



**Minutes  
Montana Board of Regents  
May 17-18, 2023**

**Wednesday, May 17, 2023**

Meeting convened at 8:31 am

Regents Present: Brianne Rogers, Chair, Todd Buchanan, Joyce Dombrowski, Casey Lozar, Loren Bough, Jeff Southworth, and Norris Blossom. Ex officio members include Commissioner of Higher Education Clayton Christian, Office of Public Instruction Superintendent Elsie Arntzen. Governor Greg Gianforte was excused.

Comments by Chair Rogers | *00:00:40*

Chair Rogers welcomed everyone to the meeting. She acknowledged and congratulated all the recent graduates of the MUS. She introduced the Faculty Representative, Jana Parsons, an English instructor at Great Falls College, and President Cory Sangrey-Billy of Stone Child College as the Chair of the Montana Tribal College Presidents Association. Chair Rogers recognized that nearly one-quarter of all students in the MUS are in two-year programs, with 1,200 attending Great Falls College. She provided a brief history of Great Falls College. She presented an overview of the agenda and thanked the students, faculty, and the Great Falls community for hosting the meeting.

Welcome by Dean Erdmann | *00:05:19*

Dean Erdmann welcomed everyone to the meeting and thanked her team for all their work preparing for the meeting. She highlighted several students currently enrolled in or recently graduated from industrial technician, arts, welding, and information technology programs. She announced that Dan, a graduate of the Industrial Tech program and soon to be enrolled in the Welding program, received the Newman Civic Fellowship for Great Falls College. Dean Erdmann recognized the ribbon-cutting event for the dental clinic expansion and shared additional highlights of the dental programs. She announced a new program in early childhood education set to begin in the fall and explained the stackable credentials this program will offer. Great Falls College enrollment has increased by 9.5% since last spring. The college's strategic plan, titled Forging Futures, was described in three words: inclusivity, opportunities, and excellence. She concluded with the announcement of the new mascot, the river otter.

Approval of Minutes | *00:29:04*

- March 15-16, 2023 Meeting Minutes

With no corrections offered, the minutes were approved as distributed.

Commissioner's and System Report | *00:29:16*



Commissioner Christian welcomed attendees and thanked Dean Erdmann for hosting the meeting. He thanked the board for their attention and assistance during the legislative session and noted the challenges inherent in building and presenting the budget to the Legislature. Commissioner Christian congratulated the 9,000 students who had graduated from a MUS institution this spring and commented on the many ways a college education is valuable to the graduates as well as their communities.

- Legislative Overview | 00:32:04

Commissioner Christian shared that while the 68th Legislative Session had been challenging, it was, overall, a success for the MUS. He added that the MUS had started the session in a good place with the Governor's budget. He thanked the Governor and the Budget Office for having built a strong budget with significant investments in higher education. Commissioner Christian also thanked Rep. David Bedey, chair of the Section E Budget Subcommittee, Rep. Llew Jones, chair of the House Appropriations Committee, and Sen. John Esp, chair of the Senate Finance and Claims Committee.

Commissioner Christian discussed the impacts of HB 2, HB 13, and HB 5 on the MUS. He stated the present law adjustments in HB 2 will allow the MUS to continue providing services at least at the same level and, in some instances, at an enhanced level. Regarding HB 13, the state pay plan, Commissioner Christian reminded the board that campuses had expressed challenges with recruitment and retention of high-quality individuals at every staffing level. He said HB 13 was approved with impressive legislative support and is the most money in a pay plan he has seen in his years of involvement with the MUS and the legislature. Commissioner Christian spoke to HB 5, which shattered records for investment in infrastructure and deferred maintenance across the system. The MUS holds 2/3 of the state's infrastructure, and the system received over \$400M in funding or authority through HB 5.

Commissioner Christian spoke to the success in maintaining the board's constitutional independence and expressed gratitude for the legislators who supported the MUS by rejecting bills that would have weakened the MUS's constitutional authority.

Tyler Trevor, Deputy Commissioner for Budget and Planning, provided a report on the legislation that comprises the MUS biennial budget: HB 2, HB 5, and HB 13. He noted that the appropriations in HB 2 and HB 13 combined make up the funding that OCHE distributes to campuses and OCHE programs. He explained that any increase in appropriation received could be viewed in the context of the total of the last biennium compared to the total appropriated in the current biennium. However, increases can appear skewed if funding in the second year of the biennium was less than the first year. Deputy Commissioner Trevor also emphasized the importance of looking at how tuition interfaces with state appropriations, what campuses use to operate, and that OCHE approves operating budgets for campuses yearly instead of biennially.

Deputy Commissioner Trevor broke down the \$31M biennial increase over the base budget and where those increases were directed. Another component in the budget analysis is the state insurance holiday for both years of the biennium which will result in



a \$19M savings for the campuses. He also spoke to the Shared Policy Goals, an agreement the MUS has entered into with the Section E Appropriations Subcommittee the last few sessions to engage in topics that aren't necessarily related to appropriations but represent a partnership and items of mutual state interest.

Joe Thiel, Interim Deputy Commissioner for Academic, Research and Student Affairs, discussed the Shared Policy Goals and noted that they have been a good driver for board initiatives such as performance-based funding, the portal, and the focus on resident student access. Items in the Shared Policy Goals include Financial Literacy and College Affordability, Free Speech, Proficiency-based Education, Tribal College Relations, Career and Technical Education and Data Sharing.

Deputy Commissioner Trevor presented details regarding HB 5, the Long-Range Building Program, noting a \$193M biennial increase in cash and a \$249M increase in authority for a total of \$442M. Mr. He stated the board will be asked to approve the projects. Deputy Commissioner Trevor commented that the state of Montana has \$1.5B of deferred maintenance in its buildings, with \$1B of that being MUS buildings.

Ali Bovingdon, Chief Legal, provided the board an update on policy bills that were tracked by OCHE during the 2023 legislative session. The update reviewed bills that were passed and will impact the MUS as well as bills that died in the legislative process but would have been significant to the MUS had they passed.

Commissioner Christian recognized and thanked the OCHE staff who tracked bills. He also acknowledged the student lobbyists, Maggie Bell, Lorelei Michael-Owens, and Ethan Henley. Discussion followed.

- Enrollment Report | *01:15:24*

Scott Lemmon, Director of Admissions and Enrollment Strategy, showed the enrollment trends in Montana and nationally. The MUS FTE dashboard was discussed for FY23. Non-resident student populations are growing; resident student populations are declining but at a slower pace than years prior. Two-year enrollment is up across the system, and Director Lemmon spoke to where Montana is ahead of the national decline trend. He showed data regarding first-time freshman increases across the system. He spoke to the application trends and growth between the Central Application through Apply Montana and the system-wide application numbers for all campuses combined. Director Lemmon highlighted the need to continue to invest in communicating the value of a post-secondary degree, national data pertaining to earnings potential, return on investment, and the income variance between completing a high school diploma and a bachelors degree. Discussion followed.

- Regents Award of Excellence | *01:45:45*

Commissioner Christian introduced and explained May meeting a classified staff member in the MUS is recognized for excellence in public service through the Regents Award of Excellence.



Chair Rogers spoke to the meaningful tradition and nomination process for awarding the Regents Award of Excellence. She announced Julie Clay, a staff member of Montana State University Bozeman, as this year's award recipient. Chair Rogers proceeded to read a short bio of Julie and presented her with her certificate. Julie Clay provided comments.

- Campus Reports | *01:55:10*
- Introductions & Acknowledgments | *01:55:30*

Commissioner Christian expressed appreciate to Regent Lozar for his presentation at the recent WICHE (Western Interstate Commission for Higher Education) meeting. WICHE celebrated its 70<sup>th</sup> year anniversary and Regent Lozar was the keynote speaker for the gathering.

President Bodnar provided several introductions on the University of Montana campus. He introduced Adrea Lawrence, as the interim provost and Dan Lee as the interim dean of the College of Education. President Bodnar announced Kristina Berger as the director for Bitterroot College and thanked Angela McLean for her service as interim director. He announced that Elaine Gagliardi will serve as the dean of the Alexander Blewett III School of Law.

Chancellor Hicswa introduced Leslie Weldon as the new Vice Chancellor for Administration and Finance. President Karas introduced Bryan Brophy-Baermann as the new Vice President of Academic and Student Affairs.

### Remarks by Superintendent Arntzen | *02:05:21*

Superintendent Arntzen expressed the importance of how her office can help advance public education and how K-12 can encourage lifelong learning. She commented that efforts linking the private sector with public educators could be used to bolster college enrollment. She noted that Montana has an aging population and that investment in the state's youth is critical.

Superintendent Arntzen discussed OPI's data reporting responsibilities and accountability and how OPI can work with the MUS in the data portal and data sharing. She discussed the Board of Public Education's unanimous approval of the new accreditation model, which she said gives more weight to personalized learning and provides more authority at the classroom level as opposed to a systematic level. She said OPI is working on developing a 2 to 5-year accreditation system. She discussed enhancing student teaching and mentor teacher programs, particularly in rural and tribal schools, and finding ways to grow a population of new educators who will stay in Montana.

