

Welcome to Faculty Senate!

Colter Ellis

Faculty Senate Chair

Associate Professor of Sociology

Stephanie McCalla

Faculty Senate Chair-Elect

Chemical & Biological 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
- Public may address the Senate at end of the meeting during public comment
- Be kind to each other.

Approval of FS Minutes from February 7, 2024

- Do I have a motion to approve?
- Any Discussion?
- All those in favor of the motion indicate by saying aye
- Those not in favor of the motion indicate by same sign

FYI Items

- VPRED announced a new Ultra low temperature freezer rebate program to incentivize the purchase of energy efficient ULT freezers. This provides between \$500-\$3000 for purchase of new and/or recycling of old ULT freezers.
 - <https://www.montana.edu/orc/sustainability/index.html>
 - Contact: Mark DeWald: mark.dewald@montana.edu

FYI Items

- **Finalists for the Vice President for Student Success** search will visit the MSU campus and meet with the MSU community at "Meet and Greet"/Q&A sessions from 3:00 - 4:00 pm in 103 Reid Hall on the following dates and all are invited to attend:
 - Monday, February 26: Corey Zink
 - Tuesday, February 27: Kimberly Guyer
 - Wednesday, February 28: Ryan Richardson
 - Thursday, February 29: Steve Swinford
 - Friday, March 1: Jay Ellison
- Your feedback is extremely valuable and the committee welcomes any comments you would like to share. Feedback on each finalist will be collected through an online survey which will close at 9:00 a.m. on March 4.

Information Updates

- Frank Kerins and Jeannette Grey Gilbert: Retirement Benefits
- Carter Dorsett: Teaching & Learning Technology Studio
- Catherine Dunlop: New graduate policies

Montana University System Retirement Plan

Discussion with MSU Faculty Senate

February 21, 2023

Plan Asset Summary

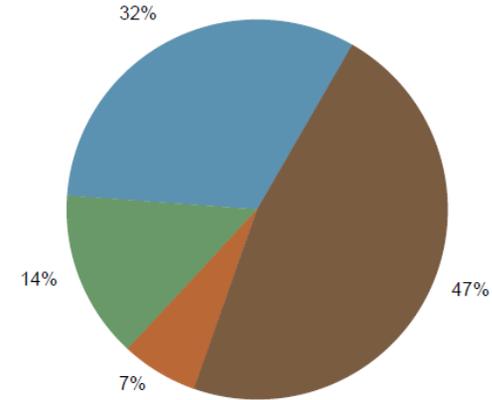
Montana University System Retirement Plan

Assets by Investment Tier

Total Plan Assets	\$974,484,409.85
Target Date Array	\$313,291,299.48
Core Array	\$139,215,974.83
Extended Array	\$63,356,279.45
Individual Contracts	\$458,620,856.09

Percentage Assets by Investment Tier

- Target Date Array
- Core Array
- Extended Array
- Individual Contracts



Montana University System Retirement Plan	
Plan type	401(a)
Total number of eligible participants	4,300
Total number of participants with account balances	10,851
Active participants	4,300
Estimate annual contributions	\$39,748,912.65
Estimated annual distributions	\$45,641,317.68
Notes	<p>The MUS-RP is a qualified retirement plan under Section 401(a) of the Internal Revenue Code (IRC). The MUS-RP is a retirement plan choice for MUS employees. Depending on position classification, employees may be eligible to participate in the MUS-RP for Faculty and Professional Staff or the MUS-RP for Classified Staff. The MUS-RP is the mandatory retirement for most faculty and professional staff. Faculty and professional staff may have the option to continue to participate in the Montana Teachers' Retirement System or the Montana Public Employees' Retirement System (PERS) if the employee has prior membership when hired by the MUS. Upon hire classified employees have the option to elect to participate in PERS or the MUS-RP for Classified Staff. Contribution rates to the MUS-RP are defined in the Montana Code Annotated (MCA) and the MUS Board of Regents (BOR) Policy. Contribution rates are different for the MUS-RP for Faculty and Professional Staff and the MUS-RP for Classified Staff. See appendix A for the current contribution rates to each plan.</p>

