

FACULTY SENATE
October 22, 2014
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY – BOZEMAN, MONTANA
Minutes

Members/Alternates Present: Adams for DeWeese (Art), Babbitt (Physics), Babcock (Psychology), Bolte (Music), Burrows (Ext), Gannon (Chem & Bio Eng), Davis (Math), Hendrikx (Earth Sciences), Hostetler (GC), Kaiser (ECE), Lawrence (Biochem), McMahon (Ecology), Miller (CE), Mueller for Martin (Mod Lang), O'Neill (Arch), Reidy (Hist & Phil), Ricciardelli (Film & Photo), Rossmann (Library), Seright (Nursing), Shanahan (Political Science), Swinford (Soc), Voronstov (Physics), Waller (Hist & Phil), Wathen (HHD), Wiedenheft (MIB), Zabinski (LRES)

Others Present: Larry Carucci, Chris Fastnow, Helen Melland, David Singel, Leila Sterman, Hugo Schmidt, Robert Swenson, Chris Kearns

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

Call to Order and Vote on Minutes – Chair Reidy

- The meeting was called to order.
- The October 15, 2014 Faculty Senate minutes were approved.

Announcements

- Tracy Ellig will conduct a Romney Gym tour on Oct 29, 2014, at noon. The tour will start on the sidewalk at the north entrance to Romney. In the event of bad weather, the tour will start in the lobby of the north entrance. Tour guest will see many areas of Romney currently inaccessible to the public.
- The Prioritization Document is progressing into a document that brings together interests and goals of many constituents on campus. A supporting document is in progress and an annotated version of the Prioritization document will be brought back to FS in the next few weeks.
- The 12 Update MSU Groups have been populated. In two weeks, President Cruzado will speak about the groups in detail.
- Course approval by Steering Committee
 - Babbitt presented the approved courses,
 - BIOB 295 - Miracle Molds, Magical Mushrooms: Fungi in Our World
 - EQUUS 206 - Equine Ethnology: Understanding Horse Behavior
 - EQUUS 424 - Equine Exercise Physiology
 - and reminded senators if after reading the posted courses on the FS web site, which have been approved by CPC, and there are no comments, the Faculty Senate Steering Committee will vote to accept if they, themselves, have no objections.
- The APWG have three programs to review. Babbitt asked senators to review and provide feedback for:
 - College of Engineering New Minor - Building Energy Systems
 - Associate Degree Registered Nurse to Master's in Nursing (Clinical Nurse Leader) Degree Program

- Hospitality Management Degree Program

Emeritus Faculty – Chair Reidy

- Emeritus faculty, through the Association of Retired Faculty (ARF), have asked for formal membership on senate with voting privileges. Reidy presented arguments for/against the proposal last week. He asked for senate discussions before voting.
 - *Are Emeritus faculty represented through their colleges after they retire?* Reidy responded by saying that Emeritus faculty are invited to their departmental meetings as non-voting members. They do not vote for their senator.
 - Swenson spoke about how the discussions are largely symbolic as one Emeritus vote out of 45 is probably not going to change anything in senate. The Emeritus faculty researched many institutions and discovered Emeritus policies fall into three categories:
 - Emeritus do not vote on anything at any level;
 - Voting privileges are left to the discretion of local groups. For example, a physics department may allow Emeritus to vote; on the other hand, an English department may not. Inconsistencies of this policy make it unfavorable to MSU's Emeritus faculty; and,
 - Emeritus possess the same kind of voting rights as the faculty.
 - Swenson read bylaw language from the Faculty Senate at Cornell University – “Emeritus Professors are voting members of the university faculty. The Faculty Senate will reserve one seat for Emeritus to be elected by the membership of the Emeritus so that the views of Emeritus faculty will always be represented in Faculty Senate.”
 - University of Oregon policy states that a retired faculty member who serves on a departmental or university committee shall have voting rights on that committee during his or her tenure.
 - Babbitt clarified that senate is discussing the voting rights of Emeritus in Faculty Senate, not those of the departments.
 - Miller stated that a no-vote for Emeritus voting rights in senate is not the same as not supporting Emeritus as faculty. Faculty Senate deals with policy applicable to faculty and granting Emeritus voting rights for policies they are not subject to is of concern.
 - Swenson discussed how senate might be more concerned with Emeritus status and urged senate to examine the Emeritus policies as all faculty, one day, will be Emeritus.
 - Babbitt remarked that some of the issues and policies discussed in senate apply to Emeritus faculty when they continue to teach. Some of the policies and issues we vote on do not apply to all faculty who are senators, and they usually abstain from voting. Babbitt also disagrees that one vote is insignificant; every senator is important, and he would welcome the wisdom of Emeritus as one of those votes.
 - Shanahan asked, hypothetically, if Emeritus cannot vote in their departmental meetings, does that mean they are not represented by their department.
 - Eiger stated that MSU does not treat their retirees well. Awarding the Emeritus membership and vote is a way to honor them and they should be able to vote.
 - Herbeck believes Emeritus faculty have insights that might be lost on newer employees and hearing them would be beneficial. Their history of policies at the university is also very helpful.

