Welcome to Faculty Senate!

Stephanie McCalla

Faculty Senate Chair

Chemical & Biological Engineering

Rob Maher

Faculty Senate Chair-Elect

Electrical & Computer Engineering

Gentle Reminders

- Faculty Senate is an open and public meeting

- Please, only Senators speak in the meeting, unless you are specifically called on by the Chair or Chair-elect to speak

- Please let others speak; everyone should get a chance to speak before someone else speaks twice.

- Public may address the Senate at end of the meeting during public comment

- Be kind to each other.

Approval of FS Minutes from October 23, 2024

- Do I have a motion to approve? Second?

- Any discussion?

- All those in favor of the motion indicate by saying aye

- Those not in favor of the motion indicate by saying nay

- Any abstaining?

FYI Items

- Founders day awards nomination deadline is November 15

- Finalists for CLS Dean's search are visiting campus this week
  - Nov 5-8 in Animal Bioscience 138 (7th) and NAH Inspiration Hall (8th) 4:15-5:00 pm
  - Survey feedback is due by 9 a.m. Tuesday, Nov. 12.

FYI item: Faculty Advising Working Group

- Accreditation report included comments on faculty advising
  - **Not adequately assessed/no standard assessment**

- Working Group led by Rob Maher and Administrator
  - Need significant faculty membership!
  - **At least one member per college, perhaps more for large colleges**
  - Subset will attend a workshop on faculty advising in January
    - NACADA Annual Assessment Institute that is scheduled for Jan. 29-31, 2025 in Kansas City, MO
  - Note this may **impact faculty workload and advising responsibilities**

Discussion and Ice Breaker

What is your strategy for surviving the last month of the semester?

Informational Update: Graduate Council

- Grad Council approved new doctoral student deadlines
    - PhD students need to have advisor (committee chair) by end of 2nd semester
    - PhD students need to have full supervisory committee by end of 3rd semester

- Council discussed doctoral "time-to-degree" statistics.
    - Grad Dean would like to see doctoral degree in ~5 years or fewer.
    - Some programs average 4 years, some up to 6 years.
    - Differences based upon field of work, full/part time, MS degree enroute, etc.

- Grad course and program approvals continue

Informational Update: University Council

Mission: Ensure institutional policies and procedures support the university's strategic plan and land grant mission.

Meets monthly, one faculty rep (faculty senate chair)

Policies considered can be found on the UC website: https://www.montana.edu/universitycouncil/proposed-policies/index.html

Meeting November 6, 2024

1. Tracy Dougher presented "student location policy", which is required if we do distance learning – second reading, passed unanimously
   - Define students as falling under distance learning by zip code, not mileage

2. Change of name: Office of Research Compliance (ORC) → Research Integrity and Compliance (RIC)

3. Graduate Fair November 8-14th, includes participation from other MT Universities (Dean Ogilvie)

https://www.montana.edu/universitycouncil/

Informational Update: Hiring and Benefits

Jeannette Grey Gilbert, Chief Human Resources Officer

Mary Lachenbruch, OCHE and Executive Director of Insurance & Benefits

Hiring Remote Employees – 20,000 foot view

- MCA prevents hiring classified employees who reside out of state

- Contract employees residing out-of-state may be hired but restricted:
  - Board of Regents remote work policy
  - MSU must comply with labor and employment laws of any state where employee working

