



**MINUTES**  
**Montana Board of Regents**  
**The University of Montana - Western**  
**March 1-2, 2012**

**Thursday, March 1**

The Board meeting convened at 7:30 AM.

Roll call indicated a quorum present. Regents present: Chairman Angela McLean, Regents Todd Buchanan, Joe Thiel, Major Robinson, Paul Tuss, Jeffrey Krauss, Pat Williams and Commissioner of Higher Education Sheila Stearns, *ex officio*, was also present, as was Commissioner-Elect Clayton Christian. Governor Brian Schweitzer, *ex officio*, was represented by Evan Barrett, and Superintendent of Public Instruction Denise Juneau, *ex officio*, was present on March 2.

The business meeting convened at 1:00 PM.

Regent Paul Tuss moved approval of the January 19, 2012 board minutes. Motion passed 7-0.

Chair Angela McLean introduced new Regents Jeff Krauss, Bozeman, and Pat Williams, Missoula.

System Issues Reports and Action

- Commissioner's Report

Commissioner Clayton Christian noted he held listening sessions at the campuses, as well as a planning retreat with regents, OCHE and Presidents Cruzado and Engstrom at which time they discussed ongoing projects and developed draft initiatives and priorities of the board. Items of importance to the board include: faculty and staff support; workforce development and two-year education; graduate education and research; need-based aid; integrated information system; strategic resource alignment; and performance-based funding.

- MUS Campuses Sexual Assault Reports

As part of his commissioner's report, Commissioner Christian made several preliminary comments about the recent sexual assault investigations at UM-Missoula. First, he addressed the misconception that the system views the recent sexual assault issues as resolved. He stressed his confidence in the UM administration and noted there is no feeling at UM or OCHE that the work on this issue is complete, noting there is still much to be done and that the work will continue.

He commended President Engstrom and his staff for their hard work, and he noted that we can't expect President Engstrom to solve the issues which have arisen immediately, however we can and will commit our efforts and resources to this important effort. He pledged to do everything possible to make the UM campus as safe as possible, but he



noted that it will take time and effort. He identified the following tasks in which The University of Montana and the commissioner's office will be involved, with the help of the community and mayor of Missoula: (1) the review of policies, procedures, and practices to apply what we have learned in this process to the end of ensuring that we make the UM campus and community a safer place; and (2) the provision of resources to help the victims and bring perpetrators to justice. He noted that this work has begun and that it will continue.

President Engstrom was invited to comment and he noted that the process followed in the recent sexual assault incident at UM resulted in some misconceptions in the community. He noted that the UM administration has worked around the clock on the recent incident, in collaboration with students and Commissioners Stearns and Christian, and he stated UM's priorities as these: (1) the safety of the campus; (2) the removal of perpetrators; and (3) communications with the community. He had a specific message relative to the incident. He emphasized that the campus "*did not sit on information about a rapist.*" He said that, *on the date* the rape was reported to campus authorities, the campus took several steps: (1) it interviewed the victim and advised her strongly to report the incident to law enforcement; (2) it put out a Clery Act Notice (warning of potential danger) to the campus community and the police; and (3) it notified city police. He noted that these actions may not have been completed in perfect order, but he indicated the difficulties of serving a Clery Act Notice and he indicated pride in how the campus responded, which he stated was appropriate.

President Engstrom also noted several related tasks assigned by him to his staff early in this process and which will guide the university going forward. These tasks include: (1) development of a comprehensive plan which enhances UM's current plan, including the utilization of special events, such as a campus visit by a national group, "Men Can Stop Rape," and ongoing activities related to this initiative; (2) implementation of mandatory courses; and (3) use of educational forums, including student-led forums, which are ongoing already.

UM's objectives in this are:

- First, to improve education about the subject.
- Second, to change expectations in the area of student athletics. This will include a new code of conduct for UM athletes.
- Third, to review procedures, protocols and communications. UM has begun this process, meeting yesterday with the City of Missoula and will cooperate with the city in encouraging the reporting of sexual assaults. UM will bring in a national expert to assist with these efforts.
- Fourth, to conclude the current investigation performed by Diane Barz. Finalization of this investigation does not mean the larger issue of campus sexual assault will not be a matter of continuing work.

