



MINUTES
Montana Board of Regents
Montana State University - Bozeman
November 21-22, 2013

Thursday, November 21

The meeting convened at 8:15 AM.

Roll call indicated a quorum present. Regents present: Chair Angela McLean, Vice Chair Paul Tuss, Regents Todd Buchanan, Jeff Krauss, Major Robinson, Fran Albrecht and Student Regent Zack Rogala. *Ex Officio* members Commissioner of Higher Education Clayton Christian and Superintendent of Public Instruction Denise Juneau were present. *Ex Officio* member Governor Steve Bullock was represented by Shannon O'Brien, Education Policy Advisor.

Regent Major Robinson moved approval of the September 18-19, 2013 Board of Regents meeting minutes. Motion approved 7-0.

Chair Angela McLean spoke on board and MUS efforts regarding priorities of time-to-degree, Complete College Montana, developmental education, dual enrollment, reduction of remediation rates, working with the governor on 60% of Montanan's obtaining higher education credential, and P-20 partnerships.

System Issues Reports and Action

• **Commissioner's Report**

Commissioner Clayton Christian noted national trends including the completion agenda, in which the intent is to increase the number of people that have some form of higher education credential and; affordability. He said the MUS will need a higher retention of students in the system in order to attain the goal of increased graduates.

Regent Todd Buchanan asked if the MUS plans on making a stronger effort to attract more non-resident students.

MSU President Waded Cruzado said that plans related to attracting more non-resident students are part of the campus strategic efforts and that those decisions are made in a very strategic manner. She added that the campuses need to strive to keep more Montana students in the state.

UM President Royce Engstrom said many states have experienced substantial budget cuts and have had to adopt aggressive recruitment efforts of non-resident students, partially as a budgetary need. He noted that UM is also using a strategic approach to recruit non-resident students.



- **Fall Enrollment**

Deputy Commissioner Tyler Trevor reported on the fall enrollment of the individual campuses throughout the MUS, using data according to institution type, residency and degree level. He recommended that the board look at ten-year's worth of information to see the overall trends and to also look at FTE vs head count. He pointed out that there is currently a decline in high school graduates, with 1,000 fewer high school graduates in Montana per year.

- **Complete College Montana**

Deputy Commissioner Trevor gave a presentation on Complete College Montana, entitled Game Changer Strategies, which entailed an overview of what Complete College Montana includes. He stressed that many of the strategies are steps Montana is already doing. This nation-wide effort is designed to develop specific strategies to be able to move forward in going from 40% to 60% with Montana's obtaining some kind of college credential. He noted strategies include performance funding; co-requisite remediation; "full-time" is fifteen credits; provide students some structured schedules and; guided pathways to success. Deputy Commissioner Trevor told the board that performance funding is more about outcomes than performance, tying funding to progress and success. He explained that Complete College Montana always compares campuses to themselves, noting the progress of each university.

Deputy Commissioner Trevor addressed the individual strategies and MUS action steps implemented to meet the goals of each strategy, including: the need to use multiple measures to create placement range; inform and incentivize students to take at least 15 credits; provide structured and predictable schedules; prepare clear pathways to on-time completion; provide a high level of advising; degree audit and academic planning systems in place; best practices in advising occurring in pockets throughout the system; alignment of degree program requirements and; increase dual enrollment opportunities.

Chair McLean stressed the necessity for institution participation to reach the goals for dual enrollment.

Deputy Commissioner Trevor noted the measurements of metrics and outcomes and the need to use these in a consistent manner. This data will be used to measure the state-wide progress.

Regent Major Robinson spoke in support of the Complete College Montana initiative and encouraged the board to include the low-income population; also measuring the success of the Native American and under-represented population. Regent Fran Albrecht echoed these concerns for non-traditional students and asked that working parents and single-parents be given consideration moving forward.

Deputy Commissioner Trevor noted that non-traditional students have been included in the efforts to increase graduation rates and in the new performance funding metrics.

President Engstrom said it is important to remember that Complete College Montana



increases the intellectual capital in the state. He stressed it is not about making it easier to get a degree; but rather, making it possible to give the opportunity to more people while maintaining academic standards, academic quality, and academic rigor.

Regent Jeff Krauss noted the importance of the research component, the involvement of the two-year options, and transfer degrees.

Shannon O'Brien, Governor Bullock's Education Policy Advisor, spoke on the concern that part-time students and non-traditional students typically do not graduate on time.

Commissioner Christian said this is an inclusive process, working toward where we want to be as a state.

- **Other**

Jessica Brubaker, OCHE Associate Legal Counsel, reported on the State Authorization Reciprocity Agreement (SARA), which is a national initiative to make distance education courses more accessible to students across state lines, and make it easier for states to regulate and institutions to participate in interstate distance education.

