

Faculty Senate Meeting Minutes
Monday, January 30, 2017, 3:30-5:00
STC Board Room
Faculty Senators & Administration

- Call to order: Megan Chilson, Erin Zavitz, Deb Hedeem, Ashley Karlson, Michael Hengler, Linda Lyon, Delany Hansen, Tyler Seacrest, Megan Kelly, Beth Weatherby, Delena Norris-Tull, Karl Ulrich
- Karl moves to approve the minutes from December 19, Erin seconds. Motion passes.
- Items from the Chancellor
 - If any academic departments have large, essential expenses in the near future, please inform the budget committee.
 - A very important week regarding the legislative session is underway – the presidents of UM and Montana State meet with the legislature and talk through the entire budget.
 - The John Ruffato Business startup challenge, based at UM, wants to increase involvement from UMW and across the state.
- Items from the Provost
 - Five searches underway. Candidates who visit campus will now receive a basket with a welcome note from the chancellor as well as food and drink in their hotel room.
 - Regarding faculty on one-year contracts
 - Each faculty on a one-year contract was notified, in person by the Provost, that their contract was ending in May and that UMW could not currently commit to giving them another contract
 - While Deb currently expects all the faculty in this position to be given another contract, it depends on the legislature.
 - A tuition increase may be possible for additional funding – won't know until May.
 - Another potential budgetary positive is that appropriations are now in the hands of the commissioner, and UMW's budget may not be tied as closely to UM's FTE.
 - At least until these faculty are rehired, the published schedules will list their courses as being taught by "STAFF".
 - Future course load for faculty will be limited to 16 credits per semester
 - Thesis and internship work may allow to go a bit beyond the 16 credits per semester, but there will likely be a limit to thesis and internship overload as well.
 - Faculty forum scheduled for Wednesday, February 8. Topics to be announced by email.
 - It was requested we get an update on accreditation.
 - ExperienceOne Institute
 - There may be a taskforce developed to work on this. Though while there is a lot of faculty excitement for this idea, faculty are also feel overbooked.

- It was suggested that release time or stipends be given to faculty for grant writing associated with this. The institute won't really get started until we secure outside funding.
- Anti-discrimination statement
 - Jack Kirkley created a draft of an anti-discrimination statement for the Faculty Association and asked if Faculty Senate would like to make it a joint statement.
 - This is in response and support of a similar statement put forward by the Student Senate late last fall.
 - Send potential changes to Jack – we'll vote on it next time.
- N grades for academic disciplinary procedures
 - The N grade is now an option when faculty assign a final grade to a student. It is used when there are academic disciplinary investigations or appeals currently in progress that may affect a student's final grade.
 - We agreed to get the word out on this change – Charity will send an email but we should also inform our departments.
- Bookstore Taskforce
 - In regards to the taskforce to reimagine the bookstore and make it more financially sound, Erin has agreed to be on the taskforce.
- New Curriculum Proposal Form
 - Linda suggested we formally move to approve the new Curriculum Proposal form.
 - Megan moved to accept the new Curriculum Proposal form that “smushes” all the various curriculum forms (on-campus and off-campus) into one form.
 - Michael amended the motion to include that any future changes in the off-campus forms be automatically incorporated into our form.
 - The motion passed unanimously.
- Good of the order
- Delena moves to adjourn, Karl seconds. We then went off to brainstorm a motto for Faculty Senate. Here were the top five we decided against using:
 5. UMW Faculty Senate: Rejecting Curriculum Proposals since 2005.
 4. UMW Faculty Senate: **It's not our fault, we're** just an advising body!
 3. UMW Faculty Senate: **Comprised of the faculty who are the slowest at saying “not it”!**
 2. UMW Faculty Senate: Slightly less dysfunctional than the US Senate!
 1. UMW Faculty Senate: **Let's ask for free food!**

----- PROPOSED DRAFT STATEMENT OF ANTI-DISCRIMINATION -----

In light of recent events that have caused public concern about the potential for an increase in discriminatory and/or hate-based actions in Montana and elsewhere in our nation, we, the members of The University of Montana-Western Faculty Association, do affirm our commitment to promote a safe, welcoming and non-discriminatory environment to all people on our campus, and we pledge to embrace these same values of fairness and equality as members of the Dillon community.

Our commitment to fair and equal treatment for all people is reflected in the "Nondiscrimination" statement within our legally-binding contract, known as the Collective Bargaining Agreement (CBA), involving Western's unionized faculty and the Montana University System, which states, in part, that:

Neither the Commissioner, the Administration, nor the Association shall discriminate on the basis of race, creed, color, national origin, religion, gender, physical disability, age, marital status or political beliefs.

Furthermore, the commitment of our faculty, staff and administration to the promotion of a safe, respectful and collegial campus environment is also reflected within the Academic Freedom section of our CBA, which states, in part, that:

As a member of the faculty, each person is expected to relate in a professional manner with colleagues, staff, students and all others within the academic community. The expectation of professional and collegial behavior by faculty shall, likewise, be reciprocal for UM-Western Administrators and staff, whereby they should relate to faculty in the same respectfully professional manner. Faculty shall not be subject to abuse, threats, intimidation, bullying, discrimination or other types of unprofessional behavior. The rightful expectation of a healthy and safe workplace must include the expectation of a collegial working environment that embodies the principles of professionalism and non-discrimination.

We also wish to endorse the non-discrimination, anti-hate "Resolution" that was recently drafted and adopted by the Associated Students of UM-Western (December 5, 2016), and we wish to commend those student leaders for taking the initiative to clearly express these important values. We also wish to express our appreciation to all of our students who are proactive in helping to make Western a safe and welcoming place for all those who come here.

In addition, our union faculty members wish to express our support for the concepts of fairness and non-discrimination that were expressed within the widely disseminated, bipartisan "Open Letter from Montana's Elected Leaders" (December 27, 2016), which firmly stated that Montana's citizens should reject any and all kinds of discriminatory messages and/or actions that reflect and/or promote ignorance, hatred, threats, and intimidation against others, while also urging all Montanans to work together to eradicate all forms of discrimination, racism and intolerance.

We hold these principles of equality and non-discrimination to be both self-evident and absolutely essential for the promotion of a free society and a productive educational environment.