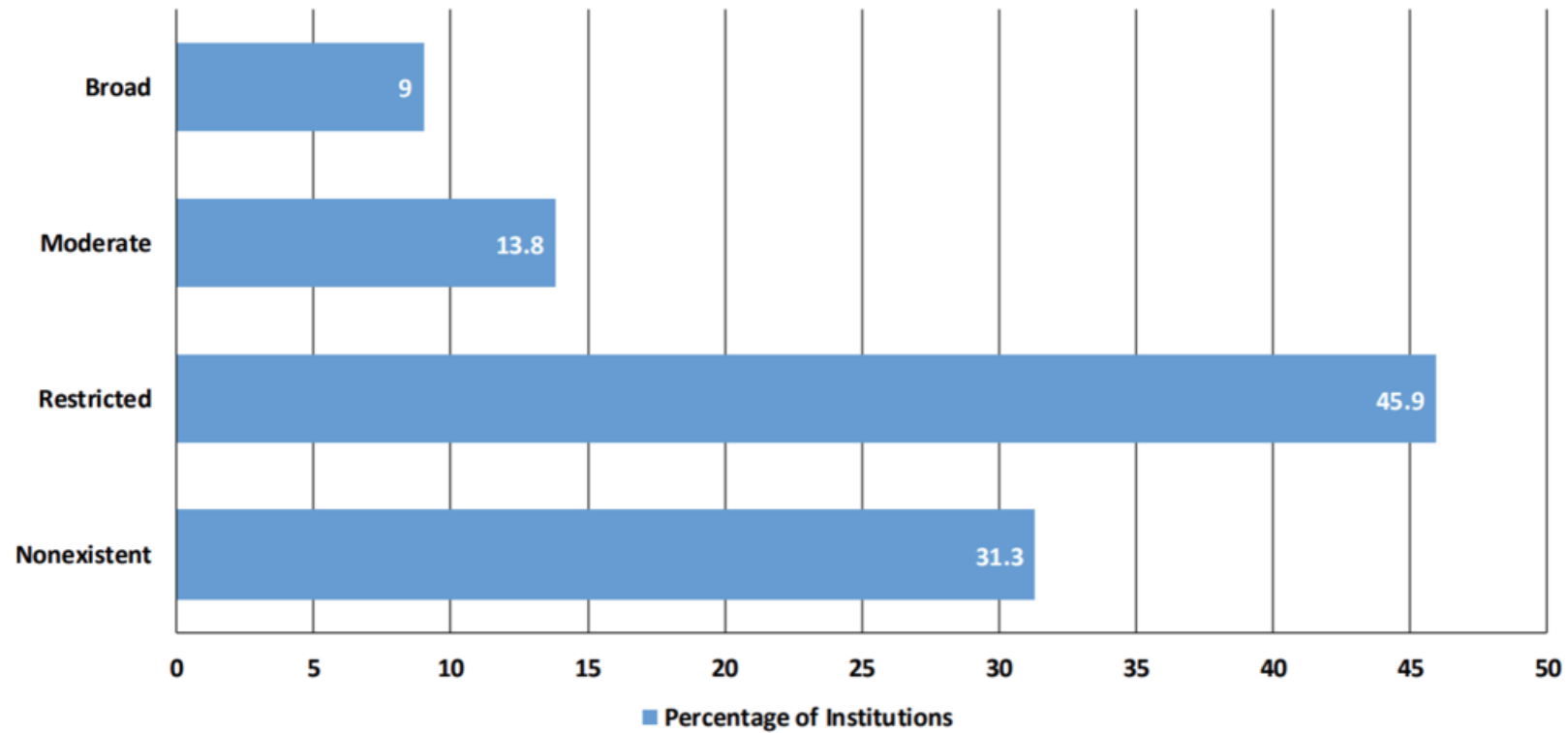# Legal Considerations for Multi-state Workforce

- Employment and labor laws
  - Minimum wage
    - Example: localities in WA state minimum wage > $21/hr.
  - Workers' compensation coverage
  - Pay transparency laws
  - State disability and paid family medical leave deductions
    - May conflict with MT law and/or MSU policy
  - Benefits complications potentially
  - IT security concerns