The SARA initiative grew in response to the U.S. Department of Education program integrity regulations that set forth minimum standards for states in authorizing institutions that offer postsecondary education programs within their borders, and a requirement for institutions of higher education to be authorized in every state in which they have a presence. Although most states already had regulations in place, in most cases those regulations weren't being enforced. Essentially then, these new regulations resulted in a federal mandate that states enforce their existing laws. The penalty for non-compliance falls on institutions which become ineligible to receive Title IX financial aid if either their home state does not have a sufficient authorization process, or they fail to get authorization from the state in which they are operating.

Ms. Brubaker noted that new federal regulations had major implications for postsecondary institutions and states, especially with regard to the offering of distance education. Institutions were faced with the task of securing and maintaining approvals in potentially 50 different states, with substantially varied requirements for authorization in each of those states. States were faced with the potential of thousands of institutions requesting approval and a resulting workload that might exceed its current capacity.

SARA is a voluntary national reciprocity agreement that would relieve states and institutions of those burdens while still ensuring quality in the offering of distance education. The framework consists of a newly formed national coordinating commission, and makes use of the existing regional higher education compacts which have each formed a regional SARA entity. States will be eligible to join through their regional SARA entity provided that they can establish that they have an effective process for authorizing institutions.

If Montana were to join SARA, it would require board approval and a change to the manner in which the Board of Regents approves institutions to offer postsecondary



degree programs in the State of Montana. The Commissioner's office has been looking at this issue jointly with the campuses, and it is our preliminary opinion that joining the reciprocity agreement would be beneficial to both postsecondary institutions in Montana and to the Board of Regents in its role as the regulating entity in Montana. Several university system representatives will be attending the WICHE SARA regional forum in December to learn more about the roles and responsibilities of state agencies and institutions under SARA. With the expectation that the Commissioner will be reporting back to the Board following this forum regarding a recommendation on joining SARA we wanted to take this opportunity to provide you with some background information on the initiative and answer any questions that you may have.

Commissioner Christian said this issue will ultimately result in a policy and possibly some legislative requests. The board will be updated on this issue at future meetings.

The governor's Education Policy Advisor, Shannon O'Brien, provided an update on efforts of the governor's office including state-wide school visits, higher education collaboration, early childhood efforts, and working collaboratively with many state-wide stakeholders to obtain education goals.

ADMINISTRATIVE, BUDGET AND AUDIT OVERSIGHT COMMITTEE

ACTION

- a. Construction Projects and Bond Issuance; MSU-Bozeman *ITEM 161-2004-R1113*

Terry Leist, MSU VP Finance and Administration, noted that this two-fold request is for construction of a new residence hall and for improvements to existing residence and dining halls. The amount will not exceed \$60 million. These projects will be funded by the issuance of facilities revenue bonds. The issuance of the revenue bonds also includes up to \$10 million in bridge financing for an academic building that will be paid for with gift proceeds received over a period of time. He noted there is already adequate need for the housing space to be filled upon completion.

Mr. Leist addressed the financing plan, assuring the board that there is existing revenue available to cover the new and current debt load and guaranteed that no state funds would be used for this project. He added that student participation will be incorporated throughout the design and construction process.

Regent Robinson spoke in support of the needed construction project.

Commissioner Christian noted that due to the age of many of the buildings throughout the MUS, the issue of needing to do major renovations is a system-wide issue that needs to be addressed on an on-going basis to meet ADA accessible requirements and safety specifications.

- b. Series M 2013 Revenue Bonds; UM-Missoula *ITEM 161-1001-R1113*



UM VP Finance and Administration, Mike Reid, explained this request was for authorization to proceed with the issuance of the Series M 2013 Revenue Bonds in a principal amount of up to \$8 million. He noted that these bonds will fund a portion of some projects which were previously approved by the Board of Regents.

c. Authorization to Purchase Building; MT Tech *ITEM 161-1501-R1113*

MT Tech Chancellor Donald Blackketter requested authorization to purchase a building in Billings, MT, for Bureau of Mines and Geology. MT Tech is currently leasing space for the energy and ground water services and the landlord has requested using the building for their own purposes in the future. Chancellor Blackketter assured the board thorough inspection of the building will be conducted to guarantee that no environmental liability exists.

d. Revision of BOR Policy 1003.4 – Capital Improvement Projects;
OCHE *ITEM 161-101-R1113*

Deputy Commissioner Mick Robinson told the board this updated policy reflects the revisions of state statute regarding the use of Architects and Design Consultants. Campuses will have an advisory role in the selection of architects, with a committee recommending three architectural firms to be submitted to the Department of Administration, specifically to the Architecture and Engineering Division in accordance with their policies.

e. Policy Revision 940.9.2 – Use of Plant Funds; OCHE *ITEM 161-103-R1113*

f. Policy Revision 1003.7 – Authorization for Building Projects; OCHE
ITEM 161-104-R1113

Deputy Commissioner Robinson addressed items e and d, noting that present policy states that campus projects between \$75,000 - \$150,000 can be approved at the Commissioner's Office without having to go to BOR for approval; anything above \$150,000 has to go before the board for approval. Items e and f request increasing the commissioner's approval authority amount to a maximum of \$350,000. He noted that the \$350,000 level was an important threshold amount to begin with in making the change.

