



MINUTES
Montana Board of Regents
The University of Montana-Western
March 4-5, 2010

Thursday, March 4, 2010

Roll call indicated a quorum present.

Regents present: Chairman Stephen Barrett, Vice-Chair Clay Christian, Regents Lynn Hamilton, Todd Buchanan, Robert Barnosky, and Angela McLean. Commissioner Sheila Stearns *ex officio* was also present. Governor Brian Schweitzer, *ex officio*, was represented by Dan Villa. Superintendent of Public Instruction Denise Juneau, *ex officio*, was represented by Joyce Silverthorne.

Regent Lynn Hamilton moved approval of the minutes of the January 14, January 28 conference call and February 17, 2010 meetings. Motion approved 7-0.

Opening remarks by Chairman Barrett focused on the budget state of affairs throughout Montana. He reminded the board that difficult decisions will need to be made.

Commissioner's Report

Commissioner Sheila Stearns introduced the newly appointed Regent Angela McLean, who was appointed to replace former Regent Lila Taylor.

- Communications

Commissioner Stearns highlighted various communication avenues with legislators, including letters to nearly 200 legislative candidates, informative one-page documents on topics such as transferability and distance education, and a two-page document on the Montana University System (MUS) enrollment, budgets and governance. She also highlighted examples in the written campus reports that relate specifically to the MUS strategic plan.

- BOR 2012-2013 Meeting Dates

The Board agreed via consensus on the proposed meeting dates for 2012 and 2013.

- Legislative Update

Deputy Commissioner Mick Robinson reported on numerous legislative meetings in Helena this week including the Environmental Quality Committee (EQC), Legislative Finance Committee, and the Legislative Audit Committee in which both UM-Missoula MSU-Bozeman and the MUS Workers Compensation had unqualified audits. Members of the commissioner's office will be participating in the Education and Local Government committee in which shared leadership goals will be addressed.

- Trust Lands Update



Commissioner Stearns explained that the effort to keep our trust lands working for us as Congress intended is an on-going process. She noted that the cabin site lessees are now seeking assistance from the legislature's Environmental Quality Council; discussion is underway today, March 4, on this issue, and proposals may emerge in the next legislative session in regard to lease rates and their relationship to fair-market value.

- Spring enrollment

Associate Commissioner Tyler Trevor reported the MUS has grown by 8% this past year, due to an increase of 3,000 students. President George Dennison noted that growth students at UM, required an additional 150 class sections.

President Dennison referenced a series of articles about reform and reinvention in higher education that he distributed to the board and that were written from the viewpoint of presidents and chancellors.

System Action Items / Information

- a. BOR Strategic Plan Update *ITEM 146-108-R0310*

Chairman Barrett reminded the board of the need to look at this document carefully as it is the guiding document which staff uses as direction.

Mr. Trevor stated that the area of research and development does not cover everything the MUS does and is an area the system office will work on with the campuses. The board reached consensus on the need to add another section to the strategic plan focused on graduate education.

Mr. Trevor stressed the importance of having an integrated information system to achieve the third goal to improve the accuracy, consistency and accessibility of system data.

Dan Villa, Governor's Education Policy Advisory, explained that the Office of the Commissioner of Higher Education, governor's office, Department of Labor, Department of Health and Human Services, and Office of Public Instruction applied for a joint grant for a P-20 data system. He said the intent is to track effectiveness of pre-kindergarten programs through higher education and the workforce. The state of Montana has \$4 million for the project and the grant requests an additional \$9 million from the federal government. The awardees have not been announced yet.

Mr. Trevor stated that the biennial review and update of the budget allocation model is consistent with state and system policy goals. He said Deputy Commissioner Robinson heading this up and has already been working with others on it.

Regent Hamilton requested that the commissioner's office gather information on the real cost of higher education to enable the board to see different metrics showing the true costs students and families are facing. She added that as a result of not receiving significant state funding, perhaps it is time to begin conversations about need-based aid. She requested including measureable need-based aid components in the strategic plan.



Dean Joe Schaeffer encouraged the board to be mindful of how the campuses are acting on the data and decisions. Provost Royce Engstrom encouraged the addition of the role and importance of graduation education, to the Strategic Plan.

Chancellor Dick Story reminded the board of the importance of undergraduate students participating in research. President Cruzado recommended aligning the strategic plan to the budget allocation process, with consequences for noncompliance included in the process.

Commissioner Stearns stated that Dennis Jones is assisting the university system with budget allocation plans and this is a component being explored. Regent Pease recommended including Western Interstate Commission on Higher Education (WICHE) and other national data for the total cost of education. She suggested including additional information related to college readiness. Regent Pease requested that the plan specifically include college participation rates of non-traditional students.

President Dennison added that it would be helpful to include data on where the non-traditional students are coming from. Dr. Stearns said the suggestion had been made to reference goals regarding recruitment and retention of faculty and staff. Regent Hamilton suggested including the retention rates of tribal college students transferring in the MUS.

Regent Hamilton moved approval of the strategic plan. Motion passed 7-0.

b. MSU Mission/Vision Plan

Chairman Barrett explained the Mission/Vision Plans are updated documents outlining the mission, vision, role, and distinguishing characteristics of Montana State University in Bozeman and The University of Montana in Missoula. The purpose of the documents is for planning, program development, institutional accreditation, and communication to the public. He said the plans are subject to board approval and will be revised at regular intervals.