The Superintendent discussed its digital ACT program and said 8,600 students took the ACT digitally, and 1,400 students took the paper test. She discussed standardized assessment outcomes and changing the indicator of success with new assessment models. Superintendent Arntzen emphasized the need for the K-12 system and the MUS to work together on career coaches, MUS enrollment, and data sharing.



Two-Year Education and Community College Committee | 02:20:14

**INFORMATION**

a. CAEL/Prior Learning Assessment Update | 02:27:11

Jacque Treaster, Director of Dual Enrollment and Career & Technical Education, presented how Credit for Prior Learning benefits both students and colleges that participate. Current data on credit for prior learning in the MUS shows that while the system does have flexible policies on credit for prior learning, many students are not utilizing the services, particularly the veteran population.

Director Treaster explained that OCHE has contracted with CAEL, the Coalition for Adult and Experiential Learning, to provide a variety of professional development opportunities for staff, faculty, and campus leadership. CAEL will also help the MUS crosswalk common industry-recognized credentials to commonly numbered courses in the MUS. This will offer clarity to students pursuing credit for those credentials. CAEL will also assist in planning and executing a summit during the Summer of 2025. Discussion followed.

b. Perkins Update | 02:45:25

Director Treaster presented a Perkins V Update. Ms. Treaster provided an overview of CTE funding sources in Montana, pointing out that Perkins makes up the majority. Ms. Treaster provided an overview of common activities Perkins supports and updated the board on performance indicators of the most recent Consolidated Annual Report provided to the US Department of Education.

Director Treaster then presented options for the upcoming revisions due for the Perkins State Plan, which will be submitted in Spring 2024. Montana has opportunities to update the vision and goals for the state's workforce system and new data performance indicators and change how Perkins funding is distributed in the state. Discussion followed.

Budget, Administration and Audit Committee | 03:05:16

**CONSENT**

**Facility Items:**

- a. Request for Authorization to Grant a Utility Easement to NorthWestern Energy; UM Missoula ITEM 206-1015-R0523 | Attachment #1 | Attachment #2 | Attachment #3
- b. Request for Authorization to Construct Storm Waster Infrastructure; UM Missoula ITEM 206-1019-R0523 | Attachment #1
- c. Request for Authorization to Increase Project Authority to Construct Laboratory Space in Norm Asbjornson Hall; MSU Bozeman ITEM 206-2007-R0523 | Attachment #1



- d. Request for Authorization to Execute a Lease Extension at 960 Technology Blvd; MSU Bozeman ITEM 206-2009-R0523
- e. Request of Authorization to Execute a Public Sanitary Sewer Utility Easement in the Area of the Bozeman Agricultural Research and Teaching (BART) Farm; MSU Bozeman ITEM 206-2010-R0523 | Attachment # 1 | Attachment #2
- f. Request for Authorization to Design the Relocation of Facilities Maintenance Yard and Associated Facilities; MSU Bozeman ITEM 206-2011-R0523
- g. Request of Authorization to Execute Lease Extensions at the Joseph M. Hartmann Memorial Ranch in Phillips County MT for the Benefit of Northern Ag Research Center; Montana Agricultural Experiment Station (MAES) | ITEM 206-2301-R0523

**Other:**

- h. Request for Approval to Revise Board of Regents Policy 712.1 – Post Retirement Employment; ITEM 206-102-R0523 | Attachment #1
- i. Request for Approval to Repeal Board of Regents Policy 1908 – AIDS Policy; ITEM 206-103-R0523

**ACTION | 03:07:03**

- a. 2025 Biennial Budget Recommendations; OCHE/MUS ITEM 206-104-R0523

Deputy Commissioner Trevor presented the request before the board to adopt the 2025 biennial budget recommendations for setting tuition and fees, allocating state appropriations, and performance funding. He reviewed the budget building blocks and highlighted the three main components: state appropriations, tuition and fees, and financial aid. The overall increase in expenditures will be 5% in FY24 and 4.4% in FY25. Tuition increases to fund the pay plan and present law adjustments amount to 4% for resident students in each year of the biennium and a 6% increase for non-resident students. For the allocation of state funds, the pay plan is a key component, which is distributed based on employee FTE and will be a 4% or \$1.50 per hour pay increase. Also included in the allocation is the present law adjustment and performance funding.

Deputy Commissioner Trevor presented the distribution of the proposed increases for each year of the biennium and highlighted the unique present law insurance savings. He discussed several key drivers influencing the budget and showed those changes over time as well as campus and national comparisons.

- Tuition | Campus Tuition & Fee Schedules | Tuition/Fees Comparison Dashboard

Deputy Commissioner Trevor explained the tuition proposal, which includes a 4% increase in FY24 and FY25 for resident undergraduate and graduate tuition. Non-resident tuition increases are expected to be commensurate with at least a 6% increase in tuition for FY24 and FY25. He described the tuition increase details for each campus



and compared the tuition and fees totals of MUS campuses to regional peers. Deputy Commissioner Trevor stated that net tuition paid by students at MUS 4-year campuses was \$840 less in 2022 than in 2017, and two-year campuses were \$300 less. Discussion followed.

- Fees | Mandatory Fees Dashboard

Deputy Commissioner Trevor spoke to the fee proposal as an annual increase of 3% or below in the aggregate for mandatory fees. He presented the breakdown of fees by campus, explained the conversion process of the online course fee to a mandatory fee, and the regional comparisons of the proposed mandatory fees for resident undergraduates. He explained the proposed room and board increase for the 2025 biennium as 8% in FY24 and 5% in FY25 and provided a breakdown of those of increases as well as a national 4-year comparison. He discussed the cost of attendance for full-time resident undergraduate students in the MUS and presented a national comparison.

- State Funding Allocation | State Funding Dashboard

Deputy Commissioner Trevor presented the three components of the state funding allocation: pay plan, present law allocation, and performance funding.

- Performance Funding | PF Metrics Dashboard

Deputy Commissioner Trevor discussed the history, goals, model, and results of performance funding. He presented the performance funding breakdown by campus. Discussion followed.

- i. Request for Authorization to Enter into a Ground Lease with Hotel Developer CH BZN Hotel 1, LLC on a Parcel of Land Located on the MSU Campus; MSU Bozeman ITEM 206-2006-R0523 | Attachment #1

Deputy Commissioner Trevor introduced the request for authorization to enter into a ground lease for a hotel on the MSU Bozeman campus.

Terry Leist, MSU Vice President of Administration and Finance, introduced a panel of presenters, including John How, Sam Byrne, and Bayard Dominick. Vice President Leist provided an introduction and background of the hotel project.

Mr. How displayed a campus map showing the hotel's location and the impact of several recent donations in recent years impacting the campus's south district. He presented the outline of the hotel planning process and highlighted the benefits of the hotel to the MSU campus and the parking details.

Mr. Dominick presented the hotel operations and maintenance details. He highlighted that at the end of the lease, it would be the responsibility of CrossHarbor/Lone Mountain Land Company, LLC to remove improvements and return the land to the original status,



or MSU can contract with a 3rd party to buy the hotel at market value and operate the hotel.

Mr. Byrne spoke to many hotel and resort operations throughout southwest Montana and the need for quality employees in the industry. He explained that his company had supported the MSU hospitality program and internships at Gallatin College since its inception. He highlighted their partnership with the campus and emphasized the importance of developing academic programs to support a robust training program to produce high-quality employees in the industry. Discussion followed. Request for Authorization to Increase Student Health/Dental Fee in Support of Wellness Operations; MSU Bozeman ITEM 206-2013-R0523 | Attachment #1 | Attachment #2 | Attachment #3

**Public Comment | 05:09:02**

Maggie Bell, ASUM President, spoke to the concern of the MontPIRG fee.

Adrian Cook, Chair of MontPIRG, spoke to the concern of the MontPIRG fee.

Lorelei Michael-Owens, ASMSU Senate Speaker, introduced herself in her new role and thanked the board of the partnership during the legislative session.

Melissa Ramirez, ASMSU Vice President, spoke to the goals of ASMSU for the next year.

Noah Vanderkar, ASUM Vice President, introduced himself in his new role and thanked the previous leadership.

**Budget, Administration and Audit Committee | 05:17:07**

- b. Request for Authorization to Increase Student Health/Dental Fee in Support of Wellness Operations; MSU Bozeman ITEM 206-2013-R0523 | Attachment #1 | Attachment #2 | Attachment #3

Associate Vice President Long, MSU, presented the request for authorization to increase the student health/dental fee by \$27 in the next fiscal year and by \$29.75 in FY25. She spoke to three reasons for the request: increased cost of health care, additional counseling positions, and the new student wellness center set to open in Spring 2024. Discussion followed.

- c. Request for Authorization to Increase ASUM Student Fees; UM Missoula ITEM 206-1016-R0523 | Attachment #1 | Attachment #2 | Attachment #3

Vice President Lasiter, UM, presented the request for authorization to increase ASUM student fees. He introduced several leaders of ASUM to speak to the item: Elizabeth Bowles, Joselyn Jolly, and Vickie Rectenwald.