Regent Krauss requested that the board reconsider the \$350,000 approval level at the November 2014 BOR meeting for the purpose of consideration of increasing the amount to \$500,000.

Student Regent Rogala requested a future discussion in which the cycle for the approval of student fees to could be discussed as well as whether some of the fees could be approved at the commissioner's office, which would essentially allow the student government groups to seek approval of specific fees in the off-cycle years.



MONTANA UNIVERSITY SYSTEM

Regent Buchanan emphasized that many board members are concerned about affordability and the cost of education; while he was sympathetic to the request regarding the cycle of fees, he said it was important to protect the barriers to adding costs. He added that it is important to see all the fees at one time to have an understanding of the total cost of fees.

- g. Spending Authority for TAACCCT Grant; OCHE *ITEM 161-114-R1113*

Deputy Commissioner Robinson explained the TAACCCT had not been awarded until after the MUS budgets had been approved, thus, spending authority still needs to be approved. He noted funds will also be flowing to the tribal colleges, but those dollars were segregated because the MUS does not approve spending authority of the tribal colleges. Mr. Robinson noted the different expenditures for students and administration, as well as plans for expansion and sustainability of the programs which are addressed in the documents attached to BOR agenda.

Regent Albrecht requested the board receive an update regarding sustainability efforts.

CONSENT

- a. Authorization to Renovate Food Service Venues; MSU-Bozeman
ITEM 161-2005-R1113
- b. Repair/Replace Residence Hall Roof; MSU-Billings *ITEM 161-2703-R1113*
- c. Student Computer Fees; MSU-Northern *ITEM 161-2816-R1113*
- d. Student Equipment Fees; MSU-Northern *ITEM 161-2817-R1113*
- e. Authorization for Transfer of Interest in Real Property; UM-Missoula
ITEM 161-1004-R1113

Deputy Commissioner Robinson noted a change in item "e." according to the land board regulations.

UM Vice President of Administration and Finance, Michael Reid, explained that UM has received only one written offer on the property for sale. UM was requesting authority to sell to the single bidder because it is in the best interest of the University to dispose of the property. Because it cannot be sold for less than the appraised value according to the Land Board policies, the University recently was notified that according to the Land Board policies, they will have to put this property up for auction. Following board approval, the University will put the property up for auction. He noted that the property cannot be sold for less than the appraised value according to land board policy.

INFORMATION

- a. Linfield 231 Renovations; MSU-Bozeman
- b. Roberts 218 and Wilson 1-138 Renovations; MSU-Bozeman
- c. MSU Alumni Foundation Performance Report
- d. UM Foundation Performance Report



Deputy Commissioner Robinson said the commissioner's office is working with all the campuses to provide an annual Foundation report to the BOR.

e. Audit Reports

- Flathead Valley Community College-June 30, 2012-Unmodified Opinion
- University of Montana-Western Foundation-December 31, 2012-Unmodified Opinion
- University of Montana-Compliance Audit (Financial Related)-Two Fiscal Years Ended June 30, 2013
- Montana State University-Compliance Audit (Financial Related)-Two Fiscal Years Ended June 30, 2013
- Montana State University-Billings Foundation-June 30, 2013-Unmodified Opinion
- Montana State University-Northern Foundation-June 30, 2013-Unmodified Opinion
- Montana Tech Foundation-June 30, 2013-Unmodified Opinion
- Montana State University Foundation-June 30, 2013- Unmodified Opinion
- Dawson Community College-June 30, 2012-Unmodified Opinion

Public Comment:

- Carson Kirby, MSU student, spoke in support of the MSU residence construction project and noted extensive participation by students throughout the process.

Student Health Insurance Plan Administration

Connie Welsh, Director of MUS Benefits, Jim Mitchell, Director of MSU Student Health Center, and Rick Curtis, Director of UM Curry Health Center, presented information pertaining to the recent history of the MUS Student Health Insurance Plan and the impact of the Affordable Care Act, and changes in the marketplace pertaining to the MUS Student Health Insurance Plan. Consultants have been involved to help determine the appropriate role of the MUS regarding health insurance plans for students.

Mr. Curtis, UM, explained that the university system assisted with the creation of a single student insurance program that is affordable to students. The Affordable Care Act authorized that children could remain on their parents' health insurance plans until they turn the age of 26. Therefore, there has been a significant decrease in the number of students enrolling in the Student Health Plan, which is impacting the sustainability of the current plan. Projections indicate the university system will need to increase premiums if continuing with the current Student Health Plan.

Mr. Mitchell, MSU, explained different options for students in going forward. He noted that if students are eligible to stay on their parents' plans, they will not be eligible for the federal insurance exchanges. Navigating the process for International students is also cumbersome and confusing.