Plan Asset Summary

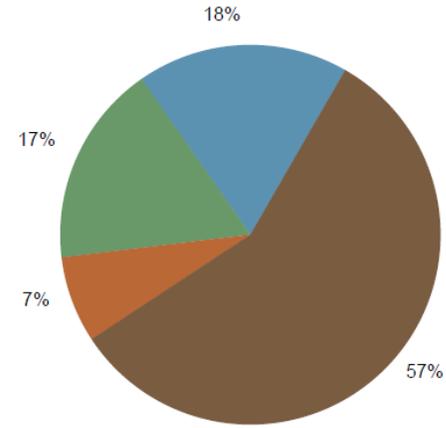
Montana University System 403(b) Plan

Assets by Investment Tier

Total Plan Assets	\$215,133,233.84
Target Date Array	\$38,865,251.32
Core Array	\$36,964,966.14
Extended Array	\$15,833,349.55
Individual Contracts	\$123,469,666.83

Percentage Assets by Investment Tier

- Target Date Array
- Core Array
- Extended Array
- Individual Contracts



Montana University System 403(b) Plan	
Plan type	403(b)
Total number of participants with account balances	1,907
Active participants	1,173
Estimate annual contributions	\$7,024,784.69
Estimated annual distributions	\$14,911,615.26
Number of outstanding loans	21
Loan balance	\$342,332.38
Notes	The MUS 403(b) Plan is a qualified 403(b) plan under Section 403(b) of the IRC. MUS 403(b) Plan participants contribute to the plan through voluntary automatic payroll deductions and direct the investment of such deferrals into various investment options. The plan permits participants to allocate their deferrals to a pre-tax account and/or a Roth 403(b) account.

**Retirement Systems Payroll Percentages
as of July 1, 2022 for MUS Employers*/Employees**

	Employers**	Employees**	Employee Benefit Total (Net)
PERS (§19-3-315 and §19-3-316, MCA)			
Defined Benefit (DB) Plan	6.90%		
-Pension Trust Fund			
-Administrative Costs			
-Normal Costs			
-Disability Benefits			
-Education Fund			
Additional Contribution	<u>2.17%</u>		
	9.07%	7.90%	16.97%
<hr/>			
Defined Contribution (DC) Plan	9.07%		
Less PERS Disability Fund	-0.30%		
Less PERS Education Fund	<u>-0.04%</u>		
Allocation to Employee Account	8.73%	7.90%	16.97%
<hr/>			
TRS (§19-20-602 and §19-20-605, MCA)			
Defined Benefit (DB) Tier One Members	11.75%	8.15%	19.90%
Defined Benefit (DB) Tier Two Members***	11.75%	8.15%	19.90%
<hr/>			
MUS-RP (TIAA-CREF) (§19-21-203, MCA, §19-20-621, MCA, §19-21-214 and Board of Regent Policy 803.2)			
Contract (Faculty & Professional Administration) (DC)			
Contribution to Employee Account	5.956%		
TRS Unfunded Liability Mandate	<u>+4.72 %</u>		
Gross Employer Cost	10.676%	7.044%	13.00%
<hr/>			
Classified Staff (DC)	9.07%		
Less PERS Education Fund	<u>-0.04%</u>		
Allocation to Employee Account	9.03%	7.90%	16.97%



MUSRPs Compared to Big Sky Conference and Regional University/System Faculty Retirement Plans :