Deputy Commissioner Moore and Interim Provost Joe Fedoch explained key features of the MSU document, particularly its characterization as a land grant university and what that means to the institution and the state.

c. UM Mission/Vision Plan

Provost Engstrom explained that the UM campus is in the process of accreditation and this document fits in well with other accreditation documents they are currently working on. Provost Engstrom emphasized NWCCU is changing some components and timelines of the accreditation process, requiring all institutions to set core themes in content and pedagogy at their institutions. He highlighted several programs described in the document as unique and highly respected beyond Montana.

President Cruzado added that while the documents presented today are for the MSU-Bozeman and UM-Missoula campuses, both campuses have begun the process of working with their other campuses in creating similar documents on the mission and roles of those campuses.

Regent Christian moved approval of the MSU-Bozeman and the UM-Missoula mission and



vision statements. Motion passed 7-0.

Regent Hamilton requested having a timeline for approval of the mission and vision statements specified in policy. President Dennison reminded the board that the documents included language stating they will be approved on a five-year cycle.

d. Revised Eligibility Standards for Accreditation by the Northwest Commission on Colleges and Universities: Board Comment

President Dennison clarified that the revised eligibility standards for accreditation changes the accreditation cycle from every ten years to every seven years. He added that the change in the cycle was in response to criticism suggesting that campuses don't look at accreditation information between accreditation visits. President Cruzado added that this is consistent with the national movement regarding accountability of institutions of higher education.

Regent Pease said she was impressed with the alignment with and importance in the strategic planning that occurs on the campuses. She stressed the importance of the regents' awareness of this process and the critical nature of the seven-year cycle.

Regent Christian requested endorsement from the board on item d. Motion passed 7-0.

e. Regents' Workgroup Update

Regent Buchanan gave an update on the regents' workgroup. He noted that Associate Commissioner Trevor's focus group is working on integration of information systems for efficiency, discussing possible policy changes, outlining infrastructure and technology needs, as well as the necessity of aligning data. Regent Buchanan referenced the role and importance of the College!Now project, led by Deputy Commissioner Mary Moe.

Regent Rob Barnosky told the board that Regent Buchanan had spoken to the Montana Association of Students (MAS) group to gather information on their experiences. He added that the MAS students are considering implementing a campaign thanking Montana for what they do for students.

Administrative, Budget and Audit Oversight Committee

ACTION

a. Revised Operating Budgets FY2010; MT Tech *ITEM 146-1501-R0310*

Chancellor Frank Gilmore explained the unanticipated level of enrollment increases resulting in an increase in revenues above what they had anticipated. Chancellor Gilmore said this item requests permission to utilize the increased funds.

Deputy Commissioner Robinson said OCHE has the authority to approve projects, but due to the large dollar amount on this request, he decided to bring this to the board for approval. He said he will notify campuses that operating budget changes in excess of \$500,000 need to come before the Board of Regents for approval. He said OCHE has the authority to approve intercap loans up to \$500,000, and thus believes that the \$500,000 threshold is an amount



OCHE is comfortable approving with strong rationale. Requests over that amount will be brought to the board for approval.

- b. Authorization to Expend Reverted Appropriations; UM-Western *ITEM 146-1601-R0310*

Deputy Commissioner Robinson said this item requests authority for UM-Western to proceed with deferred maintenance as specified. Regent Hamilton commended the campuses for taking care of some of the deferred maintenance within annual budgets instead of having all of them included in the LRBP requests.

INFORMATION

- a. FY2011 Budget Reduction Process Update

Regent Christian explained that as the budget process proceeds with the likelihood of reduced budgets, the board needs to provide recommendations and address how to build student FTE's back into the allocation process. He reminded the board that increased enrollment also comes with additional costs, additional sections, and student services which all need to be taken into account.

Deputy Commissioner Robinson reviewed the current budget process and reminded the board that recommendations have been submitted, but nothing is final at this point. The Legislative Finance Committee was reviewing those recommendations at the time of this board meeting. Montana statute requires that the MUS can only be reduced by the same amount as the average for the state agencies, which averaged 4.5%, totaling \$6.8 million for the MUS. A "maintenance of effort" limitation is connected to the community colleges and Program 9 educational units as a result of stimulus-funding stipulations in federal and state law. Therefore, the governor's budget office has reduced percentage cuts for the educational units from 5% down to 2.6%. There is little flexibility within MUS budgets. A 10% reduction would be very difficult for the research agencies, system office, and other programs such as student assistance, WWAMI, Teacher Loan Forgiveness, and Tribal College assistance. Reductions at that level would require significant decisions by the board.

Regent Christian stated that nothing is final with the board at this time, nor with the Governor's recommendations. Regent Barrett said circumstances require the board to make some decisions soon, such as in regard to WWAMI slots. He stressed that because of the timeline of the medical school application process, the decision of whether to maintain the number of slots needs to be made at this time. The decision is likely to be revisited during the legislative budget process. Upon recommendation of Chairman Barrett, the board reached consensus to maintain the 20 WWAMI slots for the incoming class.

The regents requested OCHE to work with the campuses to:

- Develop an action plan
- Look for revenue enhancement measures
- Identify under-utilized programs
- Identify under-demanded programs
- Prioritize programs
- Determine reductions and cost savings



- Engage in increased communication throughout the budget process to keep the board informed

Regent Hamilton requested MSU and UM to bring back information to the board regarding program review and program reductions, including recommendations of what programs to reduce.

President Cruzado urged the board and campuses to continually put the students at the center of the discussions and to think of what the system needs to do to assure the students continue to get a quality education.

Regent Pease stressed the importance of keeping the system office fully funded in order to continue crucial functions for the system as a whole.

