

Faculty Senate Meeting Minutes
Monday, February 27, 2017, 3:30-5:00
STC Board Room
Faculty Senators & Administration

- Call to order: Megan Chilson, Erin Zavitz, Delena Norris-Tull, Megan Kelly, Kelsie Field, Linda Lyon, Ashley Carlson, Michael Hengler, Tyler Seacrest, Beth Weatherby, Fred Chilson, Karl Ulrich, Deb Hedeem
- Fred moves to approve the minutes from February 13, Delena seconds.
- Kelsie Field, ASUMW Vice President, will attend Faculty Senate meetings for the rest of the semester in place of Delaney Hansen because of student teaching.
- Notes from the Chancellor
 - The legislature is hammering out the budget. The current proposal includes a \$23 million shortfall for the MUS, but it likely won't end up at that number.
 - Kent Ord is moving to Tucson.
 - Hillary Lowe is coordinating marketing projects – send her all information regarding website stories, posters, advertising, mailings, and press releases.
 - Saul Mastandrea has identified three students who have been writing stories for the website.
 - Kudos to Saul for improvements to the website.
 - The search for Kent's replacement will start soon, as well as a replacement for Rainier's position.
 - University of Montana President search is underway.
 - The committee has met with the consulting firm, and the advertisement will go out soon. The timeline has been set, and it is a long process that will go into next fall.
- Notes from the Provost
 - Faculty Fellow for the ExperienceOne institute
 - This is a proposal for a one year appointment for 2017-2018 taken from our current pool of faculty.
 - There would be no teaching duties, and instead they would write grants, build the foundation, create documents, orient new faculty, and perhaps some other duties.
 - Workflow and communications chart
 - This is a document that describes how communication flows through various campus committees which will be finalized soon.
 - Unit Standard updates are due soon; program assessment reports are due at the end of April (though perhaps this could be postponed if a department uses data going through the end of the year).
 - There are some changes that need to be made to class evaluations.

- Need to more explicitly include experiential learning
 - Need to integrate online and face-to-face evaluation tools.
- Student Elections
 - Kelsie would appreciate faculty help in encouraging students to run for student senate and encouraging voting. Perhaps create a 10-minute window during class on March 22 to vote. Voting is easy – just go to ASUMW.org.
- Scheduling
 - HPSS was hoping for more flexibility in faculty schedules while still meeting the needs of the University.
 - Some ideas that were floated around:
 - Communicate clearly to faculty the bottlenecks when it comes to scheduling and allow us the time to creatively solve those issues while meeting faculty needs as well.
 - Studies show that very early morning classes aren't as productive for college age kids – could we push back the starting time of morning classes?
 - Traditionally food services and athletics have had problems with moving this time.
 - Classroom space can be a problem. Could we have night block classes when classrooms are not normally used?
 - How would IT problems be handled?
- Anti-discriminatory Statement
 - Ashley moved to approve, Linda seconded.
 - Motion passed unanimously.
- First reading of CP 3: Adding NUTR 211
 - Biology and environmental science had the potential issue of this class taking away from enrollment in their general education classes, but currently there is a need for more science gen-eds and this would not be offered very much, so it seems like it is currently a non-issue.
- Good of the Order
 - Board of Regents meeting in Helena March 9th and 10th.
 - Four more Faculty Senate meetings of the year.
- Karl moves to adjourn, Linda seconds. We then congratulated Michael Hengler for navigating the non-transparent process of implementing several new degrees in glass. It had been a real trial by fire – he'd gotten scorched many times – but he never cracked!

----- 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, along with The University of Montana Western Faculty Senate, 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. Specifically, we endorse the following nondiscrimination statement:

The faculty represented by the Faculty Association and the Faculty Senate shall not discriminate on the basis of race, creed, color, national origin, religion, gender, physical disability, age, marital status, political beliefs, gender identity, gender expression, sexual orientation or veteran status.

This statement is based on the "**Nondiscrimination**" statement within our legally-binding contract, known as the Collective Bargaining Agreement (CBA), an agreement between Western's unionized faculty and the Montana University System. This nondiscrimination statement, which has appeared in Western's CBA contract since at least the mid-1970's. Furthermore, the commitment of our faculty, staff and administration to promote 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, adopted and disseminated 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, faculty, staff and administrators who proactively help to make Western a safe and welcoming place for all people who come to our campus.

In addition, our 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.