Mr. Mitchell noted several reasons for not providing student health insurance: the high financial risk in the shifting healthcare environment; the federal ACA individual mandate is sufficient and would result in no additional institutional or campus safety responsibility; ACA individual mandate impact on uncompensated care with local communities and; students are highly transitory.

He then noted reasons to provide student health insurance: value for student insurance plan vs. inconvenience of the waiver process; want to make sure students have access to local community health care providers; campus safety and; opportunity for community health care provider partnerships/direct contracting. He said the MUS Benefits Program would need to explore the potential to restructure the plan design for a fully insured or hybrid plan to buffer potential risk.

Director Welsh spoke about three potential ways to move forward. 1. fully-insured renewal of the plan; 2. transition to market place and ACA exchanges or; 3. provide a self-insured program. She added that the environment surrounding student health insurance is substantially impacted by the volatility in the existing health care environment and the regents and the system need to determine what the appropriate role is for the MUS regarding student health insurance. She said they also need to consider if they can provide a product that meets the federal requirements while also providing a value to students.

Commissioner Christian noted that this is about how to best serve the students and to protect the needs of the students. He said they need to evaluate how all the pieces come together in an environment filled with uncertainty on the federal level. The commissioner's office will carefully evaluate the risk associated with the student health insurance plan.

STAFF AND COMPENSATION COMMITTEE

Deputy Commissioner Kevin McRae noted the employment equity interest items are fairly common and relate to both BOR policy and statutory provision for a combination of a conflict of interest plan and clear delineation between faculty that are performing research in relation to intellectual property.

CONSENT

- a. Employee Equity Interest Under Policy 407; UM-Missoula *ITEM 161-1002-R1113*
- b. Employee Equity Interest Under Policy 407; UM-Missoula *ITEM 161-1003-R1113*

Staff Items

- a. OCHE *ITEM 161-100-R1113*
- b. UM-Missoula *ITEM 161-1000-R1113*
- c. MT Tech *ITEM 161-1500-R1113*
- d. MSU-Bozeman *ITEM 161-2000-R1113*



- e. Professor Emeritus of English: Sexson; MSU-Bozeman *ITEM 161-2001-R1113*
- f. Professor Emeritus of Education: Bruwelheide; MSU-Bozeman *ITEM 161-2002-R1113*
- g. Professor Emeritus of Technology Education: Davis; MSU-Bozeman *ITEM 161-2003-R1113*
- h. Professor Emeritus of Art: Cast; MSU-Billings *ITEM 161-2702-R1113*

Labor Agreements

- a. UM Faculty on the Mountain Campus; OCHE *ITEM 161-106-R1113*
- b. UM Faculty at Missoula College; OCHE *ITEM 161-107-R1113*
- c. MT Tech Faculty on the North Campus; OCHE *ITEM 161-108-R1113*
- d. Faculty at Great Falls, Highlands, City (MSUB), and Gallatin Colleges; OCHE *ITEM 161-109-R1113*
- e. Helena College Faculty; OCHE *ITEM 161-110-R1113*
- f. MSU Billings Faculty on the North Campus; OCHE *ITEM 161-111-R1113*
- g. Teamsters at UM; OCHE *ITEM 161-112-R1113*
- h. Nurses in MSU Student Health Services; OCHE *ITEM 161-115-R1113*

Deputy Commissioner McRae clarified that items b,d, and e do not have ratified agreements yet; therefore, when the board votes on the labor agreements, the motion will include the removal of labor agreements b,d, and e.

DISCUSSION

2013-14 Staff and Compensation Committee Work Plan

Regent Major Robinson proposed to adopt the Staff and Compensation Committee work plan to guide the committee's efforts. The board agreed by consensus.

Regent Robinson highlighted the three goals to focus on: 1. Preparation for the legislation session to ensure that students and the public are served by capable personnel to serve the educational needs; 2. Communication with MUS employees on staff and compensation issues and; 3. Maintain effective labor relations with unions on matters of collective bargaining.

Regent Buchanan encouraged the BOR to not raise tuition and to instead, use internal funding by reallocating funds to use toward priorities of the board. Regent Krauss supported consideration of this.

Regent Robinson recommended working with the commissioner's office regarding the impact and possible benefits if a percentage of campus budgets were reallocated for other purposes. He also requested the commissioner's assist with the Work Plan goal to increase communication efforts.

Chair McLean noted that the campuses had informed the board that removing a percentage of funding for a pool fund would be very damaging to the campuses and



could jeopardize the educational opportunities on the campuses. The board requested a future discussion on this.

Public Comment:

- Dave Shievley, UM-Missoula professor and Chair of union faculty, spoke in support of the Staff and Compensation work Plan and pledged to participate in the efforts of the work plan as needed.
- Marco Ferro spoke in support of collaborative work on compensation levels and methods of reaching the needed compensation.
- Barbara Webster, MSU staff, urged the board to remember all the staff on the campuses, regardless of their position.
- Dean Ridgeway, spoke of the need of higher compensation levels and noted the small level of his compensation level.