Commissioner Stearns told the board there will be many additional conversations with the governor's office, the legislature, campus leadership, and individual regents to gather more information prior to scheduling a conference call meeting regarding budget reduction targets.

b. 2013 Biennium Budget Process Update

Deputy Commissioner Robinson explained factors that play into their upcoming budget decisions including critical educational quality and student needs, enrollment increases, cost control, and the funding cliff issue related to the one-time only funds. He said the goal is to bring recommendations to the May 2010 board meeting.

President Dennison asked the board to consider tuition as a factor if the state does not allocate additional funds to the university system.

The regents stated:

- Need to determine what is causing enrollment growth and whether that growth is expected to continue.
- Need to implement existing policies for directing enrollment in the MUS.
- Need to determine if additional policies are needed to address enrollment.
- Continue to use MUS Strategic Plan for guidance on priorities for improvement and enrollments.

Commissioner Stearns pointed out that the signature effort of the board for planning for growth has been College!Now, which embodies the board's commitment to utilizing two-year education more effectively in Montana.

c. Long Range Building Program – Draft Priority List

Regent Christian said this is a difficult topic in this budget time, yet it is still prudent for the board to continue in this process. He reminded the board that they need to set the priorities before someone else sets the priorities for them.

Deputy Commissioner Robinson said the commissioner's office has met at the campuses often with legislators present to gain as much input as possible. Normally, the process would



be to have a bill for a cash program and a bill for a state bond program. However, he said there has not been a bonded bill the past two legislative sessions. A bond bill typically funds building projects, whereas the cash program deals with deferred maintenance. Mr. Robinson said OCHE and campus leaders have assembled a list of what the MUS considers the priorities list. He explained that with approval of the board, the list of priority projects will be presented to the Department of Administration for possible inclusion in the state LRB Program. The final list will be on the agenda for approval at the May board meeting.

d. MUS Tuition Waivers

Chairman Barrett said the campus tuition waivers total \$30 million, which is \$30 million of tuition dollars the MUS currently does not receive. He asked for further consideration and review of policies and practices regarding waivers.

Deputy Commissioner Robinson reported that the reason this issue was on the agenda is because MSU had exceeded the 2% threshold for non-resident waivers. Thus the board needs to determine whether 2% is the right threshold. He told the board he has asked the campuses to submit documentation detailing how they are using waivers, the dollar amounts involved, whether the waivers are need-based or merit-based, and whether they are 100% tuition waivers or partial. He has asked the campuses to develop a business plan on how to use waivers according to the goals and objectives of the board's strategic plan. He will bring this back to the board in the fall of 2010 along with recommendations.

Regent Hamilton questioned if any of the waivers are directly funded by the state; has the legislature identified any specific waivers and; are all the waivers permissive. Mr. Robinson responded that there is a statute that specifies the Board of Regent "may" issue waivers. He said there has been legislative pressure to increase those in the past, such as for members of the National Guard, but the legislature has not offered additional funding to do so.

Regent Hamilton said she recognizes that waivers are important and critical for campus recruitment and retention efforts. Regent Barrett referenced the effect of fee waivers in attracting non-resident students and making it competitive for those students to attend.

Mr. Robinson explained that if partial waivers were used to recruit a non-resident student, and that student is already paying additional tuition, then it may still be a benefit to the campuses.

Regent Barnosky suggested considering a tuition waiver for student regents in the future.

e. Montana Guaranteed Student Loan Program (MGSLP) Reorganization

Bruce Marks, Director of MGSLP, said federal legislation has been proposed that, if passed, would require that all student loans go through the federal Direct Student Loan Program. He explained that if that were to occur, it would result in a loss of revenue for MGSLP. This would result in a possible staff reduction of 2 to 5 employees. Mr. Marks clarified that MGSLP will continue to provide quality services to students. Regent Buchanan commended Director Marks for the outstanding low default rate for Montana, which is near 1%.

CONSENT



- a. Student Loan Advisory Committee Appointment; OCHE *ITEM 146- 106-R0310*
- b. Student Computer Fee Allocation; MSU-Billings *ITEM 146-2703-R0310*
- c. Student Computer Fee Equipment Allocation; UM-Missoula *ITEM 146-1013-R0310*
- d. Student Computer Fee Employment Allocation; UM-Missoula *ITEM 146-1014-R0310*
- e. Authorization to Expend up to \$96,000 of Student Computer Fees; UM-Western *ITEM 146-1602-R0310*
- f. Classroom Technology Equipment Initiative; UM-Missoula *ITEM 146-1015-R0310*

Public Comment:

Diana Leary, UM School of Pharmacy: support for WWAMI program and presentation of petitions.

Marvin Lansberg, MSU-Bozeman faculty senate vice chair: concerned about national trends of privatizing much of higher education and the shifting of costs to students and families.

Doug Coffin, UM and UFA: Encouraged stronger advocacy and looking at what other states are doing to support education, with less reliance on student loans.

Academic and Student Affairs Committee

ACTION

Level II Action Items (from January submission)

- a. Request to offer a minor in Astrobiology, MSU-Bozeman *ITEM 146-2003-R0110*

Provost Fedock, MSU-Bozeman, explained this request is to authorize the broad-based effort of faculty for an interdisciplinary approach which will draw on a variety of disciplines centered on the origins of life. He said with the involvement of broad expertise, funding from a NASA grant, and the emphasis on students, this is an opportunity to provide a minor in this area.