## MONTANA UNIVERSITY SYSTEM

---

Ms. Bowles spoke to the three fees included in the item that would raise the ASUM fee by \$13 for a total of \$83. The areas included in the fee include transportation, student government, and the Kaimin student newspaper.

Ms. Rectenwald described the cost per passenger trip nationwide is \$7.50, and the cost per passenger trip at UM will be under \$6. She explained the amount of ridership has increased dramatically since the pandemic, which has increased their expenses.

Ms. Bowles explained the student approval rates of the student fees: transportation received 91.9%, student government received 51%, and the Kaimin received 52.8%. Discussion followed.

Meeting Recessed 4:06 pm

**Thursday, May 18, 2023**

Board Reconvened at 8:32 am

Budget, Administration and Audit Committee | 05:40:42

Deputy Commissioner Trevor presented the amended language from the original item for action item i. per the previous day's discussion. The amended language includes a sentence to strengthen the use of the facility for students in the Hospitality Management and Culinary Arts programs and language that the hotel will provide on-site parking.

- d. Request for Approval of the FY 2024 Tuition Rates; Dawson Community College ITEM 206-201-R0523 | Attachment #1
- e. Request for Approval of the FY 2024 Tuition and Mandatory Fee Rates; Flathead Valley Community College ITEM 206-301-R0523 | Attachment #1
- f. Request for Approval of the 2025 Biennium Tuition and Mandatory Fee Rates; Miles Community College ITEM 206-400-R0523 | Attachment #1

Shauna Lyons, Director of Budget and Planning presented the request to approve the proposed tuition and mandatory fee rates for FY 2024 for the community colleges. Rates become effective Fall Semester 2023.

- g. Staff Item; OCHE/MUS ITEM 206-100-R0523 | Attachment #1

Deputy Commissioner Trevor presented the request for the approval to implement the MUS pay plan for employees on Board of Regents contracts consistent with the budgeted pay plan parameters in House Bill 13.

- h. Request for Authorization and Approval to Proceed with Major Repair Projects Authorized by the 68<sup>th</sup> Legislative Session; OCHE/MUS ITEM 206-106-R0523 | Attachment #1 | Attachment # 2 | Attachment #3



Director Lyons presented this request to authorize the major repair projects that were funded during the 68<sup>th</sup> Legislative Session.

- j. Request for Authorization to Program, Plan, and Design an Addition for Montana PBS; MSU Bozeman ITEM 206-2008-R0523

Director Lyons presented this request to approve the planning and design of an addition to the Montana PBS to better serve the growing needs of the station. A request for construction will come at a later date once planning and design is completed.

- k. Request for Authorization for the Construction of the Relocation of the Facilities Maintenance Yard and Associated Facilities; MSU Bozeman ITEM 206-2012-R0523 | Attachment #1

Director Lyons presented this request to approve the relocation and construction of the existing Facilities Maintenance Yard. This project will allow for more streamlined services for the facilities department along with opening critical space for future development in the south corridor portion of campus.

- l. Request for Authorization to Construct a New MSU Wool Lab Facility; MSU Bozeman ITEM 206-2014-R0523 | Attachment #1

Director Lyons presented this request to approve the construction of the Wool Lab on MSU property. This project is a portion of a joint combined lab facility with the Department of Agriculture Analytical Lab and Department of Livestock Veterinary Diagnostic Lab.

- m. Request for Authorization to Purchase Property at 420 Marbara Lane in Billings in Auxiliary Use; MSU Billings ITEM 206-2701-R0523 | Attachment #1

Director Lyons presented this request to approve the purchase of property on the campus of MSU-Billings. This property is located within the core of campus and is the only residentially owned building in this area. The property will be used for auxiliary purposes.

- n. Request for Additional Authorization for Campus Exterior Lighting; UM Missoula ITEM 206-1001-R0523 | Attachment #1

Director Lyons presented this request to approve the purchase of property on the campus of MSU-Billings. This property is located within the core of campus and is the only residentially owned building in this area. The property will be used for auxiliary purposes.

- o. Request for Authorization to Construct a Student Wellness Center; UM Western ITEM 206-1603-R0523 | Attachment #1 | Attachment #2 | Attachment #3



Chancellor Reid presented the request for authorization to construct a student wellness center. He highlighted a substantial cost savings change from when the item was presented to the board, which included the construction of the new student wellness center separate from the Bulldog Athletic Recreation Center (BARC) compared to the original plans that connected the buildings. He spoke to the student fee increase passed to support the new facility's construction, operation, and maintenance. Discussion followed.

- p. Request for Authorization to Construct a Sports and Activities Complex; UM Western ITEM 206-1604-R0523 | Attachment #1 | Attachment #2 | Attachment #3

Chancellor Reid presented the request for authorization to construct a sports and activities complex. He shared that the project is 75% designed, and a general contractor has been selected. The project has included several changes since first presented to the board, which included a location change saving the project approximately \$1M.

- q. Request for Designation of Distribution of Timber Sales Revenue; OCHE/MUS ITEM 206-105-R0523 | Attachment #1

Director Lyons presented this request to approve the use of the Timber Sales for deferred maintenance projects on campuses. Every biennium the Board must determine if the campuses can use the funds or if the funds should be reinvested in the corpus.

**INFORMATION | 06:02:36**

- a. BOR Policy Revisions | 06:02:46
  - 940.1 - Residency Policy

Ali Bovingdon, Chief Legal Counsel, provided an update to the Board on proposed revisions to existing Board Policy 940.1 regarding residency. She identified and thanked the work group of campus administrators who met to work on these proposed revisions. She stated that the proposed changes had also been presented to the registrar, admissions, and military and veterans contacts across the system. She noted that this was a collaborative process with campuses, resulting in a comprehensive package of changes. She stated that most of the changes are cleaning up existing language and that the substance of the policy remains largely unchanged. She identified the goals of the workgroup as (1) eliminating loopholes seen in the appeals to OCHE and the Board and (2) making the policy more understandable to students and campus decision-makers.

Hannah Tokerud, OCHE Associate Legal Counsel, walked through each section of the proposed revisions. Discussion followed.

- 504.3 – Eligibility for WICHE, WWAMI, Minnesota Dental and WIMU Programs – Repeal



Ms. Tokerud provided an update to the Board on proposed revisions to existing Board Policy 504.3 regarding professional student exchange programs. She noted that this policy is redundant given the language in Board Policy 940.1 that covers professional students in exchange programs. She stated that OCHE recommends this policy be repealed.

- 203.5.2 – Appeals

Ms. Tokerud provided an update to the Board on proposed revisions to existing Board Policy 203.5.2 regarding appeals. Because this policy is related to Board Policy 940.1, she explained that the changes are being proposed simultaneously. She explained that most of the proposed edits are intended to simplify the language and add clarity. She noted that the one substantive change is to add a deadline for a person filing a complaint in district court after the issuance of the university system's final decision. Consistent with the Montana Administrative Procedure Act, she stated the proposed deadline is 30 days.

- 940.13 – Tuition Waivers and Discounts

Director Lemmon presented the proposed changes to the Board of Regents Policy 940.13 regarding tuition waivers and discounts. He highlighted the changes to the honorable discharge and veteran waiver to help streamline the application process through updated language and eligibility requirements.

b. BOR Infrastructure Subcommittee | 06:19:11

Deputy Commissioner Trevor provided an update on the Board of Regents Infrastructure Subcommittee. He presented the goals and timeline for the subcommittees work.

Academic, Research and Student Affairs Committee | 06:21:15

**Consent**

**Emeriti Faculty:**

- a. Antonioli; UM Missoula ITEM 206-1002-R0523
- b. Burke; UM Missoula ITEM 206-1003-R0523
- c. Hinman; UM Missoula ITEM 206-1004-R0523
- d. Loisel; UM Missoula ITEM 206-1005-R0523
- e. Lurie; UM Missoula ITEM 206-1006-R0523
- f. Patterson; UM Missoula ITEM 206-1007-R0523
- g. Shanley; UM Missoula ITEM 206-1008-R0523
- h. Sprang; UM Missoula ITEM 206-1009-R0523
- i. Steele; UM Missoula ITEM 206-1010-R0523



- j. Ullrich; UM Missoula ITEM 206-1011-R0523
- k. Vanita; UM Missoula ITEM 206-1012-R0523
- l. Woods; UM Missoula ITEM 206-1013-R0523
- m. Ray; Mt Tech ITEM 206-1501-R0523
- n. Das; Mt Tech ITEM 206-1502-R0523
- o. Murphy; MSU ITEM 206-2001-R0523
- p. Smith; MSU ITEM 206-2002-R0523
- q. Cripps; MSU ITEM 206-2003-R0523
- r. Carjuzaa; MSU ITEM 206-2004-R0523

**Tenure:**

- s. MT Tech; ITEM 206-1500-R0523
- t. UM Western; ITEM 206-1601-R0523
- u. Helena College; ITEM 206-1900-R0523
- v. MSU Billings; ITEM 206-2700-R0523
- w. MSU Northern; ITEM 206-2800-R0523
- x. MSU Bozeman; ITEM 206-2000-R0523

**Staff Items:**

- y. Request for Approval of University System/Employee Intellectual Property Joint Participation under MUSP 407-June and Brahmachary; Montana State University ITEM 206-2005-R05213 | Attachment 1

**ACTION | 06:25:43**

- a. Request for Approval to Revise Board of Regents Policy 806.1 - Supervising Teachers; Payment; OCHE/MUS ITEM 206-101-R0523 | Attachment #1

Angela McLean, Director of American Indian/Minority Achievement and K-12 Partnerships, presented the request for approval to revise Board of Regents Policy 806.1 regarding supervising teachers. She highlighted updated language with an existing process on how supervising teachers are compensated.