- Another senate member commented that although the Emeritus would just be one vote, it is an important vote. It is a vote of wisdom and the senate member values Swenson's institutional memory. The fact that he attends all the senate meetings shows he cares.
- Babbitt iterated that what senate is voting on today is that the senate bylaws will reflect Emeritus membership in senate, with voting status.
- Swinford made a motion to change the bylaws to reflect the membership and right-to-vote status of Emeritus faculty on Faculty Senate → seconded → all in favor → Carucci iterated that the bylaws would reflect that Emeritus faculty would have a member and alternate on Faculty Senate and the constituency would have one vote in senate → unanimously approved with two (2) against; one (1) abstention

Faculty Handbook – Larry Carucci

- Portions of the Faculty Handbook that senate have voted to accept in the past include;
 - The definitional and process of receiving Emeritus status was completed three years ago and was approved by senate and reapproved more recently.
 - The sabbatical policy has already passed through senate and will be accepted as is.
 - The ethical and professional standards policy was also approved by senate last April 2014.
- Carucci reminded senators that policies may always be revised as updates are needed.
- Carucci noted that a timeline of FH policy review by JAG will be posted on the senate website in the future.
- Academic Freedom Policy
 - Senate voted to accept the wording of the Academic Freedom Policy, which is the same as the BoR's policy (as well as AAUP), last spring. However, the word "Faculty member" in the policy senate accepted needs to be replaced with the word "Teacher" if it is to be the same as the BoR/AAUP policy. Motion to change the words "Faculty member" to "Teacher" → seconded → all in favor → unanimously accepted.
- Appointment and Employment of Faculty
 - Swinford wanted to clarify language in Section 210.00, second paragraph. It defines tenurable appointment being of probationary status. The current language is consistent with past language.
 - Continuing in the same paragraph and a couple of sentences later, it says, "...the contract term for all tenurable appointees shall be the academic year." That sentence defines the term of contract for one academic year.
 - Section 211.20, Section A (Remember: We are defining TT as probationary), states that faculty can be dismissed before the term of contract without cause.
 - In Section B it says, "Reappointment of probationary appointees shall be at the discretion of the Employer," which means the faculty understanding of a third year review (while faculty are here through that period) is not supported by the document anymore, meaning that faculty could be terminated prior to a third year review without cause with specific dates noted.
 - Section C explains compensation if the appointee is not apprised of the required notice period.
 - The language of Sections A, B, C does match the Interim Personnel Policy, and was not in previous documents. The language matches minor portions of the CBA at U of M, however. They have some provisions for double

severance pay in the event of failure to notify. Additionally, U of M does not define tenurable pre-tenure faculty as probationary; they do not state that the term of appointment is one AY.

