

Faculty Senate Agenda
2/11/2022
10:00-11:10 via Microsoft Teams

Attendance

Members: Jana Parsons, Daisy Gibson, Brad Bechard, Mark Plante, Melissa Wells

Invited guests:

CEO/Dean Stephanie Erdmann or designee,
Director of Trades Joel Sims,
Registrar Dena Wagner-Fossen,
Director of Operations Carmen Roberts or designee

Other Campus Attendees:

Brenda Canine, Elyssa Wassmann, Kris Hancke, Michael Walker, Tina Gambhir, Toni Quinn

Guest			
Time	Topic	Intended Outcome(s)	Responsible
15 minutes	CEO/Dean Report	Provide updates on system- and campus- level initiatives and changes	Dr. Erdmann

Standing Items			
Time	Topic	Intended Outcome(s)	Responsible
5 minutes	<p>Policy review/revision - second reading and vote</p> <p>Minor Changes: 204.2 Piloting Courses—changes to formatting 206.1 Cadaver—changes to formatting & language for clarity 212.1 Prerequisites—changes to formatting 213.1 Waitlist—procedure separated out 405.4 Campus Security & Safety—procedure/non-policy text removed</p> <p>Policies for Removal</p> <p>302.1 Equal Opportunity—replaced by 401.2 Discrimination, Harassment, & Retaliation policy</p> <p>401.1 Equal Opportunity-- replaced by 401.2 Discrimination, Harassment, & Retaliation policy</p>	Revise campus approved campus policies so that they are consistent, remove procedure, are in line with current practice and MUS and state law and policy.	Carmen Roberts or designee

	<p>401.3 Procedures for Resolving Complaints of Unlawful Discrimination—covered by procedure 401.2.1</p> <p>403.7 Outside Employment—covered by 402.4 Conflict of Interest</p> <p>407.4 Personal business—covered by state law, so policy unnecessary</p>		
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Agenda			
Time	Topic	Intended Outcome(s)	Responsible

Notes		
Topic	Discussion	Action
Meeting Called to order at 9:56am		
Approval of Minutes from 1/28/2022		Motion to approve – Mark Plante Seconded by Brad Bechard Minutes approved
Policy review/revision - second reading and vote	<p>Minor Changes:</p> <p>204.2 Piloting Courses—changes to formatting</p> <p>206.1 Cadaver—changes to formatting & language for clarity</p> <p>212.1 Prerequisites—changes to formatting</p> <p>213.1 Waitlist—procedure separated out</p> <p>405.4 Campus Security & Safety—procedure/non-policy text removed</p> <p>Policies for Removal</p> <p>302.1 Equal Opportunity—replaced by 401.2 Discrimination, Harassment, & Retaliation policy</p> <p>401.1 Equal Opportunity-- replaced by 401.2 Discrimination, Harassment, & Retaliation policy</p> <p>401.3 Procedures for Resolving Complaints of Unlawful Discrimination—covered by procedure 401.2.1</p> <p>403.7 Outside Employment—covered by 402.4 Conflict of Interest</p>	<p>Motion to approved proposed changes, minor changes and remove policies that were read at last meeting.</p> <p>Motion – Brad Bechard 2nd – Mark Plante Motion passes.</p> <p>Carmen – note to follow up on responsibilities as public employee from last meeting. I will bring forward a brand new policy that outlines those responsibilities using language already used by MSU Bozeman. Hope to have that for FS by the next</p>

	<p>407.4 Personal business—covered by state law, so policy unnecessary</p>	<p>meeting, if not then, by the end of the academic year.</p>
<p>CEO/Dean Report</p>	<p>Three categories of the Strategic Plan: Inclusivity, Opportunities and Excellence.</p> <p>8 goals within those categories that have been solidified for our next strategic plan</p> <p>Next step – setting metrics: Executive Team has come up with some examples of measuring these items and sent to the CAC Team to create over-arching metrics. Those metrics will have the goal and the action item within it and how it will be measured. From there the Strategic Plan goes to Departments to create their Department Action Plan that will help move that dial on the metric. Trying to get every individual at Great Falls College thinking about the three buckets, the goals and the metrics. And targeting our work efforts to move that dial in an upward trend.</p> <p>Metrics will be out in the next 6-8 weeks.</p> <p>Goal is to kick this off July 1, 2022 and visit about it at the August 2022 Convocation.</p> <p>Hopeful that to have extensive participation from the Department members. Would like to see individual faculty goals tie into the Strategic Plan goals.</p> <p>The three Categories and eight Goals associated:</p> <p><u>Inclusivity:</u> Goal 1: Clear the path for students to accomplish their educational goals. Goal 2: Foster an environment that celebrates student resiliency Goal 3: Create excitement for campus activities and events</p> <p><u>Opportunities:</u> Goal 1: Distinguish Great Falls College by building brand recognition and community awareness through consistent design and promotion. Goal 2: Intentionally target populations to support strategic initiatives. Goal 3: Develop opportunities to connect alumni with one another and Great Falls College</p> <p><u>Excellence:</u></p>	<p>Dr. Erdmann</p>