### Campus Sexual Assault Reports

MSU President Waded Cruzado noted efforts which have been made on the MSU campus in the past year since the Department of Education's Title IX Guidance was issued via its April 4, 2011 "Dear Colleague" letter. MSU has implemented a Title IX task force with student, legal, athletic, human resources, rape counseling, and affirmative action components; utilized experts; completed extensive, comprehensive



employee training; begun the systematic teaching of healthy relationships; revised the Student Code of Conduct, the Affirmative Action process and the campus sexual assault procedures; adopted an on-line training program that all employees must take, including the president; and enhanced Voice Center activities, including the distribution of informative postcards.

MSU Director of Student Services Matthew Caires, made several important points. First, the processes require the interface of complex state and federal laws. Second, the female victims must be kept at the center of these complex procedures. Third, our student populations must be a part of the solution of this problem.

UM President Engstrom submitted UM's Sexual Assault Report and highlighted the following points: The nature of the issue of sexual assault and overlapping jurisdictions require the existence of multiple reporting lines through the campus police, community law enforcement, student services, and resource services. He also noted the types of resources the campus and city are considering for victim support and continuing campus education.

Commissioner Christian noted that good organizations take a crisis and learn how to make the organization stronger. He assured the Board that the system takes responsibility for this issue and takes the tasks ahead very seriously. He expressed appreciation for the support of the Board in this endeavor.

Chairman McLean called attention to the Sexual Assault Summit organized by the students and scheduled for Saturday, March 3, at Montana Tech in Butte. She also asked for positive conversations on the subjects of (1) how to create a system where victims feel safe to come forward and (2) how to use what we have learned to change the campus culture.

Regent Buchanan noted that there are misconceptions regarding the university's responsibility for the apprehension of felony suspects; this is the role of community law enforcement, not the role of our campuses. We are universities, not law enforcement organizations. Our role is to handle student conduct investigations. He noted that we can improve upon ensuring that victims understand their options and the available paths for resolution, but the student victim must make the choice of which resolution path to follow, as we cannot report for them.

Commissioner Christian also noted that emergency number 911 is an entry point, and that the police can direct student victims back to the Sexual Assault Resource Center. He noted we need victims to be comfortable with using 911.

President Engstrom noted that Title IX sets forth the obligation for the campus to conduct an investigation, regardless of whether and at what point law enforcement becomes involved. Whatever the police do, the campuses must conduct their investigations. Campus and law enforcement processes are parallel and we must work to ensure neither impedes the other.

Regent Thiel noted that he is most concerned about establishing a change in culture with student peers controlling the actions of their peers. He asked about what system-wide initiatives would be of help. President Engstrom said the system could help bring



clarity to the legal obligations on campuses. He noted the campus expertise on this and suggested campus and system knowledge be joined in a collaborative effort to achieve consistency of interpretation and implementation.

Regent Krauss noted interest in the coordination effort with local law enforcement. President Cruzado echoed President Engstrom's suggestion for consistent protocol, policies and procedures, and she suggested a flow chart be developed, to be coordinated at the system level. She noted that, as public servants, there is a heightened sense of responsibility and a need to address both the underlying issue and the public perceptions regarding safety on our campuses.

Commissioner Christian noted that we have begun this process at the system level. He noted specific requirements of federal and state law, as well as some requirements which will require our interpretation. He pledged that we will get this done, in collaboration with our campuses.

Regent Robinson noted how central this issue is and pointed out that we can't eradicate sexual assault completely, but we can strive to improve to the extent that we can.

President Engstrom said UM is engaged in collaboration with the City of Missoula in two areas: (1) communication and (2) education. In the area of communications, the parties are concentrating on the relationship between the two police forces and when, and by what methods, information will flow between the parties. With regard to education, to date this has been a campus responsibility, but City Hall now wants to play a more active part. In addition, these assaults often occur off campus, and there are joint responsibilities.

In response to a question from Regent Robinson about Clery Act notices, President Engstrom noted that they are now email notices, but that they are looking at adopting at least a three-fold, redundant notice, utilizing email, Facebook, and texting/twitter avenues. There will be a mosaic of notifications to better reach students, which will be done in conjunction with the mayor's office. The city intends to hire a media professional to help in this effort.