ACADEMIC, RESEARCH AND STUDENT AFFAIRS COMMITTEE

ACTION

- a. Policy Revision 320.1 - Accreditation; OCHE *ITEM 161-103-R1113*

Deputy Commissioner Neil Moisey explained this is regarding the state authorization of institutions from other states offering online courses in Montana and to add accrediting organizations approved by the U.S. Department of Education to the list of accrediting agencies approved by the board. The policy revision has been done in collaboration with campuses and OCHE staff.

- b. Regents' Professor Nomination; MSU-Bozeman *ITEM 161-2009-R1113*

President Cruzado introduced Dr. Anne Camper and noted her background and exemplary accomplishments.

Regent Albrecht moved approval of ITEM 161-2009-R1113. Motion approved 7-0.

CONSENT

- a. MRPIP Candidates; OCHE ITEM 161-105-R1113

Deputy Commissioner Moisey explained that the MRPIP program helps in the repayment of student loans for BOR approved physicians practicing in under-served areas in Montana.

INFORMATION

- a. Level I Memorandum



Deputy Commissioner Moisey noted the memorandum contains changes that have minimal financial impacts on the campus and minimal impact on the campus mission. These are approved at the system office.

- b. Withdrawal of Sustainable Energy Technician AAS Program from Moratorium; Great Falls College-MSU *ITEM 161-2901+R1113*

Deputy Commissioner Moisey said this was in moratorium while a search was conducted for a faculty member; the faculty member has now been hired and this is now being taken out of moratorium.

- c. Withdrawal of Sustainable Energy Technician CAS Program from Moratorium; Great Falls College-MSU *ITEM 161-2902+R1113*
- d. AIMA Update

Deputy Commissioner Trevor explained the data on participation of American Indian Enrollment over the past ten years, noting that 5% of the MUS student population is American Indian. He also presented information on the retention of American Indian students and degree completions by campus. Deputy Commissioner Trevor noted that he will present information regarding American Indian transfer students and associated retention rates at a future board meeting.

Regent Robinson noted concern of the low retention rates of the American Indian students. Regent Robinson requested raising the priority level of the retention of American Indian students. Regent Tuss spoke in support of this request.

Commissioner Christian told the board this is a priority and that the commissioner's office has been collaborating with the tribal councils and have reached agreements with some tribal colleges regarding course transfer issues. He noted that the AIMA position in his office needs to focus on this more and work to determine what the next steps should be.

- e. Affordability Task Force Update

Director of Student Affairs, Ron Muffick, OCHE, gave a presentation on the developments of the Affordability Task Force, a summary of past efforts, plus recommendations and plans for implementation. He said tools for affordability include using a holistic approach to address affordability; state based financial aid needs to be effective and efficient; effective outreach and information and; provide financial success counseling. Mr. Muffick reported that the responsibilities of the Affordability Task Force are now complete.

Mr. Muffick said next steps include implementing a board policy as well as a technical and implementation component. He stressed that while the Affordability Taskforce is being discontinued now, the efforts and ongoing work as a result of it will continue.

Regent Buchanan encouraged the board to maintain local efforts in servicing student loans.



f. Veterans – Yellow Ribbon Program

Director Ron Muffick gave a presentation on the Yellow Ribbon Program for veterans, which serves non-resident veterans with full VA benefits. He referenced the portion of costs paid for by veterans' benefits, the amount waived by campuses, and the portion paid for by the Yellow Ribbon Program. He reminded the board that the MUS is already providing benefits to many of the non-resident students and in order for a student to qualify for the Yellow Ribbon program, they have to have served for 36 months on active duty. Mr. Muffick added that the MUS is already serving the majority of residents through the Yellow Ribbon Program and that the goal is to ensure we remain a Veteran Friendly System.

g. Student Affairs Update

Director Muffick noted priorities for student affairs officers include: sexual assault prevention; affordability; performance-based funding; Veterans' Initiative and; financial aid. Efforts have focused on sharing policies and procedures, ensuring the MUS is developing and implementing strategies that will remain consistent with performance-based funding and outcome based funding going forward.

h. Prioritization Process Presentation

Chancellor Jim Limbaugh, MSU-Northern and Provost Mark Pagano, MSU-Billings, presented information on the prioritization processes recently completed on their campuses, noting complexities and nuances involved.

Highlights included: charging campus faculty to conduct the process; being mindful of the campus mission and vision; preparation for possible shifts in funding; focusing on what the campus does best; productivity; external market demand and; economic trends. Chancellor Limbaugh stressed the necessity of collaboration throughout the process.

Provost Mark Pagano, explained that MSU-Billings enhanced programs that had potential to expand. Steps included: identify programs that are in highest demand and have room for growth; create a flexible culture that is quick to respond to necessary changes and; develop a strategy to identify and manage "phase out" programs as necessary and appropriate.

Provost Pagano noted that the program prioritization criteria includes: centrality, productivity, external and internal demands, quality, size and scope, future potential, and productivity and cost effectiveness.

The board spoke in support of these processes.