	<p>Goal 1: Seek and encourage innovation in the work of the college.</p> <p>Goal 2: Align human, physical, and financial resources to support strategic plan initiatives.</p>	
Night Out for Science	<p>Very Excited that Night out for Science is a go this year!</p> <p>If you have a talent and would like to provide an item for the silent auction, please do so!</p>	Dr. Erdmann
Committees on Campus	<p>Dr. Erdmann presented a flow chart of committees. Hope to coincide with new Strategic Plan on July 1, 2022 or in August 2022.</p> <p>The Committee/Subcommittee structure that was in place when she arrived at Great Falls College is unique to anything she has ever seen. From which questions arose: are they really a committee or a work group, do we need a different structure, once you are on a committee are you there forever?</p> <p>New Draft of a Committee Structure was presented with four groups:</p> <p>Councils: A group of people who come together to consult, deliberate, and make decisions.</p> <ul style="list-style-type: none"> Executive Council College Council Curriculum Council <p>Standing Committees: A Group of people entrusted with a specific charge to fulfill the mission of the College.</p> <ul style="list-style-type: none"> Administrative Program Review Diversity, Equity, & Inclusion D.R.E.A.M Determine Retention & Educational AttainMent Employee Appreciation Faculty Senate Internal Academic Program Review Perkins Committee Safety Staff Senate StAR Strategic Analysis & Reporting Strategic Enrollment Management Student Government Student learning Assessmen Tenure and Promotion <p>Advisory Boards: A structured and collaborative method to engage with external advisors. Advisory Boards can act as sounding boards.</p> <ul style="list-style-type: none"> Development Board Program Advisory Boards 	<p>Please watch the recording of the Faculty Senate meeting for yourself. It was a very informative discussion regarding the DRAFT of the new committee structure on campus and the reasoning behind it.</p>

Work Group: A temporary sub-group of a council or committee created to complete a particular project in a specified time-frame.

Recommendations for Faculty Senate:

The Faculty Senate frames policies, procedures, and standards of the Faculty Handbook, professional development, and instruction. The Faculty Senate serves to enhance communication between MSU faculty, administration, other student support departments, and students.

- Input on University resources as related to instruction
- General economic (maybe remove this word) well-being of faculty
- Professional faculty development
- Educational resources
- Learning Environments
- Addition at FS meeting: How to incorporate the concept of share governance?

Discussion:

Dr. Erdmann definitely wants faculty voices to be heard. Whether that is through Faculty Senate or whether it is through other parameters through the committee restructuring. Fostering a positive teaching and learning environment.

Discussion ensued regarding shared governance and how faculty should be heard and involved in leadership or chairing of committees. If shared governance is to be achieved, faculty will have to be involved and participate on committees such as CPBAC council where decision are made. Items that Faculty Senate would like to have brought forward, would be brought through College Council (curriculum side of campus), which is campus wide, not just Executive Council (administrative side of campus), that is where Dr. Erdmann feels shared governance could be achieved, but people have to be engaged. Faculty feel that people would engage if they didn't feel they would be punished or shut down. When the groups have real designated authority to make recommendations or move things forward, faculty feel they will engage. This is a good way to change course and find that agency we have been missing.

Also discussed was that Faculty Senate should possibly have authority over Educational resources and learning environments. More discussion to come.

Dr. Erdmann – in regards to Curriculum Committee, she would like the committee to make the structure but wants them to provide cohesive, clear, consistent communications campus wide.

In regards to routing of requests and recommendations under the new structure, the thought is committees would not report to committees. If there is something to come forward, committees would be sponsored by a member of either College Council, Executive Council, or Curriculum Council, depending on the item.

	<p>We need a designated person for grants, either shared person with another campus, or put money toward a position for professional development, a Professional development pool.</p> <p>Budget – Question: How are we going to align our resources to our Strategic Plan and how will that be communicated. Will it solely be an Executive role or will other councils/committees be involved. Response: Hasn't been determined yet but potentially see it as collaborative decision.</p> <p>Request was made from Faculty to clarify specific Council roles and responsibilities. Dr. Erdmann shared the document produced for College Council showing purpose, responsibilities and members. Updated slides showing current and proposed structure changes will be forthcoming and shared with faculty.</p> <p>Any questions can be directed to Dr. Erdmann or Jana Parsons.</p> <p><u>Please refer to the meeting recording for more in-depth detail for all items discussed.</u></p>	
Adjourn at 11:10		Motion by Mark Plante