In response to a question from Regent Tuss, the presidents advised that they are working with their affiliated campuses to ensure all are comfortable with required procedures and protocols.

In response to a question from Regent Williams, President Engstrom noted that, with regard to the failure of the city police to apprehend the suspect in the most recent sexual assault case, it is his understanding that the city police cannot move forward until the victim reports the crime to the Missoula Police Department, and there was a delay in the making of that report, despite campus encouragement.

Regent Williams noted that this is an issue in which the victims are women, many of which are young – teen-aged – and sometimes very vulnerable. Realization of this may assist in our empathy toward them and our capability of changing the campus culture.



President Engstrom encouraged the sharing of resources between campuses, as well as a sharing of when, by what methods, and under what protocols the campuses are reporting under the Clery Act. He noted this is not a simple issue; it is a *difficult* issue.

Regent Krauss suggested we get to the students early and include these issues in required classes on alcohol education classes. He also noted that we need clarity since, now in Bozeman, if you call 911 from a cell phone, you get the city police, but if you call from the dorm phone, you get the campus police.

Public Comment:

- Jennifer Gursky, ASUM President, spoke in favor of more conversations toward advocacy on behalf of victims, of keeping the victims at the core of concern and response, the importance of utilizing available resources, and the value of communication.
- Kelsen Young of the Montana Coalition Against Domestic and Sexual Violence noted that this issue is personal for the women affected by this problem, a point which is central. She also noted that an investment in people on the campus to educate staff and administration is critical. She stated that her organization is available to assist the university and the system.

**ACADEMIC, RESEARCH, and STUDENT AFFAIRS COMMITTEE and ACTION**

**CONSENT**

- a. Level II items (*from January submission*)
- b. Honorary Doctorates
  - MSU-Bozeman
  - UM-Missoula
  - MT Tech

Regent Buchanan moved approval of the consent agenda. Motion approved 7-0.

**INFORMATION**

- a. Transfer Articulation Agreement Between Montana State University-Bozeman and Lethbridge College; MSU-Bozeman *ITEM #154-2006-R0312*
- b. Level I Memorandum (*approved at OCHE*)
- c. Level II Memorandum (*for consent agenda at May 2012 BOR meeting*)
- d. AIMA Update – B. Foster

Brandi Foster, Director American Indian Minority Achievement, spoke on supporting and facilitating the advancement of American Indian and minority people through the academic, student service, research, human resources, and community outreach efforts of the MUS.

- e. GEAR UP Update – S. Moore



Due to time constraints, the GEAR UP update was deferred to the May board meeting.

f. Transferability Update

Associate Commissioner Tyler Trevor noted that the Transferability Initiative has completed Phase 1, is now an on-going maintenance project as new courses are developed, and involves facilitating communication between the campuses to resolve transferability issues.

g. Affordability Task Force Update – T. Trevor, R. Muffick

Associate Commissioner Tyler Trevor, OCHE, noted the progress of the Affordability Taskforce, to use data in combination with financial aid experts to find ways to make higher education more affordable.

- Pell Update

Ron Muffick, Student Financial Services, OCHE, commented on congressional appropriation bills yet to be acted upon, funding levels for the federal student aid programs, which would maintain a \$5,500 maximum Pell Grant for the 2012-2013 award year by cutting spending on other student aid programs and restricting eligibility, and noted that the compromise bill would temporarily eliminate the interest subsidy on undergraduate subsidized Stafford loans during the grace period.

- Default Rates and Prevention

Ron Muffick reported that the last few years Montana has had one of the lowest cohort default rates in the nation and noted that the two-year campuses' rates are higher due to the populations served. He stressed the importance of providing financial literacy education to students as well as default prevention efforts to help students know their options.

Ricki Jones, UM-Western financial aid officer, noted individual circumstances of the importance of students receiving financial literacy, especially in the cases of students having multiple lenders. Ms. Jones noted the expertise, and services provided by the Student Financial Services component of the Montana Guaranteed Student Loan Program (MGSLP), urged continued board support to provide resources, and noted that the reason for increased student debt load is not due to the cost of tuition, but more often due to the impact of increased living expenses.