- b. Land Surveying Certificate, MSU-Bozeman *ITEM 146-2004-R0110*
- c. Minor in Land Surveying, MSU-Bozeman *ITEM 146-2005-R0110*

Provost Fedock addressed items b & c together. He explained that item b is a proposed certificate and item c is a proposed minor and each is directed at different audiences. Dr. Fedock said MSU has worked with professional groups in designing the courses needed to receive the professional certificate credential. The issuance of a minor is for students currently enrolled at MSU.

Regent Hamilton expressed concern that the need for both items b & c is poorly documented. She stressed that to have one or two participants a year is not sufficient to warrant the need and added that this duplicates a program already available in the state. She said the campus



needs to be careful when marketing this program. Regent Hamilton said many post-professional programs are dealt with in continuing education programs and that option should be looked at more closely.

Provost Fedock acknowledged that Regent Hamilton raised these concerns in an earlier conference call meeting of the Academic and Student Affairs Committee and admitted these programs will likely not graduate very many students. He told the board he brought this forth in response to a request from a professional organization.

Regent Pease verified that FVCC offers an ASS degree in this field and that MSU-Northern offers some of the courses included in this proposal. Neither campus felt the proposals in items b and c would be in conflict with what their campus offers. Chancellor Trocki requested that MSU-Bozeman collaborate with MSU-Northern in allowing the MSU-Northern courses to transfer toward the completion of the certificate and degree at MSU-Bozeman.

Chairman Barrett said there needs to be an agreement that students can take some of the classes at MSU-Northern and then be allowed to take the remainder of courses at MSU-Bozeman.

d. Student Health Insurance ITEM 146-112-R0310

Commissioner Stearns explained that in the past, student health insurance had a cap of \$50,000. The university system then decided to provide an option for students to have a real health insurance option, which is now \$200,000. She said all the campuses in the MUS, other than MSU-Great Falls COT and UM-Helena COT, already provide this option and both campuses need to be included. Commissioner Stearns said the cost to the students is \$800 per semester and clarified that the insurance benefits also extend through the summer. She added that, as is currently the policy, if the student shows proof of already having insurance, then he or she can opt out. Commissioner Stearns said the participating campuses have formed a consortium, working with MUS benefits director, to make decisions regarding the student plan.

CONSENT

a. Level I memorandum

Dan Villa, governor's office, asked if the requests in the memorandum are preparing people for a degree or preparing them for the workforce, and he introduced Mark Maki, State Director of Apprenticeship at the Department of Labor. Mr. Maki spoke to the board on the issue of paying certificates versus utility certificates. If demand for the occupation does not exist or the apprenticeship opportunity is not available, the certificate is not a paying certificate. Dan Villa suggested the campuses look at the demand of occupations within the programs and cautioned them against steering people toward degrees with a lack of employment demand.

Deputy Commissioner Mary Moe said she wanted the board to be aware that she had asked a campus to pull three program approvals that had been submitted as Level I requests because they duplicate existing online program. Dr. Moe said she understood the guidance



of the board, based on their discussion at the September 2009 meeting, was to avoid duplication.

Dr. Tom Gibson, Director of eLearning, OCHE, gave an update on the number of online courses and programs developed and the importance of online opportunities to the campuses. After a discussion of the value of online learning and the ongoing difficulty of determining when program duplication is unnecessary, the board directed Deputy Commissioner Moe to draw up guidelines that addressed comments and concerns raised in the discussion, after which the campus could resubmit its requests.

- b. Honorary Degree Approvals
 - MSU-Bozeman
 - MT Tech
 - UM-Missoula

INFORMATION

- a. Introduction of Kassandra Murphy-Brazill, Director of American Indian and Minority Achievement

Deputy Commissioner Moore introduced Kassandra Murphy-Brazil, who was recently hired as the new director of American Indian and Minority Achievement at OCHE in February.

- b. Pathways to The University of Montana: A Proposed Change in the Admissions Model *ITEM 146-1011-R0310*

Provost Engstrom said this request is for increasing graduation rates. One of the key strategies is to put into place a revised admissions model, to drive student preparation in the K-12 sector, and to drive earlier college application. He explained that the proposed admissions model focuses on requirements of a certain GPA, a certain proficiency in math, and set SAT and ACT scores. The 2nd category addressed the current admissions requirements of using additional supplemental information to look at college readiness. He said the 3rd category is for students that don't meet the admission requirements, but are granted a provisional admission, of which the campus has a 15% pool. Dr. Engstrom explained that they now have many students that wait until well into the summer to apply for admission and consequently don't get the full advantage of student services and counseling that other students do. Dr. Engstrom said he was unsure if this required action by the board or fell within current policy already in place.

Regent Hamilton said this is an excellent proposal and stressed the importance for the two flagship campuses to take a role. She expressed concern about the 15% provisional admissions pool because of the perception in Montana that although the MUS has the requirement of the rigorous core, there are ways to get around that if you really want to attend that campus.

Joyce Silverthorne, Office of Superintendent of Public Instruction (OPI), requested the board work with K-12 on determining what readiness is.



MONTANA UNIVERSITY SYSTEM

Provost Engstrom responded that the Montana Digital Academy courses will be ready in fall 2010 and the intent of this proposal was to get students to take college preparatory classes. Having the college credit offered in the high school is beyond the intent of this proposal.

Dan Villa told the board that OPI needs to realize they need to meet national standards now, one of which defines entrance requirements for higher education. He said the other set of national standards identifies exit requirements for K-12. Mr. Villa told the board there is also a fiscal component in federal stimulus funding for K-12 meeting the national standards and the Montana Digital Academy has been scaled up to reach those standards.

