

**MONTANA STATE UNIVERSITY
FACULTY COUNCIL MEETING MINUTES
September 15, 2004
301 Reid Hall
Montana State University-Bozeman
4:10-5:00 PM**

Members Present: Ashley, Becker, Bradley, Cherry, Croy, Davis for Erickson, Giroux, Jones, Knight, Lansverk for Bennett, Levy, Lynes-Hayes, Mathenia, McClure, Neeley, Peed, Prawdzienski, Pratt, Taper, Taylor, Thompson for Kevane, Zhu

Member absent: Babcock, Chem/Biochem, Conant, Gipp, HHD, Hoffman, Idzerda, Jackson, Kevane, Kommers, McDermott, Media & Theatre Arts, E. Schmidt, Seymour, D. Weaver, D.J. Young

Others: Bandyopadhyay

Chair Warren Jones called the meeting to order at 4:10 PM. A quorum was present. The minutes of the April 28, 2004 and September 1, 2004 Faculty Council meeting were approved.

CHAIR'S REPORT - Warren L. Jones

- **Highlights of President Gamble's "State of University" address on September 14, 2004** were reviewed:
 - Freshman class is slightly larger than last year.
 - 75% increase in the # of entering freshmen that had an ACT score above 30.
 - Retention of freshmen to sophomore year is up from 70% last year to 73% this year.
 - Retention is partly attributed to faculty.
 - Native American freshmen 23 last year, 49 this year.
 - Montana was graded, and it received an "F" in affordability.
 - Income is so low in Montana that any tuition we charge, would earn us an "F".
 - 35 other states in the union also got an "F".
 - California, with the highest grade, only got a "B".
 - This year we have \$2M in fixed cost increases (utilities, insurance, etc.) that would eliminate any gains from our recruitment and retention efforts.
 - There are five factors for the success of a University, and MSU meets all five.
 - Integrate learning & discovery of knowledge (CORE 2.0).
 - Make students feel welcome by participating in Move-In day and positive interaction with faculty & staff.
 - Quality faculty.
 - Active research; \$88M in FY 04.
 - Geographic setting.

- Explained that the Five Year Plan has numerical goals for many things, except salaries.
- **BOR meeting** September 22, 23 will not consider the Salary Survey during their regular meeting; rather, by the Budget Committee, maybe, on Wednesday afternoon and probably Thursday.
- Light agenda for academic issues this time.
- Also, the Quality Committee report will be heard, but is not expected to progress any further than the Salary Survey.
- Selling bonds on the Biochemistry/Chemistry research building will take place Friday, September 17, 2004.
- Regent Roehm will be asking for a Five Year Vision from the BOR.
- Because Chair Jones and Chair-elect Taylor will be at the BOR, Marvin Lansverk may run the Faculty Council meeting on Wednesday, September 22, 2004.

SYSTEM ISSUES MEETING – Chair-Elect Shannon Taylor

- During the Systems Issues meeting, a PowerPoint presentation was made. Points highlighted from that presentation were:
 - That the BOR will carry forward the idea that we are a quality institution.
 - That MSU is so valuable because we are efficient, we have put off some maintenance, lower priority high-cost items, we pay faculty and staff low market rates, and out-of-state students pay a higher tuition. The high quality of this institution, however, cannot continue on this path.
 - We can increase the quality of MSU by increasing faculty and staff wages.
 - Noted in the presentation are “wages/salary” (what we get paid to do work - ours are low) versus “income” (includes dividends, rental property, returns from investments, retirement pay, etc.). Wages are low because of the low pay; income is high with people moving into state with money and/or people in-state with money in the form of income property, dividends, investment income.
 - Percentage increases in our salary are not as simple as just paying a 5% increase a year. It is much more complicated than we perceive.
 - Lame duck governor will probably present a budget, but it will be discarded with new incoming governor.
 - We should watch House Bill 13, compensation bill for state employees to provide input.
 - We should watch House Bill 2, overall strategy for all agencies.
- Other issues discussed in conjunction with the presentation included:
 - Chair and Chair-Elect are working closely with the Commissioner’s office to “be kept in the loop” regarding compensation negotiations with the university system..
 - Employee contracts and uniformity are being examined by the Commissioner of Higher Education’s labor attorney.
 - Commissioner’s office would like faculty with expertise to testify in Helena on numerous issues.

- Any feedback you may have regarding this presentation, please forward to Cathy Conover, Warren Jones or Shannon Taylor.

ACADEMIC AFFAIRS – Marvin Lansverk, Chair

- Because Chair Jones and Chair-elect Taylor will be at the BOR, Chair Marvin Lansverk will run the Faculty Council meeting on Wednesday, September 22, 2004.
- Discussion will be dominated by Faculty Affairs issues.

DEAN OF STUDENTS – Courtney Stryker

- Some new policies added to the Student Conduct code during the summer, 2004 include:
 - Disruptive behavior clause.
 - Stalking Clause.
- Trends we are seeing.
 - Cheating, and litigation for cheating has increased.
 - To avoid litigation, and if faculty are taking action in conjunction with a cheating student, they should fill out Academic Misconduct Notification Form to guarantee due process and maintain a written record.
 - Psychological problems manifesting themselves in classrooms.
 - Faculty may not speak casually to parents about their children's behavior/appearance unless the student signs a FERPA release form, giving permission to do so.
 - Some coaches at MSU call departments on campus to ask about a student's performance in class. How should this be handled?
 - Athletics have their own form which allows coaches to ask questions, but before answering, ask whether the student has filled out the form.
 - Faculty on campus may talk about students' performances with other faculty on campus, but not with coaches on campus unless the required forms from Athletics are completed. (see above)
 - If outside police are asking questions about students, direct them to University Police.
 - Forms from potential employers and other universities frequently make inquiries about students, and students have usually signed a release so you may be free to answer such inquiries.
- Discussion ensued:
 - *Have there been any discussions about subscribing to databases that search and find plagiarized materials?*
 - No
 - *There is no unilateral release form on campus.*
 - *Posting grades is not allowed. What do you do with graded work such as reports?*
 - Hand them out individually to the student; or
 - Shred or place papers in a burn-bag which is hauled away.

- Questions and inquiries should be directed to Dr. Stryker, ext. 2426

The meeting adjourned at 5:25 PM.

Signature

Warren L. Jones, Chair

Signature

Gale R. Gough, Secretary