



AGENDA

Montana Board of Regents The University of Montana-Missoula February 17, 2010

Wednesday, February 17, 2009

Roll call indicated a quorum present.

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

Chairman Steve Barrett opened the meeting by introducing the newly appointed Regent Angela McLean, who is a teacher in the K-12 system from Anaconda.

Commissioner Sheila Stearns acknowledged the retirement of The University of Montana (UM) President George Dennison, told the board that he will be sorely missed, and recognized the outstanding accomplishments of and appreciation for President Dennison.

Regents' Work Session: Presidential Search for The University of Montana

- Timeline and Process
- Search Advisory Committee
- Recruitment Factors

Chairman Barrett explained the board recently completed a successful presidential search at MSU-Bozeman. He told the board Regent Clay Christian will chair the UM search committee, as he did for the MSU-Bozeman search.

Regent Christian explained the intent of the meeting is to discuss the presidential search process. He referenced the recent MSU-Bozeman presidential search process where they first chose the search committee and then determined the timeline for the search. Regent Christian told the board that August 15, 2010 is the timeline goal, that he is mindful of the need to begin the process, and stressed the need to have the position filled well before the 2011 legislative session. He explained that search advisor Dr. Stephen Reno, Commissioner Stearns and he held interviews with numerous UM stakeholders. Dr. Reno will prepare recommendations in regard to the search to submit to the Board in early March. Regent Christian will then develop a process and timeline and will launch the search immediately. Regent Christian acknowledged, as chairman of the search committee, that his preference was to read the contents of Dr. Reno's report before proceeding in the search or making any decision on the use or need for search consultants as well as next steps.

Commissioner Stearns praised the recent completion of UM's self-study for re-



accreditation by the Northwest Commission on Colleges and Universities. It will be helpful to the search committee and to prospective candidates.

Regent Christian told the group that the UM presidential search advisory committee will be similar to that formed for the MSU search, with broad representation. He said the number of committee members has not been decided, but that he has received numerous nominations and volunteers. Regent Christian assured the board that he will also work with all UM campuses on what their roles will be, and that he has spoken with Kevin McRae, Director of Labor Relations and Human Resources at OCHE, to review and update a current position description for the president of The University of Montana.

Chairman Barrett reminded the board that the timeline is short, with the March regents' meeting only two weeks away. He stated that the institutional prospectus used for the MSU search was extremely useful for the candidates as well as for the search committee and regents.

Public Comment

Doug Coffin, Vice President of UM Faculty Senate, said the next president should have the following qualities: ability to realign for the 21st century; ability to find ways to use available funding in making the best use of public and student dollars; capability for building a strong relationship with the public; strong leadership ability to advocate for higher education and; be focused on mission.

Nancy Hinman, Chair of UM Faculty Senate, said The University of Montana is a diverse group of campuses that offer different strengths and perspectives and the next president needs to be cognizant of this. Other qualities for the next president: have interdisciplinary vision and serve students and citizens in Montana better.

Nancy Cooke, English Department, said the next president should: build and develop more communication lines with the citizens of the state; demonstrate more clearly the way in which UM is a great benefit to Montana; pursue, develop and welcome people of native communities; improve relationships with immediate communities and include those communities in UM's vision; and focus equally on science and liberal arts.

Regent Lynn Hamilton asked if there was any discussion with Dr. Reno about the budget situation in Montana as well as the restructuring of the university system that was done in the 1990's.

Commissioner Stearns assured the board that Dr. Reno has been briefed on the current fiscal situation and is aware that the university system is partially dependent on stimulus dollars, which resulted in the board holding discussions months ago of how to manage without stimulus dollars for the next biennium, which will result in a massive reduction of revenue for higher education. She said Dr. Reno realizes the Montana University System (MUS) may experience funding cuts for the coming fiscal year. He also heard of anxiety related to the unknown budget future at a time when enrollment is growing. Commissioner Stearns explained the purpose of the regents' workgroup is to focus on several feasible initiatives for the board to endorse and focus on in terms of change and reallocation in the



university system. She told the board that Dr. Reno may reference the workgroup in his report, with the understanding there aren't any conclusions yet.

Regent Christian reported that concerns have been raised relative to the increased enrollment at a time of declining state funding.

Chairman Barrett explained that Dr. Reno had requested the following two questions be posed to meeting attendees for the purpose of discussion and public comment.

Questions posed to the public by presidential transition advisor, Dr. Stephen Reno:

- ✓ What are the highest priorities a new president must address?
- ✓ What do you think are the top three qualities or abilities we should look for in a new president?