Deputy Commissioner Moore said she has worked with Provost Engstrom about ways to communicate more clearly about admissions expectations. Further, staff from her office are working with Chief Academic Officers across the system to consolidate and clarify existing MUS admission standards.

New Level II Items for action in May

- c. Master of Engineering Degree Program, MSU-Bozeman *ITEM 146-2006-R0310*
- d. Authorization to offer an Associate of Applied Science – Sustainable Energy Technician; MSU-Great Falls COT, MSU-Northern, MSU-Billings COT, and Montana Tech COT *ITEM 146-2854-R0310* |
- e. Authorization to offer a Certificate of Applied Science – Sustainable Energy Technician; MSU-Great Falls COT, MSU-Northern, MSU-Billings COT, and Montana Tech COT *ITEM 146-2855-R0310* |
- f. Approval to create an A.A. degree in Pre-Professional Social Work, UM-Missoula *ITEM 146-1009-R0310*
- g. Approval to establish a Bachelors of Fine Art in Media Arts, UM-Missoula *ITEM 146-1010-R0310*
- h. Approval of a new National Center for Landscape Fire Analysis, UM-Missoula *ITEM 146-1020-R0310*

Public Comment:

Eric Gross, ASUM senate: supportive of offering additional on-line courses.

Staff and Compensation Committee

ACTION

- a. Approval of Deferred Compensation Plan Between MSU-Bozeman and President Waded Cruzado; OCHE *ITEM 146-107-R0310*

Kevin McRae, Director of Labor Relations and Human Resources, OCHE, said this item constitutes a Board of Regents directive of a deferred compensation plan for the president of MSU-Bozeman, President Waded Cruzado. He reminded the board that when President Cruzado was hired, a deferred compensation item was included as a benefit of her employment and this item is for approval of that component. He noted this will not entail any student funds, scholarship funds, or public or taxpayer funds.



b. UM Presidential Salary Parity

Mr. McRae explained that this item establishes that regents observe equivalent salaries for the positions of president at The University of Montana and Montana State University, two comparable positions within the MUS. He said from a compensation standpoint, this item aims to maintain stability and an environment of executive salaries, recognizing long service of capable individuals. He said the item notes that the hiring of a future UM president shall not cause further imbalance in president salaries.

INFORMATION

Progress of UM Presidential Search

Regent Christian explained that he received Dr. Stephen Reno's draft report, which will provide direction and be shared soon. He told the board that he will be releasing the names of the search committee very soon, at which time he will schedule a meeting of the search committee to set the time-frame. He said the presidential search is on schedule and he intends to stay on schedule throughout the process.

CONSENT

Staff Items

- c. UM-Missoula *ITEM 146-1000-R0310*
- d. MSU-Billings *ITEM 146-2700-R0310*
- e. Approval of Employee Equity Interest/Lorang *ITEM 146-1016-R0310 Attachment #1*
- f. Professor Emeritus of Art: Richard Helzer; MSU-Bozeman *ITEM 146-2001-R0310*
- g. Professor Emeritus of Educational Theory and Practice and Mathematics: David Davison; MSU-Billings *ITEM 146-2702-R0310*
- h. Professor Emeritus of Music: Janice Wiberg; MSU-Northern *ITEM 146-2801-R0310*

Labor Agreements

- a. UM-Missoula College of Technology Faculty Agreement *ITEM 146- 101-R0310*
- b. International Brotherhood of Electrical Workers *ITEM 146-102-R0310*
- c. International Union of Operating Engineers at the Colleges of Technology *ITEM 146-103-R0310 1*
- d. International Union of Operating Engineers on the "Four-Year" Campuses *ITEM 146-104-R0310*
- e. Teamsters Local #2 at Montana State University *ITEM 146-105-R0310*

Regent Barnosky asked if the commissioner's salary should be addressed at this time as well. Chairman Barrett replied that the time to address the commissioner's salary is during the commissioner's annual evaluation.

Public Comment:



Marco Farro, MEA-MFT: spoke to the board about a program entitled “Work That Matters,” that draws attention on the work that all public employees in Montana do.

Two-Year Education and Workforce Development Committee

Chairman Barrett told the board that Regent Hamilton will chair the committee upon the departure of former regent Lila Taylor, whose term has expired.

INFORMATION

a. Current Dual Enrollment Landscape in Montana

Deputy Commissioner Moe reviewed the documents provided as attachments to the agenda. Her office explored five models of dual enrollment, four of which are being used in Montana, and identified the policy and practice issues related to each one, as well as overall issues. Dr. Moe stated that, while each campus is diligently responding to school district requests for dual enrollment opportunities, the disparities between campuses illustrates the need for state-level guidelines. The High School to College Transitions Workgroup of the College!Now Initiative will be using this information as the context for its work on dual enrollment.

b. Talking Points – College!Now

Deputy Commissioner Moe told the board she held a meeting with the two-year leadership group and with the national leaders earlier in the week and thanked the state board, two-year leadership group, and BOR for their leadership and support.

Dan Villa said the Office of the Commissioner of Higher Education represented by Dr. Moe, the governor’s office, and the Department of Labor were recently awarded a grant focusing on how to work with the “9-5’s” in the workforce and to get more workers with the needed credentials.

c. Perkins Report

Deputy Commissioner Moe told the board that Montana will be having a monitoring visit by the federal Perkins Program representative the 3rd week of June 2010. Montana was one of several states in the country chosen for this visit, and her staff are gearing up for the intensive document review.

