset costs that are connected to research programs. Kohler asked if the RATF is considering an overhaul of the F&A system. Camper stated the mechanism for allocating F&A's in the future is being carefully examined however, the new VPR will have her own vision about research. Reidy stated that F&A's are funding so many personnel, now, that restructuring in the future might include enacting stringent budget lines for employees being funded through grants.
 - Mokwa stated that research is still being financed and the goal is to keep the enterprise intact without negatively influencing the entrepreneurial spirit.
 - Leist commented that there still is a lot of work to do with changing models, etc. for FY 2015.
 - Walker asked for a list of the efficiencies, which Camper stated she would provide. She continued by stating that the vast majority of efficiencies were one-time expenditures that came from the VPR's office. She also noted that commitments made were preserved.
 - Kohler asked what the difference between the \$1M figure is from the amount of money that would have come in with the existing F&A system. Camper stated that nothing (zero) would have come in this year, based on the previously existing model. Fixed costs, start-ups and commitments precluded the ability to provide any returns to colleges. Leist stated that F&A's were \$16M, which was overcommitted; research expenditures were \$94M; MSU received about a 17% return. Camper stated the previous year was about \$1.2M, or 80%.
 - Burrows asked how many faculty are grant-active. Camper guessed about 1/2 and stated that research activities are available to all faculty. Start-up packages for those in not in heavily supported grant activities tend to be smaller, however.
 - Newhouse asked if there have been any financial impact on the S&C grants or requests for sabbaticals. Camper answered that the S&C grants were committed, but the landscape for next year is uncertain. Because proposals are going out for S&C grants, decisions will need to be made soon. Potvin noted that sabbaticals are funded through the academic affairs office and the current F&A situation will have no impact.
 - Walker believes the short term solution is good however, borrowing on the future is worrisome. He stated that over the course of this process and in talking

about the deficit, we have defined research almost exclusively in terms of grants that have IDC returns, and whenever we say, “We have to boost our research,” it has become a euphemism for boosting our IDC returns in grant activity on our campus. He continued by saying that if we are going to start borrowing on our future, it is going to be more important than ever that we start making hires of people who can bring in IDC grants in order to fill in the deficit and build for the future. But, in the course of doing that, he hopes MSU does not forget that it is a university, not a tech school, and that it is a diverse research community of people conducting research without IDC returns. He hopes there will not be excessive adjunct hiring in the humanities and social sciences, thereby depleting resources, funneling them into the sciences and allowing the sciences to hire more TT faculty to secure IDC grants and undermining those activities in the humanities and social sciences: Research should not be conflated with IDC return grants. Rather, MSU should be focused on the kind of creative contribution research makes.

Hiring Process for VPR and Graduate School Dean – Chair Mokwa

- Two searches were running in parallel – Graduate School Dean and Vice President for Research. There were four finalists in the Grad School Dean search. Renee Pera was the top candidate and was recommended by that search committee. Pera was also a candidate for the VPR, and the search committee recommended her on that search, as well. The President sought recommendations and input by meeting with senate leadership and faculty, made her decision and offered Pera, who accepted, the VPR position. During those discussions Karlene Hoo, who was also a candidate for the VPR position but had not applied to the Graduate School Dean position, was recommended as the Graduate School Dean. Chair Mokwa and Chair-elect Reidy were on both search committees and relayed that discussions and input from committee members were instrumental in helping the President make her decisions.
- Dennis Defa, Director of Human Resources, explained that the processes used for hiring the VPR and Grad School Dean after the search committees provided recommendations and in light of policies HR has on hiring, are normal and have been implemented on other campuses. He added that there are always caveats. One such caveat at MSU is the presidential authority to waive hiring processes and conduct direct appointments. It is not used often, but has been implemented, in past, when hiring couples to work on campus.
- Kohler commented that flexibility in hiring and the ability to seize opportunities, like this, are important and hopes it filters down into departments when a candidate for hire might not be within the ranks originally sought. Walker concurred and stated the flexibility option is critical.

Emeritus Policy – Larry Carucci

- Chair Carucci presented Version IV of the Emeritus Policy with suggested modifications from senate. All were made in the last paragraph, accommodating research professors, teaching professors, and adding credit hour requirements as nomination criteria for Emeritus status. The last sentence, “Candidates who retired between May 20, 2008 and May 20, 2011 may ask to be considered for Emeritus in accord with the rules of this revised policy.” was also added.
- A motion was made to accept the Version IV, as presented → seconded → all in favor → unanimously passed.

As there was no further business, the meeting adjourned at 4:54 pm.

Signature,
Robert Mokwa, Chair

Signature
Michael Reidy, Chair-elect

Minutes were transcribed by Gale R. Gough, Administrative Associate, Faculty Senate.