Public Comment:

Patrick Rhea, Associated Students of The University of Montana (ASUM) Senator, identified the following priorities for the new president: adequate funding for public higher education; reversing the trend of students paying more and more of the share and cost of tuition; focus on environmental issues, including carbon neutrality and climate change; additional state appropriations; and avoidance of reductions in faculty and staff. Mr. Rhea told the board he thought faculty and staff had not received any pay increases in four years. He added that students need to be the top priority of the UM president.

Erica Bloom, ASUM Sustainability Coordinator, stated that the highest priority for the president is to recognize the climate action plan. She said qualities the president needs to possess are: to understand sustainability from an ecological perspective; have the ability to listen to students who have diverse and varying opinions; make decisions based on students and; incorporating sustainability into the college curriculum.

Commissioner Stearns clarified that she has heard it said that employees did not receive any pay raises in the past four years. She said that information is incorrect. She clarified that while they have received raises in the past four years, there are no raises this year, except for a \$450 bonus to those earning less than \$45,000 per year.

Chairman Barrett assured the group the regents do understand the pay issues that currently exist.

Vernon Grund, Associate Dean, College of Health Professions and Biomedical Sciences, stressed the importance of research and graduate education. He said the president needs to be a facilitator and promote graduate education and increases in graduate students. He added that the new president needs to understand issues in the science and life sciences programs. Mr. Grund expressed concern over the issues of research funding



profile related to indirect costs and graduate stipends often being awarded to non-resident students.

Casey Charles, English professor, said the new president needs to focus on diversity and equality and make the transition from the quality of education to the value of education.

Holly Thompson, Chemistry Department, encouraged the board to consider what is so special and unique about the university that it has attracted world class faculty. She said the philosophical framework at UM is that they are a community of learners, with participation from both students and faculty. Ms. Thompson expressed concern with the national trend of many institutions moving more toward a corporate business model for running the institution. She stated characteristics in the next president should consist of: a high comfort level working at the institution; high faculty involvement in curriculum development; ease in working with students; a strong decision maker; making decisions in a transparent data-driven manner; and ability to communicate effectively with those outside the university, including taxpayers, alumni, donors, and the legislature.

Susan Briggs, UM-Western Finance Director, recommended the following components on behalf of affiliated campuses: a very student-centered and focused president to lead all four campuses on the UM side; strong belief in liberal arts education; an understanding of the roles of all areas and levels of education, including two and four-year, graduate and doctoral levels; a clear understanding "affiliation"; continuation of focus on areas of strong efficiencies; encouragement for opportunities to move ahead with ideas, such as the Experience One project and; appreciation of the strengths of the affiliate campuses and willingness to help them continue in their roles.

Neil Moisey, College of Forestry and Conservation faculty and Chair of the Faculty Senate, said the next president needs to: have an understanding in new methods of course delivery; recognize the importance of the student center; maintain strong graduate and research programs; maintain the importance of the teaching component and; foster a student centered environment.

Laura Brehm, UM Foundation President and CEO, said the new president needs to: operate with the focus and perspective that excellence is expected in every component of the university, including students, faculty, staff, and donors; understand and actively support the importance of private philanthropy and; spend 50% of his or her time considering how to create alternative funding sources. She stated that the state cannot support the university at the level that is needed.

Jill Bergman, Chair of the English Department, expressed concern that financial needs may play too large a role in the selection of the new president. She said the new president needs to: have an academic background; keep academic principles in place and;



understand the value of a liberal arts education. Ms. Bergman requested that there be representation from the humanities on the search committee.

Bill Johnston, Director of the Alumni Association and lobbyist, applauded President Dennison's aggressive outreach with alumni and stressed the goal of alumni to maintain the quality of education.

Ray Carlisle, Director of TRIO Support Services, stated the new president needs to embrace diversity. He expressed appreciation for the inclusion of the campus in the selection.

Jim O'Day, Director of Intercollegiate Athletics, said the new president needs to be prepared for big challenges and changes in athletics, NCAA, and at UM. He told the board that President Dennison was a strong leader for both academic and athletic excellence in athletics, always emphasizing integrity and full compliance all NCAA and Board guidelines. He mentioned that due to changes in the conference and national landscape, especially in regard to budgets and revenue, this is a critical time for a new president in regard to oversight of intercollegiate athletics.

Bill Woessner, Chair of Geosciences and Regents' Professor awardee, said the new president needs to: understand the university system and how it works; have a vision; possess the skills to look deeply in the system to evaluate where things need to change or be eliminated; realize the complexity of the system and; make the needed investment at the department and staff level. Mr. Woessner stated that some of the departments are nearing the tipping point as a result of more work being moved into the departments, while not increasing staff to balance the increased workload.

Charles Janson, Associate Dean of Biological Sciences, said UM needs a president who will: understand the university; maintain high priorities for high excellence in academics; communicate articulately; be able to communicate needs to the Board of Regents, the Office of the Commissioner of Higher Education (OCHE), the governor's office, and the legislature; repeatedly emphasize the value of liberal arts and public education to the public and; acquire continued state support, exceeding the trends of recent years.