Dr. Moe also reported on advances in the “tech prep” component of Montana’s Perkins funding. Montana has set up a statewide program allowing high school students to get college credit for high school courses, if they score sufficiently well on a national exam. The “Career/Technical Advanced Placement” courses are to be paralleled with advanced placement courses currently familiar to high school faculty, students, and parents. Through meetings with the faculty councils organized for the Transfer Initiative, seven career/technical courses have been articulated for Career/Technical AP opportunities.

Employee appeal



Chairman Barrett explained that the board needed to vote on whether to hear the appeal or not. There was no motion to hear the appeal; therefore, the decision of the commissioner will stand.

Meeting recessed at 3:50 PM.

The board moved to the STC Board Room for Executive Session to address confidential personnel matters.

Friday, March 5, 2010

The board reconvened at 8:45 AM.

Chancellor Storey introduced Professor Rob Thomas, who was recently awarded the prestigious national U.S. Professor of the Year Award by the Carnegie Association. Professor Thomas was chosen for his impact on and involvement with students and scholarly achievements. The board recognized the outstanding service of Professor Thomas.

Professor Thomas spoke to the board about his work at the UM-Western campus and involvement with the Experience One program implemented at UM-Western, adding that Experience One allows the faculty to educate the students one class at a time, to learn experientially, with the help of faculty mentors to empower the students. He said this model of education has resulted in increased enrollment and requires the student be fully engaged in learning.

System Information

a. DCC/MCC Banner Implementation Project Update

Dr. Ray Ford, UM Director of IT, explained that contracts with SunGard Higher Education were entered into in December 2009. He said UM-Missoula has been working with both Dawson Community College and Miles Community College as they move forward in the project.

b. MSU Integration Initiative Update

Associate Commissioner Tyler Trevor said the integration project means the alignment of business practices and aligning codes. This involves common course numbering, which entails aligning the courses and giving them common numbers. This initiative requires the campuses to conduct business the same way and to register students in the same manner.

Jim Rimpau, MSU, Vice President of Planning and Chief Information Officer, presented the MSU Integration Initiative - Statement of Goals. He explained this is a vision statement for a "no hassle institution" and that the campus continues to look for what is best for the students. Dr. Rimpau said primary goals include service to students, operational efficiencies, academic coordination and quality of data. He said the Regents' Information Technology Strategic directions focus on administrative efficiencies, seamless student enrollment, consistent business practices, better articulation between their campuses, and alignment with accreditation requirements. Dr. Rimpau explained that President Cruzado announced the



critical mission to create a university-wide, single, unified, standardized information system, based on standardized policies, procedures, and data elements. He said President Cruzado assigned the committees working on this to think about development of the following: a one university concept; a four-campus structure; campus and agency missions; a common academic calendar; a plan for distance education; an academic strategic plan; a budget management plan and; a common payroll plan.

c. UM Integration Plan

Ray Ford, UM Director of IT, explained that a priority of UM is to clean up student data in response to a state mandate to do data recovery. Dr. Ford said UM is focusing on what they are doing with the actual Banner hardware and what they need to build over next few years, which will include a fault tolerant and implementation of Banner system. Dr. Ford explained the importance of building a system so that part of the system resides in Missoula, another in Butte and possibly another in Miles City because if there is only one physical site location, it can present a problem if something happens that takes out the system in that location.

President Dennison explained that they didn't have the needed connectivity prior to this and they needed to guarantee it would be secure and could maintain the bandwidth and connectivity that is needed for that level and type of communication. He said this means that UM will need to go outside the state system and will, therefore, issue an RFP soon. President Dennison said UM will come to an agreement with what the common data elements need to populate the data warehouse.

d. Northern Tier Update

Dr. Ray Ford explained that the Northern Tier is essentially complete now, with connection from UM to Spokane, WA. He pointed out that this is a connectivity increase of twenty times magnitude, going from 4 MB to 10 KB. He said one aspect of the banner system for MCC and DCC is the connectivity improvement. Dr. Ford said campuses are working together in submitting proposals and to utilize the state data system in Miles City. He said because of the capacity available, the MUS can engage in partnerships in the research and education world.

Associate Commissioner Trevor clarified this integration would fit in with the Longitudinal Data Grant because of the large role of an integrated data warehouse in the grant proposal. He said the goal is to link higher education data with K-12 data that is all funneled into a data warehouse, which creates efficiencies because of the data and integration. He said the plan is to create a loop from high school to college to jobs.

Commissioner Stearns said this is an example of leadership from higher education campuses, her office, and OPI, and demonstrates the maturing of restructuring in the university system.

Regent Buchanan encouraged support of continued technological advances and the collaboration.

Regent Hamilton expressed excitement about the information presented, the maturation of the restructuring process and reflected on the intent of the framers of the constitution to



operate as a single university system.

Associate Commissioner Trevor said if the MUS is truly integrated, an MSU-Bozeman student could take a class at MSU-Billings and all the information would be in the same place and would show up as seamless on one transcript instead of two. He said the registrar at both campuses would show the same information, paychecks could be issued from the same location, as could financial aid, accounting and purchasing.

Commissioner Stearns referenced questions in the press this week. She said in visits to many of the campuses, she saw the campuses are developing ways to enable students to find answers in one location. She told the board that what we are talking about is value, the value that leadership, hard work, and innovation is bringing to students across the state. She noted the press seems to focus more on cost than value probably because it is easier to cover, but it's barely half the real story in most decisions.