- b. Request to Plan Proposals | Executive Summary and OCHE Analysis | Supporting Documentation



Provost Mokwa, MSU, presented the request to plan proposal for a Masters of Engineering (M.Eng) with a Manufacturing Engineering Option and a Certificate of Applied Science in Public Safety Officer Basic Training (MLEA). Discussion followed.

Provost Reifschneider, MSU Northern, presented the request to plan a Bachelor of Science in Automotive Service Management (B.S.).

### INFORMATION | 06:43:55

#### Policy Items

- a. Proposed Revisions to Board Policy | 06:43:59
  - a. 301.12 | Attachment #1

Interim Deputy Commissioner Thiel presented the proposed changes to Board of Regents Policy 301.12 regarding undergraduate degree requirements – associate degrees and certificate of applied science. The proposed changes help clarify how specific programs fit into the definition of the degree programs for associate degrees and certificates of applied science. Discussion followed.

#### Academic Review Items

- b. Academic Memo | 06:47:56

Interim Deputy Commissioner Thiel presented the academic memo that includes academic proposals and requests for plans that are now reaching the final stage of approval that, through delegated authority by the Board, have been vetted by OCHE and CAOS.

#### Strategic Priority Items

- c. Research Update | 06:51:08

Deputy Commissioner Thiel introduced Angela Lueking, Vice Chancellor for Research at Montana Tech, and John Metesh, Director and State Geologist for the Montana Bureau of Mines and Geology, who presented on the current emerging research in critical minerals and rare earth elements.

Vice Chancellor Lueking presented the drivers and concerns regarding critical minerals and rare earth elements. She spoke to the material intensification for the 2050 clean energy forecasts, which outlined the lithium, copper, iron, aluminum, and nickel needs. She highlighted the strong relationship between research and several academic programs at Montana Tech and these degree programs' campus-wide impact.

Director Metesh provided an overview of the Montana Bureau of Mines and Geology. He spoke to the critical minerals and rare earth elements throughout Montana and reviewed geographical maps demonstrating their locations. Discussion followed.

- d. WWAMI/AIMA Post Baccalaureate | 07:14:41



Director McLean provided an introduction to the WWAMI/AIMA post Baccalaureate presentation and guests Dr. Jay Erickson and Dr. Jane Shelby. She outlined the need to recruit more American Indian students into the medical profession and to support more American Indian students to apply to medical school. The Post Baccalaureate program will allow college seniors or graduates to pursue additional coursework and a suite of supports that will best prepare them for the WWAMI application process and ultimately earn an interview with the WWAMI admissions committee.

Dr. Erickson and Dr. Shelby outlined their efforts to acquire independent funding through private grants. Discussion followed.

e. Educator Prep Update | 07:43:56

Director McLean summarized the role of the Montana University System educator prep programs in helping to mitigate Montana's educator recruitment and retention challenges. She stated the MUS five educator prep programs prepare over 90% of all Montana ed prep completers.

Dr. Curtis Smeby of Montana State University-Northern spoke of the successful Teacher's of Promise Pathway program funded through HB 403 in the 2021 legislative session.

Dr. Estee Aiken of the University of Montana Western referenced the strong UMW and Office of Public Instruction partnership to deliver the Educator Residency model this past year and the agreements to move the partnership into the 2023-24 academic year.

**Public Comment** | 07:55:28

Emily Tschetter, Editor of the Montana Kaimin, spoke in favor of the Kaimin fee increase.

Committee Reports & Action | 07:59:52

- Two-Year and Community College Committee
- Budget, Administration and Audit Committee

**CONSENT**

**Facility Items:**

- a. Request for Authorization to Grant a Utility Easement to NorthWestern Energy; UM Missoula ITEM 206-1015-R0523 | Attachment #1 | Attachment #2 | Attachment #3
- b. Request for Authorization to Construct Storm Waster Infrastructure; UM Missoula ITEM 206-1019-R0523 | Attachment #1
- c. Request for Authorization to Increase Project Authority to Construct Laboratory Space in Norm Asbjornson Hall; MSU Bozeman ITEM 206-2007-R0523 | Attachment #1
- d. Request for Authorization to Execute a Lease Extension at 960 Technology Blvd; MSU Bozeman ITEM 206-2009-R0523



- e. Request of Authorization to Execute a Public Sanitary Sewer Utility Easement in the Area of the Bozeman Agricultural Research and Teaching (BART) Farm; MSU Bozeman ITEM 206-2010-R0523 | Attachment # 1 | Attachment #2
- f. Request for Authorization to Design the Relocation of Facilities Maintenance Yard and Associated Facilities; MSU Bozeman ITEM 206-2011-R0523
- g. Request of Authorization to Execute Lease Extensions at the Joseph M. Hartmann Memorial Ranch in Phillips County MT for the Benefit of Northern Ag Research Center; Montana Agricultural Experiment Station (MAES) | ITEM 206-2301-R0523

**Other:**

- h. Request for Approval to Revise Board of Regents Policy 712.1 – Post Retirement Employment; ITEM 206-102-R0523 | Attachment #1
- i. Request for Approval to Repeal Board of Regents Policy 1908 – AIDS Policy; ITEM 206-103-R0523

A motion for approval of consent items a.- i. was made by; Dombrowski motion passed (7-0).

**ACTION**

- a. 2025 Biennial Budget Recommendations; OCHE/MUS ITEM 206-104-R0523
  - Tuition | Campus Tuition & Fee Schedules | Tuition/Fees Comparison Dashboard
  - Fees | Mandatory Fees Dashboard
  - State Funding Allocation | State Funding Dashboard
  - Performance Funding | PF Metrics Dashboard

A motion for approval of action item a., ITEM 206-104-R0523 was made by Regent Lozar; motion passed (6-1).

- b. Request for Authorization to Increase Student Health/Dental Fee in Support of Wellness Operations; MSU Bozeman ITEM 206-2013-R0523 | Attachment #1 | Attachment #2 | Attachment #3

A motion for approval of action item b., ITEM 206-2013-R0523 was made by Regent Southworth; motion passed (7-0).

- c. Request for Authorization to Increase ASUM Student Fees; UM Missoula ITEM 206-1016-R0523 | Attachment #1 | Attachment #2 | Attachment #3

A motion for approval of action item c., ITEM 206-1016-R0523 was made by Regent Blossom.





Regent Blossom requested additional information from the ASUM leaders regarding the fee increase. Maggie Bell, ASUM President, and additional ASUM leaders provided details of the students vote on the fee increase. Discussion followed.

#### Public Comment

Emily Tschetter, Editor of the Montana Kaimin, spoke in favor of the increase and provided additional information on the Kaimin fee.

Motion passed (7-0).

- d. Request for Approval of the FY 2024 Tuition Rates; Dawson Community College ITEM 206-201-R0523 | Attachment #1
- e. Request for Approval of the FY 2024 Tuition and Mandatory Fee Rates; Flathead Valley Community College ITEM 206-301-R0523 | Attachment #1
- f. Request for Approval of the 2025 Biennium Tuition and Mandatory Fee Rates; Miles Community College ITEM 206-400-R0523 | Attachment #1

A motion for approval of action items d. – f. was made by Regent Dombrowski; motion passed (7-0).

- g. Staff Item; OCHE/MUS ITEM 206-100-R0523 | Attachment #1

A motion for approval of action item g., ITEM 206-100-R0523 was made by Regent Buchanan; motion passed (7-0).

- h. Request for Authorization and Approval to Proceed with Major Repair Projects Authorized by the 68<sup>th</sup> Legislative Session; OCHE/MUS ITEM 206-106-R0523 | Attachment #1 | Attachment # 2 | Attachment #3

A motion for approval of action item h., ITEM 206-106-R0523 was made by Regent Lozar; motion passed (7-0).

- i. Request for Authorization to Enter into a Ground Lease with Hotel Developer CH BZN Hotel 1, LLC on a Parcel of Land Located on the MSU Campus; MSU Bozeman ITEM 206-2006-R0523 | Attachment #1

A motion for approval of action item i., ITEM 206-2006-R0523 was made by Regent Southworth; motion passed (6-0-1) 1 Abstention by Regent Bough.