Terry Weidner, Director of the Mansfield Center, said it is vital for the president to: have global vision; realize the importance of students in Montana to have the same opportunities as those from elite out of state campuses and; have the mindset that UM students can compete equally throughout country.

Dean McGovern, Executive Director of the Montana Compact, stated that UM is going through a transition in the departure of President Dennison, who has also served as the director of the Montana Compact. Mr. McGovern said the new president needs to: be a



leader in the Montana Compact; support community service; use more federal work study funds for community service; encourage service learning and; understand that higher education is about public good, as well as personal gain.

Lucy France, Equal Opportunity Director, stressed the importance for the search committee to verify that the candidates truly possess the leadership qualities they say they have.

Terry Berkhouse, Director of Internship Services, said the new president needs to be supportive of out of classroom opportunities, internships, and service learning opportunities.

Kathy Burgmeier, Internal Audit Director, recommended the following qualities in the president: needs to be accessible; make informed decisions by seeking comments and information; make decisions with confidence; be mindful of faculty, staff and students; do the right thing; exhibit accountability and transparency and; follow rules and regulations.

Candy Holt, University Center Director, recommended the next president be able to: truly grasp the budget situation; meet the budget situation with optimism; continue to deliver quality education and experience and; give staff a reason to continue working at the campus as a career. She added the president should have the following qualities: integrity; be a good relationship builder and; be an advocate for higher education. Ms. Holt said she no longer wants to hear about doing more with less. She stressed that the candidates need to be vetted thoroughly.

Andrew Ware, Chair, Physics and Astronomy, said the new president needs to be a leader and have a vision, balanced with input from the university community. He stated more focus needs to be placed on quality, not just efficiency at the university.

Jean Gee, Associate Athletic Director, wants to see leaders in the Big Sky Conference for the athletes. She stated that the next president needs to recognize, appreciate and encourage continued academic support for athletes to ensure their academic success.

Tyler McRae, student, requested that the new president follow through with the climate action plan.

Bill Muse, Associate Vice President of Planning and Budget, stressed that it will be a challenge to take on the role of leadership in the environment higher education is facing the next few years. He said the president needs to realize he or she will be in or near the bottom 10% of presidential compensation in the country, and that the campus has the lowest cost doctoral research. Vice President Muse said the new president needs to: understand the challenges he or she will face; lead by integrity; maintain and grow the



quality of the institution and continue to understand the critical importance of partnerships to enhance the student experience while experiencing fiscal constraints.

Karla Tecca, UM-COT Accounting Associate, said the next president needs to work well with staff, listen to what they have to say, and let them play a role. She added that it is important that the president understand the importance of two-year education, especially in challenging economic times.

Ray Davis, student, stressed the importance of the president being open to students comments and rights and needs to be open regarding all contracts, including those for Griz wear.

Cherie Peacock, Sustainability Coordinator, stressed the importance of sustainability and for the next president to be supportive of the climate action plan.

Nicky Phear, Climate Changes Program Coordinator, emphasized the need to continue offering the degree in climate change and to continue sustainability initiatives efforts on campus. She encouraged the selection of someone who has an interest and focus on sustainable environments.

G. G. Weix, Anthropology faculty, said the next president needs to: understand the important role the colleges of technology play in undergraduate education; advocate for a new COT facility; maintain a balance between the importance of undergraduate and graduate education; and allow faculty participation in governance.

Zach Porter, student and President of UM Climate Action Now, said the new president needs to be devoted to sustainability issues and the climate action plan commitment.

Don Oliver, UM alum, asked the board (putting finances aside) what changes they would like to see in the way UM is run.

Chairman Barrett responded that today's meeting was held for the purpose of hearing input from campus stakeholders. He said it would be presumptuous at this time to say how UM should change and to assume the board knows more about what should be done compared to those from the campus. Chairman Barrett stressed that it is not the role of the board to decide what they think should be done and that the regents should not be dictating what happens. He stated that the board's role is to facilitate the meeting to offer an opportunity to find out what the campus wants.

G. G. Weix requested clarification on the BOR policy regarding the number of credits allowed for compressed courses. She explained that there have been some campus



MONTANA UNIVERSITY SYSTEM

requests for three credits. Regent Barrett replied that Dr. Sylvia Moore, Deputy Commissioner of Academic and Student Affairs, will follow up with Ms. Weix.

The meeting adjourned at 11:42 AM.

The board Executive Session

- Honorary Degrees; UM-Missoula

Posted on

Approved by the Board of Regents on

Date

Date

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

Stephen Barrett
Chair, Board of Regents