- i. Academic Program Review
- MSU-Bozeman
 - MSU-Billings



- Great Falls College – MSU
- UM – Missoula
- MT Tech – UM
- Helena College

UM Provost Perry Brown and MSU Provost Martha Potvin spoke on the program prioritization.

Provost Potvin explained the use of program reviews as an ongoing assessment process for improvement. She highlighted the following points: identify strengths and weaknesses; use the information to determine changes that need to be made; all individual degree programs need to be done at the department level; provide the departments with key data that they are to include in the program review; and allow or require an external program review. An executive summary is prepared following the process. She reminded the board that degree programs are not static and changes are made all the time. Although there is a formal program review process, there is a lot occurring on an annual basis; not all program reviews result in changes, but many do.

Provost Brown addressed the distinction between program review and program prioritization. Program review is focused more on continual improvement, whereas program prioritization focuses on areas of strength and improvement. While they are two separate processes, they do work closely together. He noted that once the self-study is completed, the departments begin making changes immediately. Both campuses noted student participation in the process. He told the board that there is a national movement in which accreditation is focusing more on outcomes than it was in the past.

Board members spoke in support of the processes and for the campuses to be empowered to do what is best for their students and campuses.

Provost Brown noted that the campus self-study addresses the scholarship and academic rigor, and the quality of the research and how much it is used by other people.

j. MAS Update

Lindsay Murdoch, ASMSU President, presented an update on the “Not in Our State” event, which is a statewide taskforce on sexual assault and next steps.

Public Comment:

- Camryn Hare, UM Veterans Service Office, and another student, spoke in support of granting in-state residency to all service members, regardless of their time of service or whether they qualify for the Yellow Ribbon Program.

K-12 Partnership

- Montana Common Core



Chair McLean spoke in support of the common core.

Peter Donovan, Board of Public Education, noted the two-year process used by the Board of Public Education to develop the common core standards. Key factors included were for the standards to be academically rigorous, provide clear pathways for student achievement, and development of critical thinking and communication skills.

Superintendent of Public Instruction, Denise Juneau, spoke on the new standards for English language arts, literacy, and mathematics. College and career readiness for every Montana high school graduate is a high priority. She stated that this will impact higher education through dual enrollment programs, placement tests, and remediation rates. Superintendent Juneau said the benefits of collaboration are to cut remediation rates, increase college retention rates and shorten the path to a college degree. This will result in a more seamless connection for high school graduates to college and career preparation.

MSU Dean of Education, Lynda Ransdell, noted strategies used by higher education to better prepare teachers to implement the K-12 common core. She spoke on best practices for implementation of common core and highlighted partnerships across P-20 groups.

UM Dean of Education, Roberta Evans, addressed specific efforts, including the STREAM Partnership Project, which is a collaborative effort between the campuses and OPI (Office of Public Instruction). She noted equal commitment to doctoral students as well as preparing those working with preschool children.

The following strategies to ensure the success of common core were discussed: professional development, developing curricular materials, and assessments; and to continue partnerships between higher education, OPI and school districts.

Public Comment:

- The following MSU students spoke in support of the construction of the MSU residence hall: Tanner Oakes, Cole Erickson, Kayla Bartlett, and Cal Trafton
- Cristoff Lambert, MSU faculty, spoke of concern of the limitations of legislative allocation of resources to higher education. He encouraged the board to look at policies in getting more resources.

The meeting recessed at 5:20 PM.

Friday, November 22

MUS Benefits Updates:

- MUS Retirement Plan Policy Revision

Connie Welsh, Director of MUS Benefit Plan, gave a presentation on current programs and future policy direction for the MUS Defined Contribution Retirement and Savings Plan, which is a mandatory plan for faculty. TIAA-CREF is the exclusive vendor for the MUS-RP. She noted that there is also a voluntary tax-advantaged savings plan, which is



required to go to bid for vendors for this plan.

Director Welsh indicated that the MUS Defined Contribution Retirement and Savings Plan will go out for bid in the very near future. New components will likely include a single record keeper requirement, which will allow employees to view all their account information in one place, and enhanced decision-making tools. The ultimate goal is to optimize participant financial gains.

- Update/Overview on the MUS Employer Plan and Specific ACA Impacts

Director Welsh gave an overview and summary on the MUS Employer Plan regarding the ACA (Affordable Care Act) impacts. She presented projections for upcoming years for the projected health care funding vs. expenses. She noted the Plan value is an actuarial measure of the value of the benefits included in the plan, in which the MUS is ranked in the top half of the plans that were compared.

Director Welsh explained the Affordable Care Act and its employer shared responsibility requirements. Benefits offered by the employer must meet the actuarial equivalent of 60% of the value of a state 'benchmark' plan. She noted that the ACA Federal regulations are complicated and detailed. A reasonable methodology needs to be developed and tracked for determining what constitutes the 30 hours per week requirement for employees to qualify for benefits. She added that it is challenging to determine how to track particular employees, such as tenured track and adjunct faculty.