Regent McLean recognized the request from Ms. Jones for board assistance and requested a specific list from the Affordability Taskforce on details of what that assistance would entail.

Regent Todd Buchanan noted he wants to develop a plan to address affordability issues.

Commissioner Stearns gave credit to the campuses and the board for exercising tremendous tuition control over the years.



- President Obama's College Affordability Agenda

Mr. Muffick presented an outline of President Obama's plan to rein in college costs and proposals to reform student aid, which includes providing: better data to assist families, reform efforts to promote affordability and value, and federal support to tackle college costs.

h. Strategic Plan – Dashboard Indicator | Retention

Associate Commissioner Trevor presented data on increased retention rates in the MUS over the past five years with first-time, full-time freshmen students returning for a second year of enrollment.

**ADMINISTRATIVE, BUDGET AND AUDIT OVERSIGHT COMMITTEE and ACTION**

**CONSENT**

- a. Student Computer Fee Technology Equipment Initiative; UM-Missoula *ITEM 154-1002-R0312*
- b. Student Computer Fee Employment Allocation; UM-Missoula *ITEM 154-1003-R0312*
- c. Student Computer Fee Equipment Allocation; UM-Missoula *ITEM 154-1004-R0312*
- d. BOR Policy Revision 804.1, Self-Insured Group Insurance Plan; OCHE *ITEM 154-104-R0312*

Regent Major Robinson moved approval of the consent agenda, items a-d. Motion passed 7-0.

**ACTION**

- a. Approval to Construct Child Care Facility; MSU-Great Falls COT *ITEM 154-2901-R0312*

Dean Gwen Joseph, MSU-Great Falls COT, noted this item is a result of a legislative appropriation to be directed toward the completed simulated hospital and for the construction of a child care center.

Judy Hayes, Director of Student Services, explained the development of this proposal due to child care being a barrier to some students. MSU-Great Falls COT is requesting authority to proceed with the construction of a child care facility.

Public Comment:

Melissa Smiley, MSU-Great Falls COT student, urged support for the child care facility.

Regent Robinson asked about the cost and cautioned the campus to be mindful of the financial means of their campus. Mary Ellen Baukol, financial director, explained that projected costs were based on an estimate from an architect as the Request for Proposal (RFP) for the project has not gone out yet.



Regent Robinson asked for clarification on how the facility will be managed once construction is completed. Ms. Hayes responded that the campus would own the building, but has decided they would have a private entity manage the facility.

Regent Paul Tuss moved approval of ITEM 154-29019R0312. Motion approved 7-0.

- b. Construct Executive Education Building Amendment; UM-Missoula  
*ITEM 154-1008-R0312*

Bob Duringer, UM Vice President for Finance, explained the process utilized and funds to be used for the project and noted the item requests approval to implement steps to move forward with the construction of the Gilkey Executive Education Center.

Regent Robinson moved approval of item 154-1008-R0312. Motion approved 7-0.

- c. Approval to Construct Student Athlete Academic Center; UM-Missoula  
*ITEM 154-1013-R0313*

Vice President Duringer explained that UM had come to the board in May of 2011 to inform the regents of this potential project and that UM now requests approval to proceed with the design and construction, using private funds.

Regent Tuss questioned why student athletes would need their own academic center. President Engstrom responded that the student athletes spend many hours near the athletic complex and if a facility is readily accessible, then the athletes can go directly from practices to the education center, and thus, this will support the student athletes academically.

Regent Pat Williams commented that this appears to benefit just the athletes and not the rest of the students and suggested this further separates the athletes from the rest of the students. Regent Williams noted that UM has a large campus to serve and voiced disagreement with providing this for one student population on campus. President Engstrom assured the board this was not submitted as an indication of favoritism toward any group, but rather due to fundraising revenues that had already occurred.

Chairwoman McLean urged support for this project and noted the outstanding athletic programs at the campuses as well as the need to continue to attract athletes.