- j. Request for Authorization to Program, Plan, and Design an Addition for Montana PBS; MSU Bozeman ITEM 206-2008-R0523

A motion for approval of action item j., ITEM 206-2008-R0523 was made by Regent Dombrowski; motion passed (7-0).



- k. Request for Authorization for the Construction of the Relocation of the Facilities Maintenance Yard and Associated Facilities; MSU Bozeman ITEM 206-2012-R0523 | Attachment #1

A motion for approval of action item k., ITEM 206-2012-R0523 was made by Regent Buchanan; motion passed (7-0).

- l. Request for Authorization to Construct a New MSU Wool Lab Facility; MSU Bozeman ITEM 206-2014-R0523 | Attachment #1

A motion for approval of action item l., ITEM 206-2014-R0523 was made by Regent Buchanan; motion passed (7-0).

- m. Request for Authorization to Purchase Property at 420 Marbara Lane in Billings in Auxiliary Use; MSU Billings ITEM 206-2701-R0523 | Attachment #1

A motion for approval of action item m., ITEM 206-2701-R0523 was made by Regent Southworth; motion passed (7-0).

- n. Request for Additional Authorization for Campus Exterior Lighting; UM Missoula ITEM 206-1001-R0523 | Attachment #1

A motion for approval of action item n., ITEM 206-1001-R0523 was made by Regent Dombrowski; motion passed (7-0).

- o. Request for Authorization to Construct a Student Wellness Center; UM Western ITEM 206-1603-R0523 | Attachment #1 | Attachment #2 | Attachment #3

A motion for approval of action item o., ITEM 206-1603-R0523 was made by Regent Blossom; motion passed (7-0).

- p. Request for Authorization to Construct a Sports and Activities Complex; UM Western ITEM 206-1604-R0523 | Attachment #1 | Attachment #2 | Attachment #3

A motion for approval of action item p., ITEM 206-1604-R0523 was made by Regent Blossom; motion passed (7-0).

- q. Request for Designation of Distribution of Timber Sales Revenue; OCHE/MUS ITEM 206-105-R0523 | Attachment #1

A motion for approval of action item q., ITEM 206-105-R0523 was made by Dombrowski; motion passed (7-0).



- Academic, Research and Student Affairs Committee

### **Consent**

#### **Emeriti Faculty:**

- a. Antonioli; UM Missoula ITEM 206-1002-R0523
- b. Burke; UM Missoula ITEM 206-1003-R0523
- c. Hinman; UM Missoula ITEM 206-1004-R0523
- d. Loisel; UM Missoula ITEM 206-1005-R0523
- e. Lurie; UM Missoula ITEM 206-1006-R0523
- f. Patterson; UM Missoula ITEM 206-1007-R0523
- g. Shanley; UM Missoula ITEM 206-1008-R0523
- h. Sprang; UM Missoula ITEM 206-1009-R0523
- i. Steele; UM Missoula ITEM 206-1010-R0523
- j. Ullrich; UM Missoula ITEM 206-1011-R0523
- k. Vanita; UM Missoula ITEM 206-1012-R0523
- l. Woods; UM Missoula ITEM 206-1013-R0523
- m. Ray; Mt Tech ITEM 206-1501-R0523
- n. Das; Mt Tech ITEM 206-1502-R0523
- o. Murphy; MSU ITEM 206-2001-R0523
- p. Smith; MSU ITEM 206-2002-R0523
- q. Cripps; MSU ITEM 206-2003-R0523
- r. Carjuzaa; MSU ITEM 206-2004-R0523

#### **Tenure:**

- s. MT Tech; ITEM 206-1500-R0523
- t. UM Western; ITEM 206-1601-R0523
- u. Helena College; ITEM 206-1900-R0523
- v. MSU Billings; ITEM 206-2700-R0523
- w. MSU Northern; ITEM 206-2800-R0523
- x. MSU Bozeman; ITEM 206-2000-R0523

#### **Staff Items:**



y. Request for Approval of University System/Employee Intellectual Property Joint Participation under MUSP 407-June and Brahmachary; Montana State University ITEM 206-2005-R05213 | Attachment 1

A motion for approval of the consent agenda items a. – y. was made by Regent Lozar; motion passed (7-0).

**ACTION**

a. Request for Approval to Revise Board of Regents Policy 806.1 - Supervising Teachers; Payment; OCHE/MUS ITEM 206-101-R0523 | Attachment #1

A motion for approval of action item a. ITEM 206-101-R0523 was made by Regent Buchanan; motion passed (7-0).

b. Request to Plan Proposals | Executive Summary and OCHE Analysis | Supporting Documentation

A motion for approval of action item b. Request to Plan Proposals was made by Regent Buchanan; motion passed (7-0).

Election of Officers | 08:29:38

Commissioner Christian discussed the process according to Article IV of the by-laws.

Regent Lozar made a nomination for Regent Dombrowski to serve as Board Chair. Discussion followed; motion passed (7-0).

Regent Blossom made a nomination for Regent Buchanan to serve as Vice Chair. Discussion followed; motion passed (7-0).

Meeting Adjourned 11:36 am

Approved by the Board of Regents on

07/11/2023

Date

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

07/11/2023

Date

Joyce Dombrowski  
Chair, Board of Regents

# Appendix A



Associated Students of the University of Montana

University Center - Suite 104

Missoula, MT 59812-0072

Hello esteemed regents,

This letter is from: Elizabeth Bowles, Alex Berna, and Joselyn Jolly as ASUM President, Vice President, and Business Manager. This is a statement of the ASUM fee, Kaimin fee, and ASUM Transportation fee that we had been working on for all of this 2022-2023 school year. There will be brief explanations, a few facts, and information that we know you all likely have, but wanted a simple, one page version for your convenience as well.

#### ASUM Fee:

This year, ASUM realized our need to advocate for additional money to be added to our fee. Our student groups have come back flourishing from COVID, this is great because when the 2020 pandemic happened, it halted student groups for a moment. This year we started encouraging student groups, and have seen such involvement that is directly comparable to student groups in 2019. However, with that return we am sure we have all felt the inflation of all costs over the last few years. Student groups, and hundreds of students rely on ASUM to travel (among other support), fund their clubs and find their community on campus. This year during ASUM's final budgeting period, the baseline number needed to give to student groups taking BOR policy into account is \$113,000, we increased that number to \$170,000 to ensure our student groups wellbeing and ability to thrive in the upcoming school year.

#### ASUM Transportation Fee:

The ASUM Transportation staff has been doing a wonderful job this year at continuing to rebound the ridership and services from pre-Covid statistics. The fee would aid in going to hiring more student bus drivers, which would in-turn, allow for the transportation agency to expand services where needed! This year alone, the Gold Line was brought back for the first time since Covid, and the Green and Purple line services expanded, all serving dozens of students to find easy transportation across town, and to their classes on campus.

#### Kaimin Fee:

The Kaimin has wonderful staff that aid in the writing, delivery, and overall business of the student newspaper within our amazing journalism program. Currently this staff gets paid around \$9.95 per hour, safe to say this is a low wage for a student, and the current minimum wage in Montana. The Kaimin is asking for a fee increase in order to aid increasing the wage, and preparing for an increase in minimum wage. This fee would help pay the students who work to provide invaluable information, communication, and awareness to students, faculty, staff, administration and the broader community of Missoula.



Associated Students of the University of Montana

University Center - Suite 104

Missoula, MT 59812-0072

Elections and FAQ:

- ASUM received around 13.6% voter turnout in this year's election, a substantial number when looking at previous years.
- Each of the fees above passed the student vote, and received approval for the advocacy in this document. You have these resolutions, and information cited in Action Item C of the Budget, Audit and Administration section of The Board agenda.

Let us know if you have any questions, thoughts, or inquiries, we will be at the May meeting in person for your convenience as well, and we appreciate your consideration on these fees, and while reading this document.

Thank you,

Elizabeth Bowles, ASUM President

Alexandra Berna, ASUM Vice President

Joselyn Jolly, ASUM Business Manager

**From:** [Bowles, Elizabeth](#)  
**To:** [Casanovas, Jasmine](#)  
**Subject:** BOR comment - kaimin ASUM fee  
**Date:** Wednesday, May 17, 2023 3:30:03 PM  
**Attachments:** [Extra Materials to Support the Kaimin Fee \(1\).pdf](#)

---

**\*\*External Sender\*\***

Hi there!

I received this document from the Kaimin, it is additional information about their fee that they wanted to try to have sent out to the regents.

We understand if this is not plausible at this point of time, however it is worth a try for the additional information and the help it provides, so thank you for reading this email and taking time to consider its contents.