University/ System	Defined Contribution (DC) or Defined Benefit (DB)	Provider	Age/Tier/Service	Employee Contribution (% of Salary)	Employer Contribution (% of Salary)	Total Retirement Contribution
Portland State ¹	DC 401(a)	TIAA/VALIC	Tier 3	6.000%	6.210%	12.210%
			Tier 1&2	6.000%	16.140%	22.140%
Weber State ²	DC 401(a)	Fidelity, TIAA	All	0.000%	14.200%	14.200%
Southern Utah University ³						
UC Davis ⁴	DB	Fidelity	Post 7/1/13	7.000%	8.000%	15.000%
Sacramento State ⁵ Cal State Poly-Humboldt	DB	CalPERS	All	5.000%	DB	DB
Northern Colorado ⁶	DC 401(a)	MetLife/TIAA/AIG	All	8.000%	11.500%	19.500%
U of North Dakota ⁷	DC 401(a)	TIAA	0-2 years	3.500%	7.500%	11.000%
			3-10 years	4.500%	12.500%	17.000%
			10+ years	5.000%	13.000%	18.000%
North Dakota State ⁸	DC 401(a)	TIAA	0-2 years	3.500%	7.500%	11.000%
			3-10 years	4.500%	12.500%	17.000%
			11+ years	5.000%	13.000%	18.000%
Eastern Washington ⁹ Central Washington, Western Washington	DC 401(a)	TIAA	Age <35	5.000%	5.000%	10.000%
			Age 35-50	7.500%	7.500%	15.000%
			Age 50+	10.000%	10.000%	20.000%
Northern Arizona ¹⁰	DC 401(a)	TIAA/VALIC	All	7.000%	7.000%	14.000%
Idaho State, U Idaho, Boise State ¹¹	DC 401(a)	TIAA or AIG	All	6.970%	9.255%	16.225%
U of Wyoming ¹²	DC 401(a)	TIAA	All	3.680%	14.940%	18.620%
South Dakota State ¹³	DB	SD Ret System	All	6.000%	DB	DB
MUS: MSU/UM ²²	DC 401(a)	TIAA	All	7.044%	5.956%	13.000%



MUSRPs Compared to Great North West Athletic and Frontier Conference University Faculty Retirement Plans :

University/ System	Defined Contribution (DC) or Defined Benefit (DB)	Provider	Age/Tier/Service	Employee Contribution (% of Salary)	Employer Contribution (% of Salary)	Total Retirement Contribution
Sacramento State ⁵ Cal State Poly-Humboldt	DB	CalPERS	All	5.000%	DB	DB
Eastern Washington ⁹ Central Washington, Western Washington	DC 401(a)	TIAA	Age <35 Age 35-50 Age 50+	5.000% 7.500% 10.000%	5.000% 7.500% 10.000%	10.000% 15.000% 20.000%
University of Alaska System ¹⁴ Alaska Anchorage, Alaska Fairbanks	DB Supplemental DC	AK Division of Retirement AK Division of Retirement	After July 1, 2006 After July 1, 2007	8.000% 0.000%	12.000% 7.650%	DB 7.650%
Seattle Pacific University ¹⁵	DC 401(a)	Transamerica	After July 1, 2023	5.700%	7.000%	12.700%
Northwest Nazarene ¹⁶	DC 403(b)			6.000%	6.000%	12.000%
Western Oregon, Eastern Oregon Southern Oregon ¹⁷	DC Option	TIAA and Fidelity	After June 30, 2014	4.000%	8.000%	12.000%
Simon Fraser University ¹⁸	DC Option	BC Inv Mgt Corp	After April 1, 2019	11.180%	11.080%	22.260%
University of Central Oklahoma ¹⁹	DC 401(a)	OK TRS		\$700/year	7.000%	
University of Providence Great Falls ²⁰	DC 403(b)	TIAA		4.000%	4.000%	8.000%
Rocky Mountain College ²¹	DC 403(b)	Rocky Mountain College		IRS Limits	IRS Limits	
MUS: MSU/UM ²² MSUB, MTTech, UM-Western, MSU-Nothorn	DC 401(a)	TIAA	All	7.044%	5.956%	13.000%