Ms. Welsh told the board there is an initial measurement period, in which the employers must track all employees. During this time, it is to be determined if employees meet the ACA requirement. During the Stability period, the MUS must offer employees benefits to those that were deemed eligible. This will be done on the campus level.

Connie explained that if an employer fails to meet the requirements, there is a penalty assessed; penalties assessed will be high. She said ACA impacts to future benefits include: benefits are becoming more standardized; the ability to impact behavior through benefit plan design is becoming more limited and; wellness programs are becoming more critical to Employer Benefit Plans.

K-20 Data Linkage

Madalyn Quinlan, OPI, gave an update on progress related to K-20 date linkage. The purpose is to establish data linkages between K-12 education and postsecondary partners by creating an electronic student transcript repository and connecting to postsecondary data for student who enroll in the MUS system.

Goals include: establish data linkages between K-12 and higher education through an electronic student transcript repository; create an interagency data governance council, which includes representatives from OPI, MSU and MT high schools and; implement business intelligence and web reporting tools for users of K-20 data. This project



represents ways to build good working relationships between K-12 and postsecondary education to increase student achievement.

**TWO-YEAR EDUCATION & COMMUNITY COLLEGE COMMITTEE
INFORMATION**

- a. College!NOW: Five Years
J. Heiman, State Advisor, Lumina Foundation

Judy Heiman, Lumina Foundation, spoke to the board on the goals, objectives and strategies of the College!NOW project. Strategies included: extending the comprehensive two-year mission; coordinated curricular and integrated technology; performance funding and; communication and engagement. She highlighted the core strategy of reform of the two-year system and embracing the full two-year college mission. Commissioner Christian extended his thanks and appreciation to the Lumina Foundation on behalf of the Board of Regents and Montana University System.

Deputy Commissioner John Cech noted the high increase in completions at the two-year campuses and the efficiency in degree completions. Cost for those completions has decreased. He reminded the board that nine additional campuses offer the complete two-year community college mission and because of that, the number of degree completions is expected to increase.

- b. Overview of College!NOW Communications Pilot at MSU Billings

MSU-Billings Chancellor Rolf Groseth gave an overview on the City College pilot marketing campaign, in which they created a template for marketing the rebranding of the campus.

Annie Connole, Strategies 360, identified best practices. She explained that the 'What's Your Plan' campaign included methods to reach students and community members by means of websites, Facebook, traditional advertising, Craigslist ads, radio and newspaper ads.

City College Dean Marsha Riley noted they had a team that worked with Strategies 360/, current students, graduates, and alumni to draw awareness of City College as well as to dispel myths of two-year education.

- c. Brief Overview of College!NOW funded MCC Adult Bridge Program Pilot

Sue Jones, OCHE, explained that the MCC Adult Bridge pilot project is for adults that want to go on to college after completing their GED.

Erin Nidge, MCC, spoke on MCC's Basic Adult Education Program, in which the GED graduates were not successful overall when going on to get their AAS degree at MCC.



As part of the pilot program at MCC, the student now has one point of contact on campus for all of their needs. She noted MCC worked closely with other programs concurrently with the GED program and developed a Bridge Pathways course to help the students.

Karen Hardy, MCC Adult Bridge student, spoke to the board about her experience to get her GED and the value of the pilot program in helping her achieve her GED.

- d. Update Development Education Council
- e. Update Dual Enrollment Taskforce

Deputy Commissioner Cech noted the dual Enrollment Taskforce draft recommendations. He highlighted recommendations to: convene a group to explore factors which will incentivize and motivate high school teachers who already have a Master's degree but need to earn up to nine graduate credits in the discipline with the goal of increasing concurrent enrollment courses; review the Class 8 licensure process to make the process more efficient; have consistent standards in the MUS regarding concurrent enrollment; explore allowing the National Board Certification to be an alternative for the graduate credits in the subject area; review the dual enrollment student application process and adherence to MUS standards and; review the funding model for expansion of the dual enrollment program.

Policy Advisor Shannon O'Brien noted that this is a high priority for Governor Bullock.

Chair McLean requested Deputy Cech pull together a workgroup to address Recommendation #1 and noted the priority of dual enrollment.

- f. ServiceNation Certificate of Achievement Award – Leveraging National Service Program to Augment Student Recruitment/Enrollment into Bitterroot College: Presented to Roch Turner, a Montana Campus Contact AmeriCorps VISTA serving Bitterroot College UM

Heather Margowitz, presented the ServiceNation Certificate of Achievement Award to Roch Turner, a Navy veteran student at Bitterroot College. The award is for a veteran creating awareness for pathways to college.

Public Comment:

- Pam Fischer, Gallatin College Advisory Board, spoke in support of the establishment of Gallatin College.