Best,

**Elizabeth Bowles** (she/her/hers)

**Bachelor of Arts - Political Science**

**UNIVERSITY OF MONTANA**

e: [eryebowles@gmail.com](mailto:eryebowles@gmail.com)

e: [elizabeth.bowles@umconnect.umt.edu](mailto:elizabeth.bowles@umconnect.umt.edu)



## Extra Materials to Support the Kaimin Fee

### Table of Contents:

Introduction.....	1
Testimonies.....	1-5
Explanation of Numbers.....	6-11
Conclusion.....	11

### Intro:

The Kaimin's work is indispensable in its service to the University, and the opportunities it provides to student journalists. As is a common topic of conversation at the Board of Regents, the cost of living is a major obstacle to students exploring every opportunity at Montana universities today. The Kaimin is key to many University of Montana journalism students' upbringing and career readiness. So, we ask that you approve the requested fee increase in full, as the majority of the student body voted for, so students can make a living wage and continue contributing to our community.

### Testimonies:

My experience at the Montana Kaimin was one of the highlights of my time at UM. It was an unbeatable opportunity to practice the journalistic process, develop real-world skills, and generate portfolio-quality work while also earning an income. That said, my wages back then went a lot further than the current wages do now. I don't think I could work at the Kaimin today when there are so many other jobs available that pay significantly more - jobs not in my field and with limited transferable skills. Low wages devalue the rigorous and professional work of Kaimin staff, but more importantly, act as a barrier to entry for students with economic disadvantages. I strongly encourage the Board of Regents to support this proposed fee increase.

-Sarah Dickmeyer

*Former Designer at the Montana Kaimin, 2012*

*Currently working in politics and government in Seattle, Wash.*

---

As the faculty adviser to the Montana Kaimin for the past five years, I'd like you to know that the value of the Kaimin to the students who work there is more important now than it has ever been. I'm so lucky to be in the room with these current and future journalists! The Kaimin, which is one of the oldest independent student newspapers in existence, has long been the launching pad for our most successful grads. Former

Kaimin staffers are now full-time staffers at most of the major newspapers and networks in our country. They are an influential group. And it was that early experience covering UM and the MUS that helped them cut their teeth to get there. But students today simply have greater financial need. Some amazing students who want and need this experience can't afford to take it on because they need to foot the bill for college. Giving them a bigger cushion at the Kaimin through a fee the student body agreed is needed directly translates to giving more students a better chance for a future in a highly competitive job market. The Kaimin this year was named the best student newspaper in the Northwest -- that includes Washington, Oregon and Colorado, states students frequently leave to come to UM because of its Journalism school and its support of the Kaimin. We punch above our class. Please support a storied organization with a strong reputation.

-Jule Banville

Associate Professor, Faculty Advisor to the Kaimin  
University of Montana School of Journalism

---

Working at the Montana Kaimin launched my career in journalism — plain and simple. The Kaimin provides the perfect laboratory for student journalists to take risks, hone their craft, and work in a professional setting, among professionals.

During my senior year at the University of Montana, I launched the Kaimin's first-ever weekly news podcast, "The Kaimin Cast." With hard work and a lot of support from my advisors and editors, it was selected by NPR as one of the best college podcasts in the country in 2022.

Kick-starting a project as time-intensive as a weekly podcast is something I could have done only with a paycheck. The Kaimin's editor-in-chief and business manager are ever-creative in the ways they stretch the budget to make sure everyone gets a slice of the pie, but it's not a lot — and not everyone who writes makes the cut for payroll.

With inflation and Montana's housing crisis putting unprecedented strain on student workers, there has never been a more critical time for investment in the future of journalism. That future is at the University of Montana, and it's at the Montana Kaimin. I took my experience at the Kaimin and turned it into a full-time job at Montana Public Radio fewer than six months after graduation. That's the power of paying journalists — even, and especially, the most fresh-faced ones. Please vote to increase the Kaimin's fee to keep student journalism strong in Montana.

-Austin Amestoy

Former Audio Editor at the Montana Kaimin (2021-22)

## Morning Edition Host and Reporter at Montana Public Radio

---

Two months into my first year at UM, I became an audio reporter at the Montana Kaimin. Since then, I've learned more about interviewing, writing scripts, and editing audio than in any of my classes thus far. But the work was challenging, and there were many times I thought of quitting. My wage just didn't seem sustainable, and I sometimes thought of switching jobs to make more money. I will be returning as audio editor next year with plans to restructure the Kaimin Cast, our weekly podcast. I believe with this wage increase, my fellow audio reporters and I will be able to fulfill our goals, report sustainably, and learn passionately.

-Clayton Murphy  
Audio Editor, Montana Kaimin (2022-2023)

---

The Montana Kaimin is the single best experience a journalism student can get to prepare them for their futures in Montana, and arguably in the entire Northwest. I feel fully prepared for any reporting opportunities that come my way after I graduate, and it's been the best experience I've had in college. My work at the Kaimin contributed to important news regarding our student government, the UM administration and pressing issues like COVID-19 for my fellow students. It gave me the experience needed to work at the Daily Montanan last summer, and to be successful in capstones like election coverage last semester and reporting in Northern Ireland. We are a key outlet for student voices to be heard on our campus, and we encourage accountability for the decisions that affect us. Our students have won awards for the work we've done for the Kaimin, and it poises us for success when we go out into the world in a career field that is increasingly difficult to get into. Journalism is more important than ever, and raising our wages would allow us to do it sustainably and continue one of the best opportunities for students in their field at UM.

- Emily Tschetter  
Editor-in-Chief, Montana Kaimin (2023-2024)

---

As a member of the Kaimin, I have been awarded so many opportunities not only to succeed in journalism but in life as well. I am a Missoula native and I have grown up enveloped by sports with the key player being the Montana Grizzlies. I loved watching the games with my family as it brought our tight knit group together once every

Saturday. My love for sports has continued for years but I never considered making it a career. I graduated high school at Sentinel High School in 2020. For me and many other kids around the country, our schooling was disrupted by the COVID-19 pandemic. In an attempt to return to normalcy, I tried to attend community college in Oregon. When that plan fell through, I came back home depleted. A time that so many remember fondly was slowly becoming a nightmare. That's when I applied to the University of Montana and joined the journalism program. In one of my first journalism courses, I met multiple people who worked for the Kaimin, specifically our new editor in chief Emily Tschetter. Weeks into class, I was asked to apply for a sports intern position at the Kaimin, and, from there, I never looked back. Joining the Kaimin has been a godsend for me as I have not only made a plethora of new and formative relationships but I have been awarded thousands of dollars in scholarships and earned an internship with a news organization in Belgrade, Montana. But, most importantly, the Kaimin gave me a home when I felt unearthed from my life. So much had gone wrong and I felt like I hadn't made any changes by ending up right back in my hometown. But the Kaimin and its people helped harness my love for writing and passion for meeting new people and combined it into what could be the makings of a career in sports journalism. I have loved my time here and, through this fee increase, you will not only be strengthening your commitment to local journalism in Montana but you will be helping kids like me find community at the University of Montana.

-Max Dupras  
Sports Editor, Montana Kaimin (2023-2024)

---

My name is McKenna and I have worked with the Kaimin since my freshman year of college. I currently serve as the design editor, and my feature story last year placed in the top 20 Hearst awards. The Kaimin has become my refuge and my home at the University and I take great pride in my work. I have found my second family here with my coworkers, friends and advisors. The work is hard, long and grueling, but it is the most rewarding experience I have ever had the pleasure to be a part of. I will continue as the design editor at the Kaimin next year with loftier goals to write for different sections and even take some photos, growing in every way I can. There is no experience like the college newspaper experience, and the Kaimin has proven time and time again to do important work that matters. I couldn't imagine my life without it. I have earned top tier internships across the country, and the world in Paris, France, because of the skills I've gained at the Kaimin. The Kaimin is worth your support in every way.

- McKenna Johnson  
Design Editor, Montana Kaimin (2022-2024)

---

I have gotten two internships this summer, one with the local newspaper Missoula Current and another as a communication intern with the Flathead Lake Biological Station in Bigfork, MT. While applying for both these jobs, I provided my published work for Kaimin. I think my work at Kaimin was an exceptional addition to my portfolio because I had journalism experience before back in my home Bangladesh. But I was a complete stranger in a new country. The surroundings, culture, people everything was very different for me. That's why I took the job of a reporter with Kaimin. To understand the University, the people around here and all over gather a better understanding of journalism in Montana and the United States. And I can happily say that Kaimin has given me that space to practice and portray my skills -- something which will be truly instrumental in my career ahead. Kaimin will always be the place where I got my first break in the US.

- Najifa Farhat  
News Reporter, Montana Kaimin (2022-2024)

---

Since joining the Kaimin last semester, my experience both at UM and within my journalism degree has bloomed. By working for the Kaimin I have been able to share my voice and my classmates' voices with the community. Through writing for the Kaimin I have developed connections to my community that I would never have been able to without it. Beyond just the incredible community I have found however, the Kaimin has allowed me to grow my career professionally and prepare for my future as a journalist. Supporting the Kaimin is supporting student journalism and supporting UM.

-Claire Bernard  
News Editor, Montana Kaimin (2023-2024)

### Making Ends Meet: Why the Kaimin Needs a Fee Raise

With costs of living rising more than ever, the years of stagnant wages has caught up with the Kaimin.