Footnote #: Website

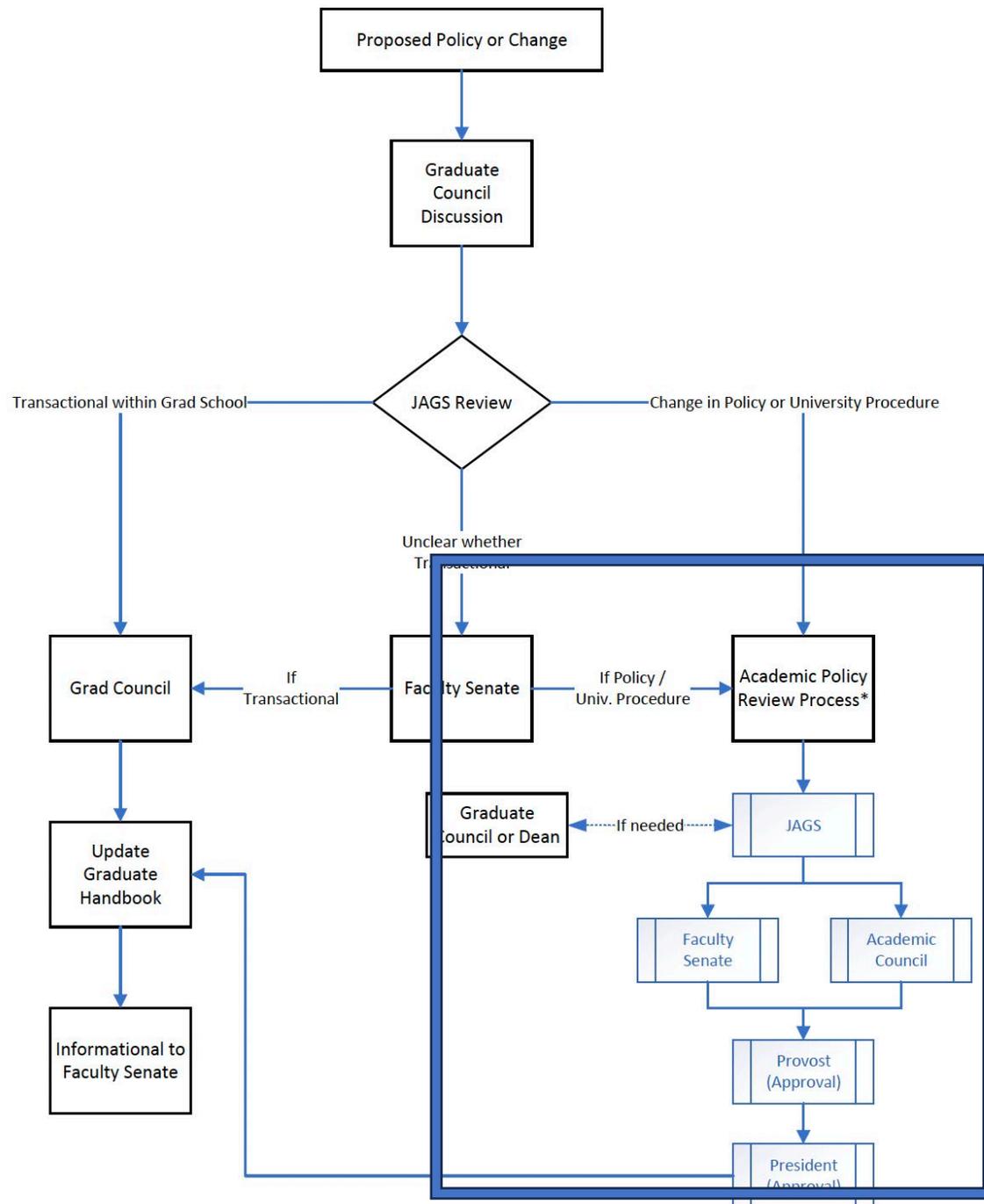
- 1) <http://www.pdx.edu/hr/retirement>
 - 2) <http://www.weber.edu/HumanResources/Retirement.html>
 - 3) <https://www.suu.edu/hr/benefits/retirement.html>
 - 4) <https://ucnet.universityofcalifornia.edu/forms/pdf/complete-retirement-benefits-guide-for-employees.pdf>
 - 5) <https://afd.calpoly.edu/hr/benefits/retirement/#calpers>
 - 6) <https://www.tiaa.org/public/tcm/unco/retirement-benefits/plan-103560>
 - 7) https://campus.und.edu/human-resources/_files/docs/hr/faculty-benefit-brochure-7-2021.pdf
 - 8) https://www.ndsu.edu/fileadmin/hr/docs/NDSU_Summary_of__Benefits-Faculty.pdf
 - 9) <https://www.tiaa.org/public/tcm/ewu/retirement-benefits/plan-101223>
 - 10) https://in.nau.edu/wp-content/uploads/sites/5/2022/10/BN_NAU-Benefit-Guide.pdf
 - 11) ISU <https://www.isu.edu/media/human-resources/documents/health-benefits/Summary-of-Benefits-FY24.pdf>
 - 11) Boise State <https://www.boisestate.edu/hrs/benefits/orp/>