- Tax compliance
  - State and local taxes
  - Vary greatly, change frequently

- State-specific laws regarding remote work
  - For example, CA requires employer pay for all remote expenses, home office and internet
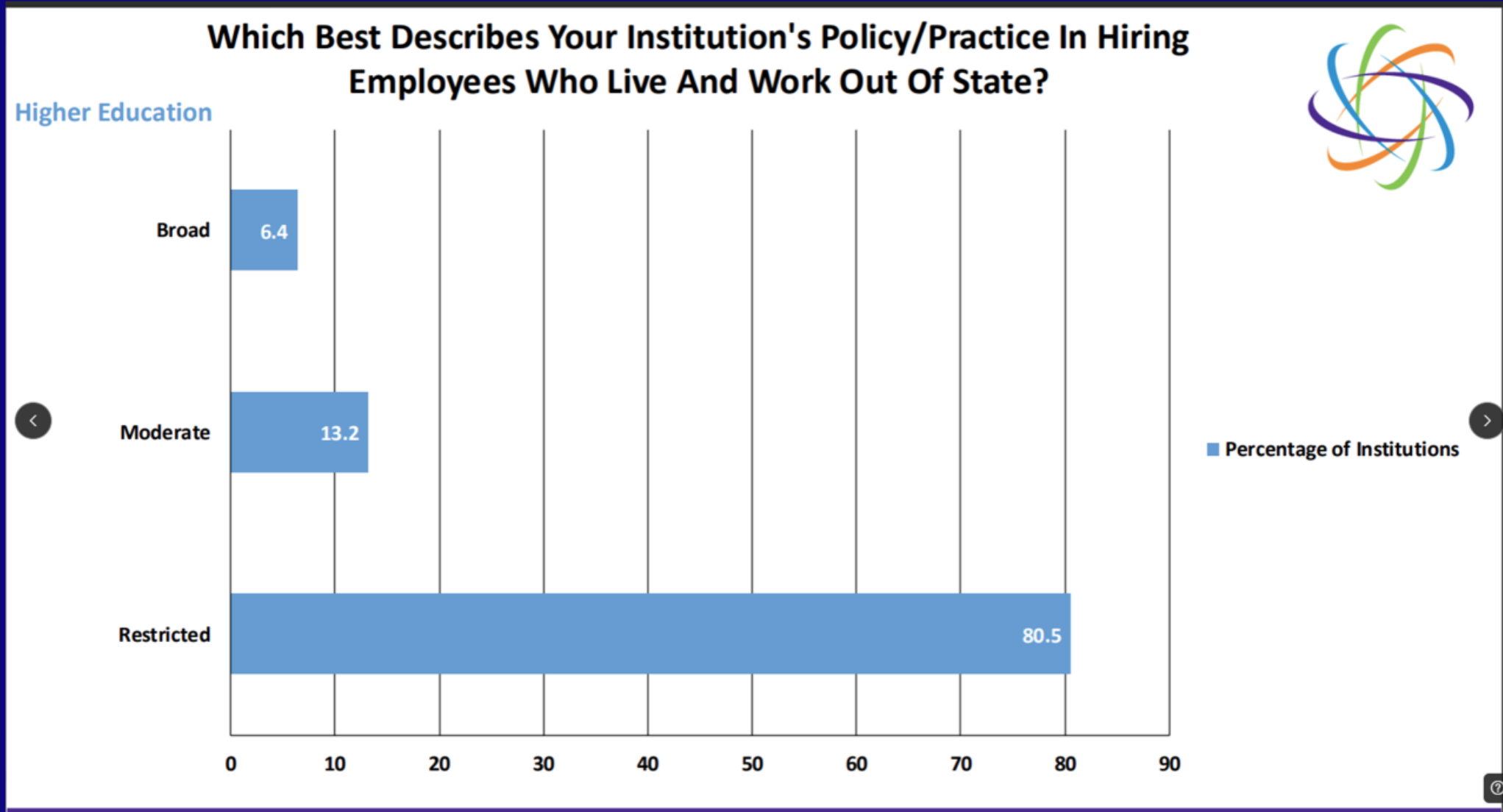
Trends in Higher Ed

Which Description Best Describes Your Institution's Policy/Practice In Recruiting Employees Who Live And Work Out Of State?

Higher Education

- Broad: 9
- Moderate: 13.8
- Restricted: 45.9
- Nonexistent: 31.3

■ Percentage of Institutions

Trends in Higher Ed

Current MSU Strategy

- Allow limited out-of-state employment to keep up with compliance obligations and to be consistent with being a public employer in the State of Montana

- Prioritize:
  - Instructor positions, particularly in online program
  - Positions where worksite is out-of-state, Research Centers

- For instructional position that out-of-state resident is most qualified candidate, work with HRBP
  - HR will need all details and thorough review in advance of hire

Old Business

Old Business

- Proposal—Second Reading:
  Institute for National Security Research and Education (INSRE)

- https://www.montana.edu/research/Centers_and_Institutes.html

Old Business

- Proposal—Second Reading:
  Institute for National Security Research and Education (INSRE)
  - *"INSRE will serve as a central campus hub for communication, mentoring, networking and collaboration, and access to appropriate infrastructure to support both classified and controlled unclassified work in support of national security efforts…"*
  - *Mission Statement: "INSRE will strengthen national security by delivering technologies, developing educators, and preparing leaders who will contribute to safeguarding the future of Montana and the nation."*

Undergraduate Courses and Programs

Courses – First Reading

AGTE 422: Data Analysis and Management for Digital Agriculture

ARCH 113: Introduction to Architecture Professional Practice & Career

ARCH 161: Introduction to Architectural Graphics

ERTH 462: Advanced Geomorphology

FILM 353: Advanced Television Production

HTR 350: Hospitality Purchasing & Cost Control

HTR 365: Entrepreneurship & Innovation in the Hospitality Industry

SOCI 444: Sociology of Trafficking and Erotic Labor

TE 303: Circuit Construction and Troubleshooting

Courses – Second Reading

CSCI 118: School of Computing Introduction

GEO 401: Phylogenetics

Graduate Courses and Programs

Courses – Second Reading

AMST 575: Professional Paper

GPHY 571: Data Science for Climate and Sustainability Analysis

HDFS 525: Family Finance and Resource Management: Teaching & Outreach

HDFS 530: Culinary and Nutrition Instruction in Family and Consumer Sciences

Courses Changes – First Reading

AMST 590: Master's Thesis
- Credit range changed from 1-10 to 1-9

Senate Open Discussion

Public Comment

(Two minutes per person)