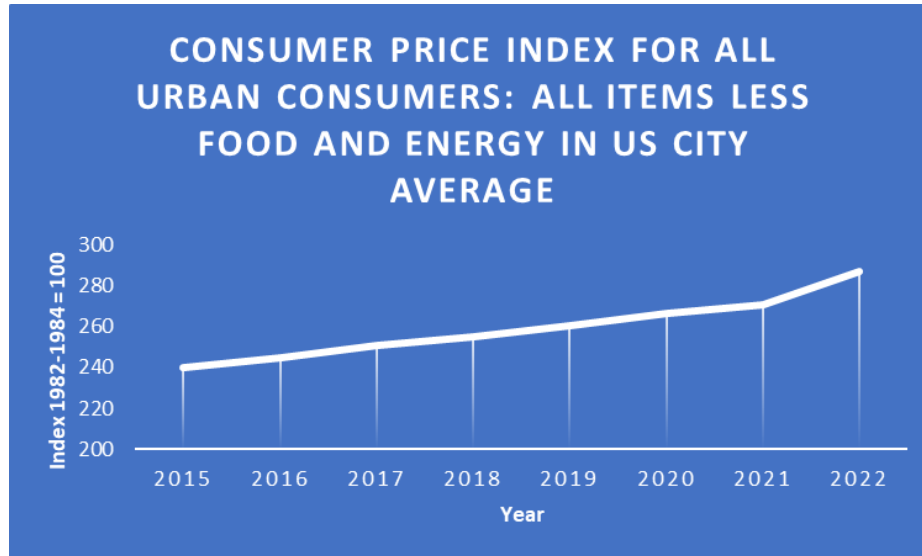


Figure 1: Consumer Price Index for All Consumers: All Items Less Food and Energy in US City Average <sup>1</sup>

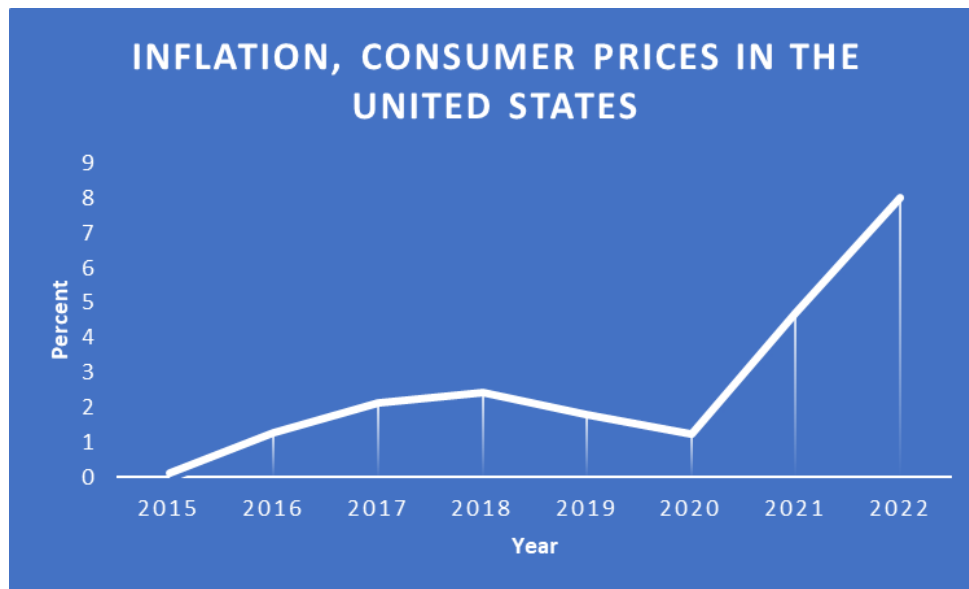


Figure 2: Inflation Consumer Prices in the United States<sup>2</sup>

<sup>1</sup> [Consumer Price Index for All Urban Consumers: All Items Less Food and Energy in U.S. City Average \(CPILFESL\) | FRED | St. Louis Fed \(stlouisfed.org\)](#)

<sup>2</sup> [Inflation, consumer prices for the United States \(FPCPITOTLZGUSA\) | FRED | St. Louis Fed \(stlouisfed.org\)](#)

The figures above show a clear rise in the general living costs in the United States. I am sure many of you have felt this pressure in your own lives. For students hoping to benefit from the work they can do at the Kaimin, these numbers mean that the majority work second and third jobs while balancing schoolwork and their duties at the Kaimin.

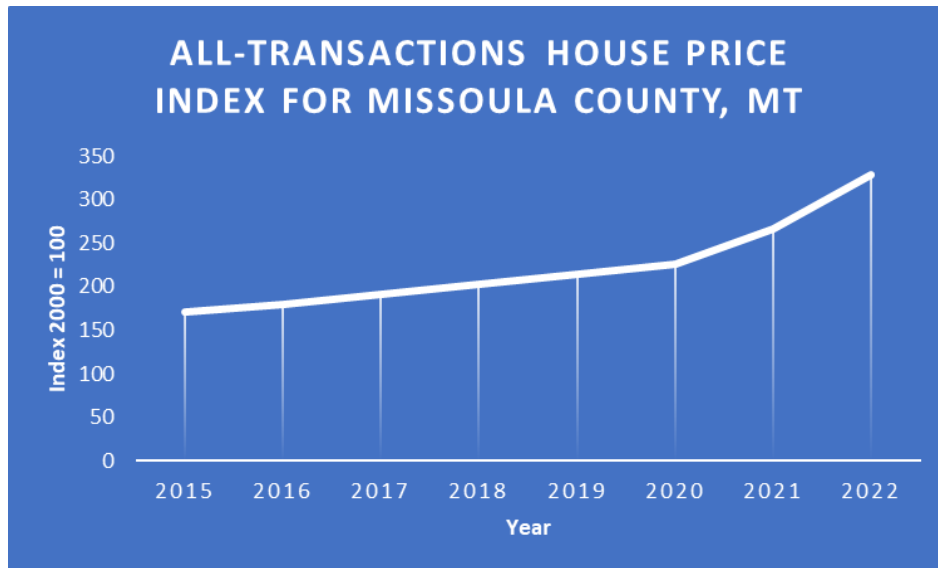


Figure 3: All-Transactions House Price Index for Missoula County, MT<sup>3</sup>

The rising cost of housing in Missoula has been hitting college students especially hard. And as the cost of housing rises, the money the Kaimin can put towards compensating its workers has not been rising with it.

---

<sup>3</sup> [All-Transactions House Price Index for Missoula County, MT \(ATNHPIUS30063A\) | FRED | St. Louis Fed \(stlouisfed.org\)](#)

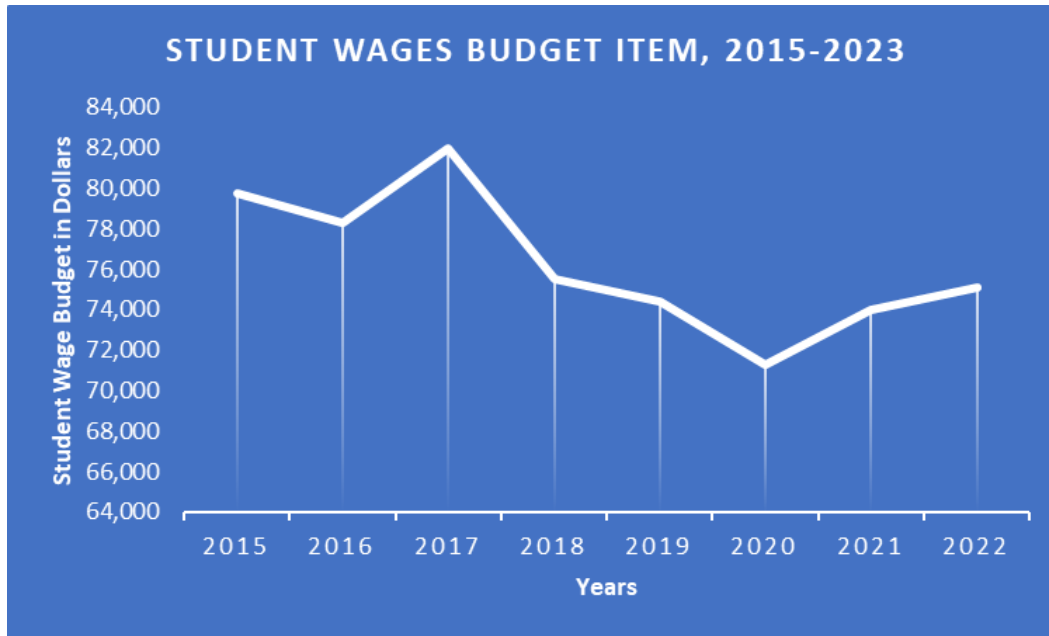


Figure 4: Student Wages Budget Item, 2015-2023

The figure above shows how much money the Kaimin has been able to put towards its student wages. It has gone down over the years to compensate for lowering admissions rates (which feeds directly into the money the Kaimin has to work with) and rising costs of all other goods and services the Kaimin must purchase.