Public comment:

Jennifer Gursky, ASUM, and Dave Beck, UM Faculty Senate, spoke in support of ITEM 154-1013-R0312, the construction of the student athlete academic center. Also supported the funding mechanism devised by the campus.

Regent Robinson moved approval of item 154-1013-R0312. Motion passed 6-1, with Regent Williams voting no.





Audit Reports:

- a. Montana State University, Financial Audit, For the Two Fiscal Years Ended June 30, 2011  
<http://leg.mt.gov/content/Publications/Audit/Report/11-11A.pdf>
- b. The University of Montana, Financial Audit, For the Two Fiscal Years Ended June 30, 2011  
<http://leg.mt.gov/content/Publications/Audit/Report/11-10A.pdf>
- c. Montana Guaranteed Student Loan Program, Financial Audit, For the Fiscal Year Ended June 30, 2011  
<http://leg.mt.gov/content/Publications/Audit/Report/11-06A.pdf>
- d. Montana University System Workers' Compensation Program, Audited Financial Statements With Supplemental Information June 30, 2011 and 2010  
<http://leg.mt.gov/content/Publications/Audit/Report/11C-04.pdf>

Frieda Houser, Director of Budgeting, OCHE, explained the legislative audits that have been conducted and recommendations received pertaining to the audits.

- e. Proposed ASUM Office Renovation; UM-Missoula

Jennifer Gursky, ASUM president, explained the renovation project, the process followed, and the reason for the renovation project.

## DISCUSSION

- a. LRPB Recommended Priorities

Deputy Commissioner Mick Robinson distributed a memo to the board explaining the process and timeline for the development of the LRPB priorities, noting the priority list is the same list as presented to the legislature since none of the projects were funded in the last legislative session. He explained terminology used: "authority only" projects means that non-state funds are to be used to fund those projects; "spending authority" is for authority to spend a combination of grants and donations and; "authority only" is a list requesting spending authority only from the legislature. He noted that the priority list needs to be submitted to the state by July 2012 and, would therefore be acted upon at the May BOR meeting.

- b. Present Law Update

Deputy Commissioner Robinson explained the present law process and noted the examples given are base budget expenditures that are requested via a decision package presented to the Legislature.

- c. Compensation Focus Group

Deputy Commissioner Mick Robinson noted this topic will be covered in the Staff and Compensation Committee.



d. Initiatives Proposals

This topic will be deferred to Friday morning.

**STAFF AND COMPENSATION COMMITTEE and ACTION**

**ACTION**

a. Commissioner Emerita: Sheila M. Stearns OCHE *ITEM 154-101-R0312*

Regent Robinson explained the item would bestow upon Commissioner Stearns the title of Commissioner Emerita in recognition of her outstanding and exemplary service.

Board members and campus leaders voiced tribute to Commissioner Stearns for: strong advocacy, good working relationships, remarkable role model, outstanding legacy, outstanding attributes, appreciation of students, making a difference in the lives of students, influential leadership, dedication to higher education and her service and sacrifice for the state of Montana.

Public comment:

The following people spoke in support of Commissioner Stearns' service to higher education: Senator Bob Lake; Jeannie Wilkinson, Professional Council; Marco Farro, MEA-MFT; Kevin Thane, MSU Staff Senate; Peter Donovan, Board of Public Education and; Jennifer Gursky, ASUM.

Regent Robinson moved approval of bestowing the title of Commissioner Emerita on Commissioner Stearns. Motion passed 7-0.

b. Employee Equity Interest, Policy 407: Pascual; *UM-Missoula ITEM 154-1006-R0312*

Provost Perry Brown, UM-Missoula, noted that UM has an employee who has an interest in this group, and the campus legal staff worked out an employee equity agreement so UM can enter into licensing agreements which benefit UM and contractual arrangements for the use of University facilities if needed.

Regent Joseph Thiel moved approval of item 154-101-R0312. Motion passed 7-0.