- NTT faculty might be hired with a guaranteed three-year appointment while the new TT hire would not be afforded the same consideration.
- The CBA at UM states that NTT/TT faculty are treated with the same kind of appeals and procedures that fully tenured faculty have; that language is missing in our document.
- Carucci asked for comments:
 - Do we have the ability to modify the document to state what the terms are?
 - This document is what we are operating under, now.
 - LOH used to say “three years” but it may have disappeared over time.
 - Old Section 320 definitions are unclear and nebulous, but defined in this most recent document.
 - There is no right of retention or tenure in this document.
 - Singel: Although the document does have a specific process for retention reviews and tenure reviews, the language is not expressed in a way that correctly conveys the hoped for leap. Until you are tenured you are serving at the discretion and this should be modified.
 - References to other sections in the document that govern the language being reviewed would be helpful.
 - Eiger noted that the document should provide verbiage giving faculty, before they received tenure, an option to defend themselves rather than leaving it up to the department chair.
 - Swinford noted that reviewing handbook sections separately does not give a holistic overall view of a policy.
- Swinford made a motion to not vote on the document, take back to JAG for further discussion→seconded→all in favor→unanimously approved.
- Carucci noted that other language modifications will reference the provost as another source for faculty to consult with if they are having differences with their department heads.

Open Floor Discussions – Gary Brester

- Reidy reminded senators that topics for Open Floor senate discussions come through the Faculty Senate Steering Committee.
- Brester, senate member representing AG Econ Econ, discussed the centralization of purchases of supplies and equipment. “The loss of personal choice” for things such as computers, office and lab supplies would be in lieu of saving money and putting those savings back into the academic community.
- Brester asked senate to give serious consideration of such centralization.
 - The move to centralized purchasing would have to yield quantifiable cost savings;
 - Would the savings be through bulk purchase in materials or through reduction in quality of those materials?
 - Expenditures of administrative expenditures (accounting, inventory, insurance, depreciation, new employees) must be properly accounted for.
 - Would the central purchasers know more about the materials that faculty need to be productive than the faculty themselves.

- Removing personal choice threatens productivity and creativity. From studies of centrally-planned economies, when personal choice is removed from political and economic decision making, the same disastrous fate befalls them.
- Bulk discount central purchases for computers have given MSU decent discounts, but taxed at 8%.
 - Commonality for upgrading software is a standard that works.
 - There are quantifiable measures of quality through brands, quantifiable measures of performance through processing speeds, and quantifiable measures of storage capabilities. And, one is still free to go elsewhere if needs cannot be met.
 - Are the discounts enough to pay for the added taxes and the personnel it requires to make the purchases happen?
- Will the level of quantifications for computers be the same for desk chairs, paper and the hundreds of other office supplies the campus community utilizes? Will MSU have more buying power than Staples or be more efficient in delivery than Amazon.com or FEDEX?
 - Is bureaucracy competent in evaluating value/quality tradeoffs and reductions in personal choice?
- Perhaps a better solution to centralization of procurement might be to set up an Amazon Prime account for every department so the MSU community could have access to hundreds of vendors and virtually free next day delivery.
- Ignoring administrative expenses, will we end up with paper that is less expensive?
 - Contracts will go to the lowest bidder and we get paper that jams in our copiers and laser printers.
 - We already have these problems in our current system however, we have the flexibility to find a better vendor with better quality products.
- Brester investigated the policy and procedure for those who order office supplies for the Ag Econ Econ department.
 - The State of Montana has an approved vendor site where Office Max and Staples, among others, provide quotes.
 - The purchaser then shops for the best price.
 - Nine times out of ten, however, the exact same products are usually found cheaper through the daily email flyers sent directly to the Ag Econ Econ office personnel.
- Can a centralized purchasing agent make purchases for lab equipment? Are all lab equipment the same?
- Discussions about reducing the number of choices for statistical software have also transpired. There are large differences among SAS, SPSS, MATLAB and Stada.
- Brester closed by reminding faculty about the virtues of working in a university environment:
 - Affords one the opportunity to be creative;
 - Creation of knowledge through research; and
 - Dissemination of that knowledge through teaching.

To be able to accomplish these goals, one has to be able to choose the best tools for each creative environment.

- The faculty representative on the 12 Update MSU *Procurement Services Group* is Joe Atwood - Jatwood309@gmail.com Please email him with your comments/concerns.

As there was no further business, the meeting adjourned at 5:00 pm.

Signature,
Michael Reidy, Chair

Signature
Randy Babbitt, Chair-elect