COMMITTEE REPORTS, DISCUSSION & ACTION

a. **Administrative, Budget, and Audit Oversight Committee**

ACTION

- a. Revised Operating Budgets FY2010; MT Tech *ITEM 146-1501-R0310*

Chairman Barrett moved approval of the revised operating budgets for MT Tech. Motion passed 6-0. Regent Christian was absent during voting on the budget committee items.

- b. Authorization to Expend Reverted Appropriation, UM-Western *ITEM 146-1601-R0310*

Chairman Barrett moved approval of item b. Motion passed 6-0.

CONSENT

- a. Student Loan Advisory Committee Appointment; OCHE *ITEM 146-106-R0310*
- b. Student Computer Fee Allocation; MSU-Billings *ITEM 146-2703-R0310*
- c. Student Computer Fee Equipment Allocation; UM-Missoula *ITEM 146-1013-R0310*
- d. Student Computer Fee Employment Allocation; UM-Missoula *ITEM 146-1014-R0310*
- e. Authorization to Expend up to \$96,000 of Student Computer Fees; UM-Western *ITEM 146-1602-R0310*
- f. Classroom Technology Equipment Initiative; UM-Missoula *ITEM 146-1015-R0310*
- g. Authorization to Expend Reverted Appropriations; UM-Western *ITEM 146-1601-R0310*

Chairman Barrett moved approval of the consent agenda. Motion passed 6-0.

b. **Academic and Student Affairs Committee**



ACTION

Level II Action Items (from January submission)

- a. Request to offer a minor in Astrobiology, MSU-Bozeman *ITEM 146-2003-R0110*

Provost Joe Fedock said this provides the opportunity to provide coursework supported by a large NASA grant that is providing educational support as well as technical expertise.

Regent Pease moved approval of item a. Motion passed 7-0.

- b. Land Surveying Certificate, MSU-Bozeman *ITEM 146-2004-R0110*

Provost Fedock said the purpose of this is for existing students at MSU to meet the requirements for the next step in the land surveying process, and that certification could be defined. The certificate would be for those non-degree seeking students.

- c. Minor in Land Surveying, MSU-Bozeman *ITEM 146-2005-R0110*

Regent Hamilton said she opposes these two items in land surveying. Before supporting, she wants to see proof of MSU-Bozeman working with MSU-Northern.

Provost Fedock publicly pledged cooperation and collaboration with MSU-Northern.

Regent Pease moved approval of items b & c. Motion passed 7-0.

- d. Student Health Insurance *ITEM 146-112-R0310*

Chairman Barrett stressed the importance of providing the opportunity for students to get good health insurance coverage.

Regent Pease moved approval of item d. Motion passed 7-0.

CONSENT

- a. Level I memorandum
- b. Honorary Degree Approvals
 - MSU-Bozeman
 - MT Tech
 - UM-Missoula

Regent Hamilton reminded the board that Level 1 items are things that have been approved by staff.

Deputy Moore provided additional clarification that Level 1 and Level II are different. She explained that, by policy, OCHE staff are able to approve Level 1 items. Level II items are issues that OCHE staff thinks are of considerable substance and therefore believe regental approval should be sought.



Regent Hamilton moved approval of the Level I Memorandum. Motion passed 7-0.

Regent Pease moved approval of the honorary degrees. Motion passed 7-0.

New Level II Items for action in May

- c. Master of Engineering Degree Program, MSU-Bozeman *ITEM 146-2006-R0310*
- d. Authorization to offer an Associate of Applied Science – Sustainable Energy Technician; MSU-Great Falls COT, MSU-Northern, MSU-Billings COT, and Montana Tech COT *ITEM 146-2854-R0310*
- e. Authorization to offer a Certificate of Applied Science – Sustainable Energy Technician; MSU-Great Falls COT, MSU-Northern, MSU-Billings COT, and Montana Tech COT *ITEM 146-2855-R0310*
- f. Approval to create an A.A. degree in Pre-Professional Social Work, UM-Missoula *ITEM 146-1009-R0310*
- g. Approval to establish a Bachelors of Fine Art in Media Arts, UM-Missoula *ITEM 146-1010-R0310*
- h. Approval of a new National Center for Landscape Fire Analysis, UM-Missoula *ITEM 146-1020-R0310*

Regent Hamilton said she has concerns about the proposed admissions standards UM presented and questioned how to deal with those.

Commissioner Stearns replied that OCHE has shared concerns with UM. Deputy Commissioner Moore added that the discussion among the CAO's has begun with clarifying admission standards policies and that she has not made any recommendations on policy changes yet. Dr. Moore said the UM proposal is not outside current policy but is a new campus process for enrollment management. Dr. Moore said that College!Now is looking at what they want to do with the two-year institutions. She also wants to include K-12 partners in the discussions on the issue. She said any recommendations for possible policy changes will be brought to the board.

Commissioner Stearns said if any changes are made to admission standards that they need to be done in a holistic way without holding up entrepreneurial ways of the campuses.

Chairman Barrett requested the board join the City of Bozeman in a moment of silence, remembering the explosion in Bozeman one year ago.

c. Staff and Compensation Committee

ACTION

- a. Approval of Deferred Compensation Plan Between MSU-Bozeman and President Waded Cruzado; *OCHE ITEM 146-107-R0310*

Regent Barnosky asked about the "other conditions" referenced in President Cruzado's deferred compensation plan. Chairman Barrett explained the primary condition is five years



of service and that, in order to meet IRS regulations, the plan must state additional specific conditions (such as availability for counseling) to be met in the future; this ensures the employee is not taxed on the entire compensation amount at one time.