**CONSENT**

Staff Items

- a. MSU-Billings *ITEM 154-2700-R0312*
- b. Professor Emeritus of Film and Photography: William Neff; MSU-Bozeman *ITEM 154-2001-R0312*
- c. Professor Emeritus of Computer Science: Denbigh Starkey; MSU-Bozeman *ITEM 154-2002-R0312*
- d. Professor Emeritus of Earth Sciences: Stephan Custer; MSU-Bozeman *ITEM 154-2003-R0312*



- e. Professor Emeritus of Art: Neil Jussila; MSU-Billings *ITEM 154-2701-R0312*
- f. Adjunct Assistant Professor Emeritus: Patricia Holman; MSU-Billings *ITEM 154-2702-R0312*
- g. Professor Emeritus of Music: James Robertson; MSU-Billings *ITEM 154-2703-R0312*
- h. Dean Emeritus: Sharon Alexander; UM-Missoula *ITEM 154-1005-R0312*
- i. Professor Emeritus of Business: Amarjit Sethi; UM-Western *ITEM 154-1601-R0312*
- j. Professor Emeritus of English: Gary Lundy; UM-Western *ITEM 154-1602-R0312*

Labor Agreements

- a. The University of Montana Faculty *ITEM 154-102-R0312*
- b. Montana State University – Northern Faculty *ITEM 154-103-R0312* |

Public comment:

Marco Farro, MEA-MFT, spoke in appreciation for the hard work and communication in settling the two labor agreements.

Regent Robinson moved approval of the consent agenda, Items a-j and Labor Agreements a-b. Motion approved 7-0.

**INFORMATION / DISCUSSION**

Compensation Focus Group Update

Regent Robinson explained this is an opportunity for the Staff and Compensation Committee to help move the retention and recruitment initiative along that was developed in the former Retention and Recruitment Taskforce. He noted that he and Associate Commissioner Kevin McRae created a group of leaders to address these issues and whose primary purpose was to send questions to stakeholders, including OCHE, campus administrators, union members, campus senate association representatives, faculty representatives, and student representatives, with the intent of the answers to the questions providing focus to the group. Topics addressed included: 1. What are the assets you feel you have right now at your campus or organization that the MUS offers you?; 2. What are some of the challenges your organization or campus face?; 3. What recommendations do you have to address those challenges? and; 4. What do you see as the future needs that need to be addressed? The compensation focus group met January 15, 2012 in Bozeman at the Museum of the Rockies to discuss participant responses to the four questions and that Regent Major Robinson and Associate Commissioner Kevin McRae, OCHE, will work together to document the discussions. The Staff and Compensation Committee will consider future Compensation Focus Group discussion and action.”

The meeting recessed at 5:30 PM.

**Friday, March 2**

The board reconvened at 8:00 AM.



- a. Strategic Plan – Annual Update and Approval - (for ACTION)
  - MUS Strategic Plan 2012

Associate Commissioner Tyler Trevor noted this is the annual approval of the MUS Strategic Plan and gave a brief history of the Strategic Plan which sets forth an agenda for higher education in Montana by delineating the strategic direction, goals, and objectives that guide the Montana University System. Mr. Trevor highlighted the three primary goals: 1. Access & affordability, 2. Workforce & economic development, and 3. Efficiency and effectiveness. Associate Commissioner Trevor noted that once the board approves the strategic plan, then OCHE takes the plan back to the Education and Local Government Committee (ELG) and the ELG committee then includes the plan as part of the shared policy goals.

Goals and objectives discussed included: decreasing student loan amounts; increasing the amount of state support as a percentage of total personal income relative to peer states and historical levels; creating objectives that create tangible strategies; promote postsecondary education affordability; increasing research and development receipts and expenditures; increasing technology licenses with Montana businesses; expand graduate education capacity and opportunities in order to increase educational attainment, fuel economic development, and contribute to the cultural and social fabric of Montana and the region; and Science, Technology, Engineering and Mathematics (STEM) initiatives.

Regent Buchanan requested including accelerated degrees as an initiative.

Regent Robinson moved approval of the annual update of the MUS Strategic Plan. Motion passed 7-0.

- b. Summary of Board of Regents Planning Session (draft)

Associate Commissioner Trevor spoke on the draft system initiatives as gleaned from the BOR planning session held on January 20, 2012 and noted that some items may evolve into legislative initiatives.