 - 12) <https://www.tiaa.org/public/tcm/wyoming/retirement-benefits/plan-101784>
 - 13) https://www.sd.gov/sdrs?id=cs_kb_article_view&sys_kb_id=19e8f9ca1b3abd1045aba93ce54bcb7d&spa=1
 - 14) <https://www.alaska.edu/hr/benefits/retirement/trs.php>
 - 15) <https://spu.atlassian.net/wiki/spaces/HR/pages/35783855/Retirement+Plans>
 - 16) <https://nnu.edu/wp-content/uploads/2023/11/Summary-of-Benefits.pdf>
 - 17) https://bpb-us-e1.wpmucdn.com/blogs.uoregon.edu/dist/4/20053/files/2023/07/orp_guide_5_tier_four_plan_features_2023.pdf
 - 18) <https://college.pensionsbc.ca/how-pension-contributions-work>
 - 19) <https://www.uco.edu/offices/people-culture/hr/files/retirement/otrs-benefit.pdf>
 - 20) <https://www.uprovidence.edu/employment/benefits/>
 - 21) <https://www.rocky.edu/sites/default/files/403b-retirement-plan.pdf>
 - 22) https://choices.mus.edu/MUSRP_Plan.html
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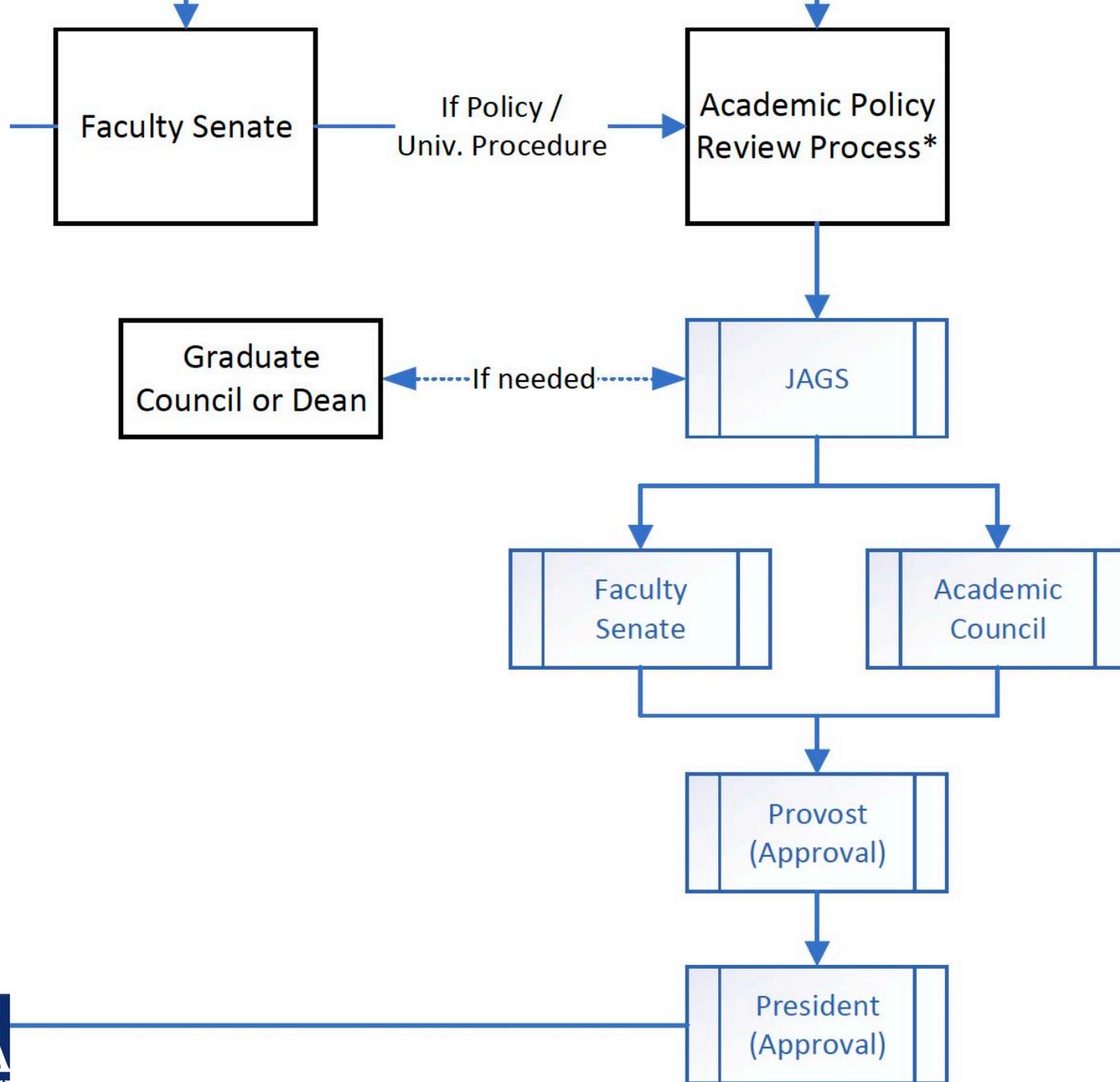
General notes:

- Institutions included are in MUS athletic conferences: Frontier (MT Tech, MSU-Northern, UM-Western), Great Western Athletic Conference (MSU-Billings), and Big Sky (UM, MSU).
 - Athletic conferences likely are not the best approach for comparisons of academic institutions.
- All institutions in the MUS have the same benefits. For some states, benefits may differ with institutions (e.g., UCalfornia and CalStateU systems).
- DB plan funds are typically managed by professional money managers (e.g., Montana Board of Investments, Calpers); pension ceases with death of covered (and potential beneficiary spouse). DC plans are managed by covered from a menu of plan assets; pension can be passed to heirs, but covered bears longevity risk.
 - Some states allow employees to choose between DC and DB plans.
 - If institutions included both DC and DB plans, the information included here is for the DC plan (with a few exceptions where both are included) since that is most directly comparable to the MUS DC plan.

Information Updates

- Carter Dorsett: Teaching & Learning Technology Studio
- Catherine Dunlop: New graduate policies





New Business

- Changes to the Graduate Catalog (First Reading)
 - Eligibility for Assistantships
 - Academic Standing

New Business: Eligibility for Assistantships

The current wording: “Note: All students must be in good academic standing to be eligible for an appointment. Non-degree graduate students are ineligible for graduate assistantships or graduate tuition waivers.”

Proposed change: “Note: All graduate certificate, masters, and doctoral students in good academic standing are eligible for a graduate assistantship and tuition waivers if they have not reached a department or university limit. Students on academic notice still qualify as being in good academic standing. Non-degree students are not eligible for graduate assistantships and tuition waivers. Degree-seeking graduate students on academic warning may submit an appeal to the Graduate School to request an assistantship.”

New Business: Graduate Academic Standing

- Now uses the same language used in undergraduate for academic standing, i.e., academic notice, academic warning and suspension.
- It maintains the three reasons why a graduate student can be academically suspended
 - Failing to maintain a GPA threshold
 - Not meeting the provisions of admission
 - Not making progress towards degree completion
- The student's graduate committee determine that a student is "not making progress toward degree completion." That the recommendation is based on a wholistic review of all the following factors:
 - 1) The student's overall progress towards degree
 - 2) Course and examination grades
 - 3) Research performance
 - 4) Any other information relevant to whether the student should be allowed to complete their program of study.
- Committees should not base their decision solely on one item, e.g. a qualifier exam. Students can appeal this decision using the process in the appeal policy.

Undergraduate Courses and Programs

Courses – First Reading

- ANTY 358: The Archaeology of Ice and Snow
- GDSN 266: Letterpress Research Trip
- HSTA 129: Asian American History
- ITS 221: Project Management
- ITS 279: Cloud Systems

Course Changes – First Reading

- ETME 340: Mechanisms
 - Credit change from 4 to 3
 - The changes are associated with the bigger program level change that began implementation in Fall 2023 (see attached explanation). MET faculty determined that a reduction of credits in Mechanisms and Machine Design to implement the newer technology (mechatronics) was the most prudent way to implement this change.
- ETME 341: Machine Design
 - Credit change from 4 to 3
 - The changes are associated with the bigger program level change that began implementation in Fall 2023 (see attached explanation). MET faculty determined that a reduction of credits in Mechanisms and Machine Design to implement the newer technology (mechatronics) was the most prudent way to implement this change.