COMMITTEE REPORTS, DISCUSSION & ACTION

- a. **Staff and Compensation Committee Report**

CONSENT



MONTANA UNIVERSITY SYSTEM

- a. Employee Equity Interest Under Policy 407; UM-Missoula *ITEM 161-1002-R1113*
- b. Employee Equity Interest Under Policy 407; UM-Missoula *ITEM 161-1003-R1113*

Staff Items

- a. OCHE *ITEM 161-100-R1113*
- b. UM-Missoula *ITEM 161-1000-R1113*
- c. MT Tech *ITEM 161-1500-R1113*
- d. MSU-Bozeman *ITEM 161-2000-R1113*
- e. Professor Emeritus of English: Sexson; MSU-Bozeman *ITEM 161-2001-R1113*
- f. Professor Emeritus of Education: Bruwelheide; MSU-Bozeman *ITEM 161-2002-R1113*
- g. Professor Emeritus of Technology Education: Davis; MSU-Bozeman *ITEM 161-2003-R1113*
- h. Professor Emeritus of Art: Cast; MSU-Billings *ITEM 161-2702-R1113*

Labor Agreements

- a. UM Faculty on the Mountain Campus; OCHE *ITEM 161-106-R1113*
- b. UM Faculty at Missoula College; OCHE *ITEM 161-107-R1113*
- c. MT Tech Faculty on the North Campus; OCHE *ITEM 161-108-R1113*
- d. Faculty at Great Falls, Highlands, City (MSUB), and Gallatin Colleges; OCHE *ITEM 161-109-R1113*
- e. Helena College Faculty; OCHE *ITEM 161-110-R1113*
- f. MSU Billings Faculty on the North Campus; OCHE *ITEM 161-111-R1113*
- g. Teamsters at UM; OCHE *ITEM 161-112-R1113*
- h. Nurses in MSU Student Health Services; OCHE *ITEM 161-115-R1113*

Regent Albrecht moved approval of consent agenda items a&b , staff items a-h and labor agreements a, c, d, f, g and h, (with the removal of labor agreements b and e.). Motion passed 7-0.

b. Academic, Research and Student Affairs Committee Report

ACTION

- a. Policy Revision 320.1 - Accreditation; OCHE *ITEM 161-103-R1113*

Regent Tuss moved approval of ITEM 161-103-R1113. Motion passed 7-0.

b. Regents' Professor Nomination; MSU-Bozeman *ITEM 161-2009-R1113* (action was taken on ITEM 161-2009-R1113 during the committee meeting)

CONSENT



a. MRPIP Candidates; OCHE ITEM 161-105-R1113

Regent Tuss moved approval of ITEM 161-105-R1113. Motion passed 7-0.

c. **Administration, Budget and Audit Oversight Committee Report**

ACTION

a. Construction Projects and Bond Issuance; MSU-Bozeman *ITEM 161-2004-R1113*

Regent Krauss moved approval of ITEM 61-2004-R1113. Motion passed 7-0.

b. Series M 2013 Revenue Bonds; UM-Missoula *ITEM 161-1001-R1113*

Regent Tuss moved approval of ITEM 161-1001-R1113. Motion passed 7-0.

c. Authorization to Purchase Building; MT Tech *ITEM 161-1501-R1113*

Regent Buchanan moved approval of ITEM 161-1501-R1113. Motion passed 7-0.

d. Revision of BOR Policy 1003.4 – Capital Improvement Projects; OCHE *ITEM 161-101-R1113*

Regent Albrecht moved approval of ITEM 161-101-R1113. Motion passed 7-0.

e. Policy Revision 940.9.2 – Use of Plant Funds; OCHE *ITEM 161-103-R1113*

Regent Tuss moved approval of ITEM 161-103-R1113. Motion passed 7-0.

Student Regent Rogala asked that the discussion continue regarding student being able to bring items forth in off-cycles.

Regent Krauss requested bringing Policy 940.9.2 back to the board the following year to consider increasing the approval level up to \$500,000.

f. Policy Revision 1003.7 – Authorization for Building Projects; OCHE *ITEM 161-104-R1113*

Student Regent Rogala moved approval of ITEM 161-104-R1113. Motion passed 7-0.

g. Spending Authority for TACCCT Grant; OCHE *ITEM 161-114-R1113*

Student Regent Rogala moved approval of ITEM 161-114-R1113. Motion passed 7-0.

CONSENT



- a. Authorization to Renovate Food Service Venues; MSU-Bozeman
ITEM 161-2005-R1113
- b. Repair/Replace Residence Hall Roof; MSU-Billings *ITEM 161-2703-R1113*
- c. Student Computer Fees; MSU-Northern *ITEM 161-2816-R1113*
- d. Student Equipment Fees; MSU-Northern *ITEM 161-2817-R1113*
- e. Authorization for Transfer of Interest in Real Property; UM-Missoula
ITEM 161-1004-R1113

Regent Tuss moved approval of consent agenda items a-e. Motion passed 7-0.

d. Two-Year and Community College Education Committee Report (action taken during committee meeting)

The meeting adjourned at 12:30 PM.

Approved by the Board of Regents on

Date

Date

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

Angela McLean
Chair, Board of Regents