Initiatives:

- Faculty and staff support to ensure the MUS can recruit and retain qualified personnel
- Workforce development and two-year education
- Graduate education and research
- Need-based aid
- Integrated information system, which integrate primary information systems into one system and thus producing quality data
- Strategic resource alignment and program prioritization to strategically align program development, expansion and contraction with resources
- Performance-based funding – implement a performance-based funding mechanism to incentivize and reward campuses for increasing productivity

Commissioner Christian noted that the board eventually needs to decide which



initiatives to move forward as legislative initiatives. He noted that at this point in time the three initiatives receiving the most support from the board and ones likely to be adopted as legislative initiatives are:

- Integrated information system
- Need-based aid
- Two-year education

President Cruzado reminded the board of the task force co-chaired by President Cruzado and Deputy Commissioner Cech to meet the workforce needs in eastern Montana and noted the taskforce has held meetings with community and business leaders in eastern Montana to address the needs.

2011 CASE Montana Professor of the Year, Julie Bullard, and Students “Curious Minds” Presentation

Dr. Julie Bullard, UM Western, spoke on the importance of early childhood education and introduced an experiential project they are doing on their campus.

K-12 Longitudinal Data System Demonstration (*GEMS – Growth and Enhancement of Montana Students*): Superintendent of Public Instruction Denise Juneau

Superintendent of Public Instruction Denise Juneau, Jamie Ereth and Jim Gietzen of the Office of Public Instruction (OPI) gave a presentation entitled “Growth and Enhancement of Montana Students” (GEMS) which is Montana’s new statewide longitudinal data system (SLDS) connecting data from K-12 and higher education. Goals include helping agencies and educators promote student growth, tracking student information over multiple years in multiple schools, and integrating existing data. Users of GEMS will be parents, school administrators, analysts and researchers and teachers.

Public Comment:

Marvin Lansverk, MSU Faculty Association, urged support for faculty and staff support and noted the campuses are experiencing difficulty in filling positions and retaining faculty.

## **TWO-YEAR EDUCATION and COMMUNITY COLLEGE COMMITTEE and ACTION**

### **ACTION**

- a. Approval of COT Comprehensive Mission Expansion Plans – J. Cech, R. Groseth

Deputy Commissioner John Cech noted the process will evolve over time and are not meant to be static plans. He guided the discussion as the board reviewed the comprehensive mission plans for the two-year campuses and noted that he and Deputy Commissioner Mick Robinson will work with the campuses and will present the findings at the May BOR meeting. Chancellor Rolf Groseth commented on the comprehensive mission expansion plans, next steps, and filling in gaps to fulfill the directive.



Dr. Cech highlighted components of each of the plan including: rapid expansion of evening and non-traditional time offerings; expand workforce development; extend general education core courses; establishing an university-wide College!Now initiative; efforts focused on embracing the expansion mission; working with public schools; and alignment with the MUS Strategic Plan. He noted that it is absolutely critical as the university system moves forward with planning for two-year education, that it involve efficiencies, collaboration, and leveraging power by working together to meet the needs in the state.

- MSU-Great Falls COT
- MSU Billings
- UM Missoula
- UM Helena COT
- MT Tech COT

Discussion followed on the following points:

- Recognize the unique qualities and strengths of each campus
- On-going process
- Keep abreast of best practices nationally
- Keep the board informed of the timelines and progress
- Request for Dr. Cech to provide the presidents with feedback regarding their affiliated campuses on strengths and areas that need improvement, with the intent that the presidents will then work with their campuses in the areas that need improvement.
- Be mindful that the four-year campuses also prepare students for the workforce.

Regent Thiel moved approval of the COT comprehensive mission expansion plans. Motion passed 7-0.

- b. Approval of Re-naming Convention for Colleges of Technology
  - Presentation of Post Two-Year Summit Research Data – Strategies 360

Strategies 360 staff, Annie Connole and Tim Warner, gave a presentation on the College!Now Brand Marketing Research findings. Strategies 360 conducted research, held listening sessions with students, faculty, staff, and members of the public across Montana. They noted the need for the rebranding of the colleges of technology to reflect the mission of the campuses and said many focus groups perceived the affiliation at the end of the local test names as representing transferability, accreditation, prestige, a university system, signifying a comprehensive two-year mission.