Courses—Second Reading

- ECIV 459: Sustainable Transportation & Community Health
- HSTR 369: The Holocaust in Memory and Film
- US 340: Legal Educations and Careers

Course Changes — Second Reading

- ECIV 499R: Capstone: Civil Eng Design
 - The ECIV program is moving from a two-semester capstone sequence to one capstone course in the final semester of the program. ECIV 499R is being changed from 2 to 3 credits with one lab credit being added. ECIV 489R will be removed from the curriculum and will no longer serve as prerequisite for this course.
 - Title change from ECIV 499R: Capstone: Civil Eng Design II
 - Change of credits from 2 to 3
- EELE 488R : Electrical Engineering Design I
 - Credit change from 2 to 3
 - Increasing credits to 3 to represent actual workload of course and removed a prerequisite

Course Changes — Second Reading

- EENV 499R: Environmental Engineering Design
 - Title change from EENV 499R: Environmental Engineering Design II
 - The ENVE program is moving from a two-semester capstone sequence to one capstone course in the final semester of the program. EENV 499R is being changed from 2 to 3 credits with one lab credit being added. EENV 489R will be removed from the curriculum and will no longer serve as prerequisite for this course.

Course Changes — Second Reading

- FILM 122IA: Acting for Non-Majors
 - Rubric change from THTR
 - See explanation document
- FILM 304 : Live Production and Camera
 - See explanation document
 - Rubric change from THTR
 - Title change from Theatre Production

Course Changes — Second Reading

- MAS Courses-Credit change
 - Change in credits from 2 to 3. Leadership Lab and Physical Training are mandatory practical military trainings for students pursuing a commission into the Air Force or Space Force. Physical Training is associated with Leadership Laboratory objectives so this change updates the objectives and course hours to include PT.
 - Changes to titles are only to make everything congruent (lab vs laboratory) and to remove the course number from the title.
 - MAS 116, 215, 216, 315, 316, 415, 416: Leadership Lab

Course Inactivations – Second Reading

- BIOE 435 : A Study of Local Ecosystems for Teachers
 - BIOE 435 is co-offered as BIOE 536 A Study of Local Ecosystems for Teachers in the MSSE Program. MSSE has found that the dual offering is confusing, especially to undergraduates who self-enroll for the course, creating issues for our Academic Advisor and the instructor. We propose dropping the BIOE 435 as a dual offering with BIOE 535. Attached are approvals from Diane Debinski, the Department Chair of Ecology and Joe Bradshaw, course instructor.
- BIOE 436 : Symbiosis for Teachers: Eat, Prey, Love
 - BIOE 436 is co-taught as BIOE 536 A Study of Local Ecosystems for Teachers in the MSSE Program. MSSE has found that the dual offering is confusing, especially to undergraduates who self-enroll for the course, creating issues for our Academic Advisor and the instructor. We propose dropping the BIOE 436 as a dual offering with BIOE 536. Attached are approvals from Diane Debinski, the Department Chair of Ecology and Joe Bradshaw, course instructor.

Course Inactivations – Second Reading

- THTR Courses:
 - We are changing the rubric of our remaining two active theatre classes to FILM and the one remaining TT prof who teaches "theatre" teaches all classes for film and can use these independent studies, internships, research projects under the FILM rubric instead.
 - THTR 490R: Undergraduate Research
 - THTR 492: Independent Study
 - THTR 494: Seminar/Workshop
 - THTR 498: Career Internship

Graduate Courses and Programs

Courses – First Reading

- BFIN 530: Accounting and Finance for the Entrepreneur
- BGEN 510: Innovation Sprint 1
- BGEN 515 : Innovation Sprint 2
- BGEN 520: Life Design and Career Development 1
- EENV 570: Montana Water Rights and Water Law

Course Changes – First Reading

- FILM 504 : Film and Documentary Theory
 - Credit change from 3 to 4
 - We did this with FILM 505 and that is up in front of Faculty Senate right now. We should have done this with FILM 504 at the same time. The other benefit to doing this is that one faculty, not two, will be assigned to the class. In the past we have hired out the 1 credit offerings to NTTs and this way a TT faculty will do both. Also, the 4 credits gives a clearer expectation of the workload involved with the class.

Programs — Second Reading

- ENGR-MENG-MENG: Masters of Engineering in Manufacturing Engineering

Senate Open Discussion

Public Comment

(Two minutes per person)

Do I have a motion to adjourn?
Second?

Next Meeting SUB Ballroom D