

FACULTY SENATE  
FEBRUARY 8, 2012  
LEON JOHNSON 346  
4:10 PM – 5:00 PM  
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA  
Minutes

**Members Present:** Caton (COB), Eitle (Soc/Anthro), Engel (LRES), Frick (Ag/Ed), Gerlach (ChBE), Hatch for Newhouse (Art), Herbeck (Ed), Hostetler (GCP), Kaiser (EEC), Lansverk (Eng), Larson for Sobek (M&IE), Lawrence (Chem/Biochem), Letiecq (HHD), Lynch (Psych), Martin (Mod. Lang), Moreaux (Animal Range), Neumeier (Physics), O'Neill (Architecture), Rossmann (Library), Walker (Math), Schachman (Nursing), Zhu (CS)

**Others Present:** Terry Leist, Tom McCoy, Gail Schontzler, Doug Downs, Dave Roberts, Marilyn Lockhart, Ron Larsen, Richard Smith, Martha Potvin, Cathy Whitlock, Phil Sullivan

Chair Lansverk called the meeting to order at 4:10 PM. A quorum was present.

**Announcements:**

The BoR has formed a task force to work on faculty/staff recruitment and retention efforts, to aid planning for the upcoming legislative session. A Compensation Focus Group meeting will be held on our campus on February 15, chaired by Regent Robinson. In preparation for this meeting, a set of questions was circulated to the Focus Group members (which includes statewide representatives from the various employee groups, including union and governance representatives, plus three regents, and the two flagship presidents. As the Chair of MUSFAR this year, Marvin Lansverk will be attending this focus group. To facilitate his response to the questions, they will be sent around to FS members to answer and to forward to their colleagues. Please email responses to [gough@montana.edu](mailto:gough@montana.edu)

The Gallatin College Programs Core Certificate discussion and vote will be on next week's agenda. Lansverk will send out a motion, in advance, to aid in those discussions.

The Nominating Committee will be emailing FS for help in either recruiting or volunteering for openings on university committees.

Eitle asked FS members to look at the MSU Strategic Plan online and provide feedback to the committee by hitting the "general" button on the website.

**Budget Update Council Processes:**

Interim VP of Admin & Finance, Terry Leist, informed FS of a change in practice with respect to the 4% admin fee on designated and non-state accounts, specifically F&A (facilities & administrative costs) accounts. The admin fee will be taken off the top and not taken after the total amount is awarded. This policy will also apply to startup accounts.

Regarding the budget investment proposals, Leist stated that there were 78 proposals, a few of which specified money for new faculty lines. Those proposals were deemed to be under the purview of the Provost's office, and its separate academic budget, so they were sent there, not to be considered in this proposal process. The major goal of the Budget Council is to infuse as much money into academic affairs as possible; the university system goal requires that 50% of our general fund money (state and students) be invested in instruction. Currently, MSU is at 48.2% and it is with those funds, then, that would determine which faculty lines would receive funding.

On other matters, a FS member asked Leist to comment on why a recent donated sick leave for pregnancy leave was denied. Leist stated the decision was a function of policy, and a group will be formed to examine the issue.

Leist also discussed the eventual goal for GCP would be to self-fund, with more of their tuition flowing back into their operations. Money brought from Great Falls for GCP was matched by MSU. Budgeting/funds from the COHE for the GCP, has not yet been allocated, and is pending until GCP presents their course proposals.

**Research Council Update - Tom McCoy:**

Research Council is currently working on policies to foster interdisciplinary research initiatives at MSU, and McCoy presented a draft set of recommendations for FS discussion. As background, McCoy explained that nationally, funding agencies are focusing more and more on interdisciplinary education. The new director of the NSF INSPIRES Program funds projects which examine barriers in universities and proposes how to reduce them. Given this, MSU is working to create methods whereby faculty may have joint appointments between two departments (or between a department and a center). A guiding principle is that faculty will still have a main obligation to the home department. But Faculty will then be reviewed by both units, with input from the other

department (or center) becoming part of their home department's annual review and P&T documentation. Reviews and rewards will be adequately described. Other elements in the list of proposals include: F&A would be distributed among participating faculty members' (in institutes/centers) home departments. Regarding centers/institutes, indirect cost returns would become part of collective participating centers with a percentage of returns from F&A. An annual assessment by McCoy, Provost, Deans would determine what the support for that center would be and would not negatively impact a department relative to their actual expenditures/F&A are for the prior year (and what determines funding for the following year).

Discussions ensued:

- What is the advantage to having joint appointments between two departments?  
Interdisciplinary activities present a collaborative opportunity for the faculty member, as well as students, and improve outcomes. In the past, however, not all departments have embraced this philosophy, however. Some Department Heads have refused to consider work done "outside the department" as relevant for departmental annual reviews, a culture that needs to change.
- Changes in policies will necessitate discussions with the unions and may entail having departments redo their role & scopes and implementing reviews in a different way.
- What would happen if faculty encounters a negative annual review from the interdisciplinary department? McCoy stated that the essential component to monitor that kind of action would be an in-depth annual review to determine if the faculty member is not doing well in the interdisciplinary department during their very first year and, therefore, should not continue.
- Workload split between departments should be considered.
- Would joint appointment be a policy or be imbedded in the departmental role & scope document? McCoy stated joint appointments would not be mandatory and implementation would be more philosophical; he welcomes input from FS.

The Faculty Senate meeting ended at 5:00 pm, as there was no further business.

Signature

*Marvin Lansverk, Chair*

*John Neumeier, Chair-elect*

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