Reasons for changing the names:

1. Place communicates a strong community identity
2. The combination of place and mission, demonstrates the comprehensive two-year mission
3. Affiliation placed first in the framework represent four-year universities.



Ms. Connole and Mr. Warner noted the names indicate a value in university affiliation and said many prospective two-year education students are looking for a quality education that is accessible and close to home. Using the framework exhibited in the presentation shows the college is anchored in a community and shows strong university system support.

Commissioner Christian noted this historic expansion of the comprehensive mission to the two-year campuses and the next step in the process is for the renaming of the campuses to reflect the expanded mission. He clarified that the board will take action to approve the naming convention at the May board meeting, which will then allow the campus presidents to work with their affiliated campuses. He added that the name change will convey a different perception over time.

Dr. Cech noted that the deans of the colleges of technology have had numerous opportunities for input throughout the process and have been actively included throughout the entire process as well.

Board members requested information pertaining to costs associated with the renaming of the campuses.

- Recommendation of New COT Naming Framework – Strategies 360

Commissioner Stearns noted the importance of using the research and data gathered to make the appropriate name changes.

Public Comment,

- Katherine O'Brien, student MSU-Great Falls, voiced concern of the renaming of the Colleges of Technology.
- Charles Brown, student MSU-Great Falls, voiced concern, noting that the campuses have to have mission change instead of just a name change.

Commissioner Christian clarified that today's motion lays out the framework and parameters for all these campuses to come back with a name.

Deputy Commissioner Cech noted these are historic steps and that Montana is currently 43<sup>rd</sup> out of 50 states in the engagement of their two-year colleges. Expanding the mission of the two-year campuses and a new name is instrumental in increasing the utilization of the two-year campuses.

Commissioner Christian noted that the board needs to set the framework and if the campuses don't follow the recommendations, it would undermine all the work done in this area over the past two years. He expressed concern that if the motion were to be changed too much, then it could send the message to the campuses that they need not consider names within the parameters set.

Regent Thiel moved that the Board of Regents adopt, as its naming framework for assigning new names to the five colleges of technology within the Montana University



System, the following components: (1) first, designation of place and mission, with mission reflected by the use of the word “college,” and (2) second, designation of affiliation, with the affiliation to appear following place and mission designation. Motion passed 7-0.

### INFORMATION

#### a. Big Sky Pathways Presentation

Panel members: TJ Eyer and Eric Swenson, OPI, Kathy Wilkins, OCHE, Paul Burkmeyer, Anaconda Public Schools Principal, and Liz Tuss, teacher at Anaconda.

Deputy Commissioner Cech noted that Big Sky Pathways is a collaboration between high schools and higher education that helps students understand opportunities for career pathways, which defines the sequence of courses from high school to college to achieve a particular certificate or associate degree opportunities.

Panel members explained that Big Sky Pathways ease student transitions between secondary and post-secondary education, strengthen the planning process, and increase student awareness of careers, education and training.

#### Public Comment:

- Sandy Osborn, MEA-MFT, voiced concern of Montana’s low wages and the effect on recruitment and retention on the campuses, as well as retirement and health plan issues.
- Marco Ferro, MEA-MFT, urged collaboration as the MUS moves forward in the legislative budget process and recommended the inclusion of the pay plan in the budget proposal.
- Chelsea Hyde, UM Western student, spoke in support of faculty and staff compensation for the purpose of recruitment and retention.
- Dave Beck, UM-Missoula faculty, spoke in support of recruitment and retention efforts and the impact of higher education on economic development.
- Senator Bob Lake, Education and Local Government committee, spoke about the common goal of efficiency and quality education. He stressed the point that the legislature has a finite amount of funding to distribute and to be mindful of the financial limitations. Legislature deals with projections and cautioned the board to be careful to not make plans for funding until it is known what level of funding is available.

The meeting adjourned at 12:55 PM.

**Approved by the Board of Regents on**

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Date

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Date





# MONTANA UNIVERSITY SYSTEM

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Clayton T. Christian  
Commissioner of Higher Education  
and Secretary to the Board of Regents

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Angela McLean  
Chair, Board of Regents