Regent Christian moved approval of item a. Motion passed 5-2, with Regents Buchanan and Barnosky voting no.

b. Presidential Salary Parity; OCHE *ITEM 146-113-R0310*

Regent Christian moved approval of item b. Motion passed 6-1, with Regent Buchanan voting no.

CONSENT

Staff Items

- a. UM-Missoula *ITEM 146-1000-R0310*
- b. MSU-Billings *ITEM 146-2700-R0310*
- c. Approval of Employee Equity Interest/Lorang *ITEM 146-1016-R0310 Attachment #1*
- d. Professor Emeritus of Art: Richard Helzer; MSU-Bozeman *ITEM 146-2001-R0310*
- e. Professor Emeritus of Educational Theory and Practice and Mathematics: David Davison; MSU-Billings *ITEM 146-2702-R0310*
- f. Professor Emeritus of Music: Janice Wiberg; MSU-Northern *ITEM 146-2801-R0310*
- g. Professor Emeritus of Administration: Jane Howell; MSU-Billings *ITEM 146-2704-R0310*

Regent Christian moved approval of items a-g. Motion passed 7-0.

Labor Agreements

- a. UM-Missoula College of Technology Faculty Agreement *ITEM 146- 101-R0310*
- b. International Brotherhood of Electrical Workers *ITEM 146-102-R0310*
- c. International Union of Operating Engineers at the Colleges of Technology *ITEM 146-103-R0310*
- d. International Union of Operating Engineers on the "Four-Year" Campuses *ITEM 146-104-R0310*
- e. Teamsters Local #2 at Montana State University *ITEM 146-105-R0310*

Regent Christian moved approval of labor agreements a-e. Motion passed 7-0.

d. Workforce Development and Two-Year Education

Regent Hamilton explained there were no action or consent items for approval on the committee agenda.

Kindergarten to College Focus: Teacher Education



Participants: Lynette Zuroff - Carroll College, Larry Baker - MSU-Bozeman, Mary Susan Fishbaugh – MSU Billings, Pam Wilson – MSU-Northern, Barb Vail – Rocky Mountain College, Cindy O'Dell – Salish Kootenai College, Delena Norris-Tull – UM-Western, Angel Turoski – University of Great Falls, and Roberta Evans, UM-Missoula.

Commissioner Stearns said the presentation focused on teacher education. Superintendent of Public Instruction, Denise Juneau, explained that there are nine programs for teacher preparation throughout Montana.

The Montana Council of Deans gave a presentation entitled “A Celebration of Education: The Role of Colleges of Education in Montana.” The presentation focused on partnerships with P-12, BPE, BOR, OCHE, OPI, the governor’s office, the Higher Education Consortium, School Administrators of Montana, Montana School Boards Association, and addressed education as a profession, the complex mission, participation in P-20 activities and goals, education enrollments, state and national roles, accreditation and collaborative work being done.

Commissioner Stearns posed the following questions that are sometimes asked, for the purpose of policy direction:

- Why doesn't the university system just accept students who are not ready for college, remediate them, and send the bill back to K-12.
- Is there enough demand for teachers to have this many teacher prep programs in the state?
- Is it true we no longer attract the best and brightest in the teacher education field?
- Is teacher compensation at the root of that problem?
- How does that relate to the student loan program?
- Is the Loan Forgiveness Program having any impact?
- What about the starting salary in rural Montana?
- What about the union mentality? How do the unions help future students counter the notion of going into a union guild?

Dan Villa asked how to develop teachers that will make children want to be life-long learners and how tenure is implemented in MT.

The following answers were given by the MT Council of Deans members present:

- Higher education has an obligation to admit people who want higher education.
- Tenure is taken very seriously and does have some purpose of evaluation of teachers. Accreditation standards mandate they focus on performance.
- Teachers are trained to look at the readiness of the students they are teaching, rather than a set of expectations.
- Teachers have a responsibility to help students meet the required levels of admission to higher education.
- Montana is 47th in the nation in teacher salary, yet a large number of students graduating from college choose to stay in Montana.
- It is difficult to attract teachers in the areas of math and science.
- Campuses are seeing increased growth in students enrolling in education programs.
- The deans encourage students to look at all options before making a



commitment.

- Educator preparation involves hands-on experience with children and youth.
- There is a perception that distance education can be done cheaply and can replace other kinds of programs. The most successful on-line models are hybrid models, with part of the coursework on-line and part face-to-face.
- Sustainability is dependent on teacher education.
- Accreditation standards are scrutinized for accountability.
- Requirements to design curriculum to include partnerships with the community.

Public Comment:

Marco Farro, MEA-MFT: thanked the Council of Deans for the collaborative work and said salary is a big problem in the rural schools.

Blaire Wilding, Superintendent in Lima, MT: recommended preparing college students in how to relate to students. He stressed that he doesn't need the brightest, but does need the best and to be able to pay teachers in Lima more.

Superintendent Juneau addressed the new national high school exit standards that were recently announced, saying that her office has not yet made a decision of whether or not to adopt the national standards.

Dr. Baker recognized the significant contribution and leadership of President Dennison. He also recognized the leadership of Chancellor Sexton in the role of special education teacher preparation throughout the years.

The meeting adjourned at 11:55 AM.

Posted on

Approved by the Board of Regents on

Date

Date

Sheila M. Stearns
Commissioner of Higher Education
and Secretary to the Board of Regents

Stephen Barrett
Chair, Board of Regents