### Why \$3

The Kaimin is asking for a student fee raise of three dollars to be able to pay the hours it has pledged in its personnel policy laid out by ASUM. We are no longer able to pay according to that policy because of the increases in the minimum wage that have taken place over the past several years.

The goal is to increase the student fee to help cover the cost of paying employees with the biweekly wages outlined in the personnel policy <sup>4</sup>.

$$\text{Fee Increase} = \text{Target Payroll} - \text{Current Payroll}$$

Target payroll is defined as the amount of money it would take to pay the hours defined by the personnel policy cited above on the standard bi-weekly basis.

<sup>4</sup> University of Montana--Missoula. Associated Students, "Personnel Policy of the Associated Students of the University of Montana as of November 23, 2021" (2021). *ASUM Governing Documents, 2019-present*. 17. [https://scholarworks.umt.edu/asum\\_governance/17](https://scholarworks.umt.edu/asum_governance/17)



The current payroll is the amount of money we can currently allocate to student wages.

To find the discrepancy in these hours, we have used the variables and formula below.

The factors that influence the current hours we pay on a biweekly period are as follows:

- The number of students who attend the University (the more students, the higher the student fee income)
- The ratio of full-time and part-time students — part-time students only pay half of the student fee amounts.
- The number of pay periods
- The wage rate
- The current student fee amount
- How much of the fee is used for fixed costs (equipment, maintenance, facilities, etc.)

Based on recent averages, these variables are rounded below:

- Number of students attending the U of M: 9,900
- Ratio of Full to Part-time students: 70% full-time, 30% part-time
- Number of pay periods: 15
- The wage rate: 9.95
- Current student fee amount: \$6 for fulltime students, \$3 for part-time.
- Used for other costs: \$25,000

When these numbers are taken into consideration, the Kaimin uses the following formula to find the hours we have to use on a bi-weekly basis:

$$\frac{(n \times r_f \times m_f) + (n \times r_p \times m_p) - o}{w} \div p$$

$n$ : Total Number of Students registered for classes at the University of Montana

$r_f$ : Total Number of Full-Time Students

$m_f$ : Full-Time Student Fee

$r_p$ : Total Number of Part-Time Students

$m_p$ : Part-Time Student Fee

$o$ : Other Costs

$w$ : Wage Rate

$p$ : Number of Pay Periods in Academic Year

When carried out with the numbers provided above, the result is that we have just under 516 hours per work-period to work with.

If we paid the hours outlined in the personnel policy mentioned earlier, we would have at least 682 work hours per pay period to work with. At our current wage rate, this is a discrepancy of nearly \$25,000 a year.

Fee Increase = Target Payroll - Current Payroll

**\$25,808.50** = \$101,788.50 - \$75,980.00

Passing this number back through the formula above and solving for  $r_f$ , we find that the fee raise to match this goal is **\$3.02**.

### **Alternative Ways to Deal With This Problem**

#### 1. Reducing Staff

If we reduced our staff to be able to pay them with the hours we have, we would have to cut our workforce by 37.5%. In other words, the Kaimin would have to reduce the opportunities it provides to up-and-coming student journalists to kick-start their careers and serve their campus community by 37.5%.

#### 2. Other Income

The Kaimin is one of the few organizations on campus that can bring in other forms of income, primarily through selling ad space on its weekly print issues and website. This source of revenue cannot cover the wage raises discussed above.

At its most recent high in 2018, ad sales brought in only an extra \$13,500 a year — a start, but not even half of the \$25,000 or so needed to bring hours to the amount the personnel policy. The rise of inflation has outstripped the student-employee's ability to scale business operations.

To be able to grow other sources of revenue and become increasingly self-sufficient, the Kaimin needs the sustainable capital of the student fee to compensate its employees for the work they do to bring that revenue in.

#### 3. Maintaining Current Hour Scheme (i.e., Doing Nothing)

By doing nothing, the Kaimin does not have the room to expand its other income or pay its staff enough. The opportunities the Kaimin has to offer will be barred increasingly to those at an economic disadvantage.

### **Conclusion**

Allowing the three-dollar fee increase as passed with the majority by the student body of the University of Montana will allow the Kaimin to continue to provide award-winning news<sup>5</sup>, serve its community and provide unmatched opportunities to young journalists in Montana.

That fee increase would also allow the Kaimin to expand its work into newer mediums like audio and video that adapt to the demands of modern media and journalism.

Please vote with the student body of the University and raise the Kaimin Student Fee.

---

<sup>5</sup> [Region 10 Mark of Excellence Awards 2022 winners announced \(spj.org\)](https://www.spj.org/region10-mark-of-excellence-awards-2022-winners-announced)



## Why become a teacher?

There are many great reasons to become a teacher! Here are a few to consider:

- You will make a difference!
- You will transform lives!
- You will inspire young people!
- You will have a secure profession that provides lifelong benefits!
- You will do work that matters!
- You can make *everyone* feel like *someone*!

Learn More about the TOPP Program at:  
<https://www.msun.edu/academics/coeasn/TOPP.aspx>



MSU-Northern is accredited by Northwest Commission on Colleges and Universities ([www.nwccu.org](http://www.nwccu.org)) accreditation standards. MSU-Northern does not discriminate on the basis of race, color, national origin, sex, or disability.



### Get in touch with us!

#### Have School District

Julie Monson - [monsonj@blueponyk12.com](mailto:monsonj@blueponyk12.com)  
Mandy Nitz - [nitzm@blueponyk12.com](mailto:nitzm@blueponyk12.com)  
Brad Moore - [mooreb@blueponyk12.com](mailto:mooreb@blueponyk12.com)

#### Great Falls School District

Beckie Frisbee - [beckie\\_frisbee@gfps.k12.mt.us](mailto:beckie_frisbee@gfps.k12.mt.us)  
Heather Hoyer - [heather\\_hoyer@gfps.k12.mt.us](mailto:heather_hoyer@gfps.k12.mt.us)

#### Great Falls College – MSU

Dr. Leanne Frost - [leanne.frost@gfcmsu.edu](mailto:leanne.frost@gfcmsu.edu)  
Jessica Dykstra - [jessica.dykstra@gfcmsu.edu](mailto:jessica.dykstra@gfcmsu.edu)

#### MSU-Northern

Jennifer Anderson - [jennifer.anderson32@msun.edu](mailto:jennifer.anderson32@msun.edu)  
Curtis Smeby - [smebyc@msun.edu](mailto:smebyc@msun.edu)

#### Rural Montana

Contact your school counselor, principal, or superintendent.

# TEACHERS OF PROMISE PATHWAYS



MONTANA STATE UNIVERSITY  
**NORTHERN**

College of Arts, Sciences, & Education



**GREAT FALLS COLLEGE**  
MONTANA STATE UNIVERSITY



## What is Teachers of Promise Pathways (TOPP)?

MSU-Northern's Education Department received a Grow Your Own Educator grant from the Commissioner of Higher Education that supports MSUN's Educator Preparation Program (EPP) to establish a pathway for high-school juniors and seniors to become teachers for Montana's schools.

Teachers of Promise Pathway (TOPP) creates an academic pathway for students to consider teaching as their career path and inspire them to complete their Education degree in their home communities. MSU-Northern is partnering with two-year colleges (Great Falls College-MSU and Fort Peck Community College) in the region to help deliver the TOPP program.

## Participating High-Schools



Havre High



Harlem High



Great Falls  
Public Schools

...And More!

## Which TOPP courses will I be taking?

### EDU 201 (EDU 200\*) – INTRO TO EDUCATION

This course will focus on the history, purpose, role, and scope of education in the U.S.

### EDU 225 (EDU 221\*) - EDUCATIONAL PSYCHOLOGY

This course will focus on educational psychology concepts with an emphasis on learning theories.

### PSYX 230 - DEVELOPMENTAL PSYCHOLOGY

This course will provide an overview of what is empirically known about all the periods of life from conception to death of our physical vehicles.

### HTH 110 (HTH 201\*) - PERSONAL HEALTH & WELLNESS

This course is an introduction to the basic and new concepts of health.

### M 130 - MATH FOR ELEMENTARY TEACHERS 1

The topics included in this course are directly related to elementary mathematics education.

*\*GFC-MSU Course numbers*

## Why these courses?

TOPP courses were selected to provide insights into an education career path. The Teachers of Promise Pathway offers financial, academic, and personal support for identified TOPP college and dual-enrollment courses that align with educator preparation in Montana. Students will also engage in work-based experiences that support Education majors. Students will be supported by teacher leaders, professors, and mentors as they complete their dual-enrollment at their high schools and transfer them to their local two-year college and Montana State University-Northern.

## Where is the program offered?

**Havre & Area:** Courses are offered at MSU-Northern and/or Havre High School.

**Great Falls & Area:** Courses are offered at Great Falls College-MSU and/or Great Falls Public Schools.

**Rural Hi-Line:** Courses will be offered online. Opportunities to connect virtually will be utilized to support the teaching and learning process.

