

**MONTANA STATE UNIVERSITY
FACULTY COUNCIL MEETING MINUTES
September 7, 2005
113 Linfield Hall
Montana State University-Bozeman
4:10-5:00 PM**

Members Present: Amin, Ashley, Bailey, Becker, Cherry, Croy, Dyer, Idzerda, Jones, Larkin, Levy, Lynes-Hayes, C. McClure, M. McClure, Neeley, Scott, Seymour, Taper, Taylor, Watson, Yoo

Members Absent: Architecture, Catoira, Christopher, Psychology, Bennett, Bradley, Erickson, Ag/Animal Range, Jackson, R. Johnson, Media & Theatre Arts, McDermott, Pratt, Prawdzienski, E. Schmidt, Stringam, Stroup

Others: Dooley, Fedock, Lansverk

The meeting was called to order at 4:15 PM. A quorum was present.

FACULTY COUNCIL ANNUAL REPORT 2004-2005 – Chair Warren Jones

- Chair Jones presented an overview of discussions topics to follow:
 - Pay and Compensation
 - Handbook Changes
 - Ad Comp & Adjuncts, Academic Affairs
 - Shared Governance
 - Board of Regents
- ***PAY and COMPENSATION***
 - ***Parity with Collective Bargaining Campuses*** - In 2003-2004, some collective bargaining campuses had language written into their collective bargaining agreements that appeared as if they were getting more raises than we were. Although it is still not clear whether that was indeed the case, adjustments on our campus created parity. In 2004-2005, however, the BOR administered stringent rules that alleviated that doubt.
 - ***Changes in 3rd Party Administrator*** – Faculty Council’s involvement with representatives from Allegiance allowed concerns from faculty to be addressed. Chair Jones did not believe information was disseminated amongst faculty in a timely manner, however, and the third party administrator change from BX/BS to Allegiance came as a surprise to many.
 - Faculty Council members stated that under Allegiance, they are having problems with benefit compensation. Glen Leavitt in the commissioner’s office was given as a contact for complaints.
 - ***TIAA-CREF/TRS*** - TIAA-CREF is defined contribution plan; TRS is a defined benefit plan. TRS runs through state; TIAA is a “gray zone;” A retirement plan requires the employee and employer to contribute money. Within TRS, the employee contribution has been maintained. However, because the program under funded and does not have enough money to live out its life, TIAA-CREF has been backfilling TRS via employer contributions. Faculty Council would like the Montana State Legislature to cease and desist this practice. Representative Holly Raser from Missoula proposed House Bill 430, where the state would gradually put money into TRS and divert employer contributions back into TIAA-CREF making the employer contribution the same for TRS as it is for TIAA-CREF. Ms. Raser was unsuccessful in getting this bill passed, as the lifetime payback was \$67M. Chair-elect Taylor would like to work with Ms. Raser and have her speak to Faculty Council.
 - ***Discussions with Provost & President on Allocation of 3.5% Raise Pool*** – The Provost and Faculty Council collaborated on the raise pool distribution. Last year the discussions occurred in April; Faculty Council would like discussion to transpire earlier this year.
- ***HANDBOOK CHANGES, P&T***
 - Some of the handbook changes that Faculty Council discussed and modified, via Faculty Affairs, included, but were not limited to, definition and clarification of departmental head role in P&T reviews; clarification of definitions of faculty for purposes of Leaves of Absence/Regent’s contracts.

- **Joint P&T Task Force with Provost** – Faculty Council formed a P&T Task Force which will report their findings of the current P&T process to the Provost in late October/early November 2005
- **Sabbaticals** – Through discussions with Faculty Affairs, there was 100% funding of sabbaticals in FY 2005.
- **ADDITIONAL COMPENSATION, ADJUNCTS and ACADEMIC AFFAIRS**
 - **Additional Compensation** – Increased opportunity for faculty to receive additional compensation for teaching and research. Faculty understood the process better to make it a success. With respect to research and USRA, faculty may make use of additional compensation and summer salary for significant pay increases (if they have enough external grants.)
 - **Adjuncts** – Due to the diligent work of Provost Dooley and Chair Jones, the BOR approved the use of 3-year contracts for critical adjunct faculty, albeit with limited numbers available.
 - **Academic Affairs Committee** - Initiated Faculty Council-based review of academic issues. This year the committee will be addressing changes to the Student Conduct Code.
- **SHARED GOVERNANCE**
 - **Increased Coordination at MUS Level** - Faculty representatives were more organized and improved communications resulted.
 - **More Interaction with the BOR** - The Faculty representatives and regents now have a dedicated hour of one-on-one at every regents meeting.
 - **New Interactions with Student Leadership & MAS** - We were able to make well-thought out requests to Chairman Mercer, who was responsive. Because of the improved exchange of communication, it opened up an hour with faculty representatives and regents at every regents meeting. This in turn opened another hour during the regents meetings, a free period, for students and faculty, while the regents met with the classified staff. Many issues in common came to fruition and faculty and students found they had more in common than not.
 - **Initiated Process for Improving Structure of Shared Governance on MSU Campus** – On the 2nd Wednesday of every month, University Governance Council meets and combines the work of Faculty Council with Professional Council. It is cumbersome for both groups because having issues of joint concern do not necessarily happen every 2nd Wednesday of the month and other councils (CEPAC, ASMSU) wonder if they should attend this meeting or not. We are in the process of redefining UGC to make it a clearer, more coordinated voice for all.
 - **Romney Locker Rooms, HP&E Complex, etc.** – A small group of faculty had concerns about the pace/outcome of this project and brought it forward to FC → Faculty Council brought it to the President → received money from the President to contribute to this project with the agreement to slow down the process and do a better job of communicating to faculty about such projects in the future. This process established a connection between Faculty Council and Administration which indicates that better communication is necessary when projects of this magnitude take place on campus.
- **TRANSFER POLICIES**
 - **Transfer Audit Moves BOR to Rapid Response** – At the May BOR meeting, major issues regarding the transfer audit came up. The legislative audit division did an audit of the transfer issues associated from campus to campus and it said that the BOR needed to take action, which it did. FC did the best it could was to get faculty input into that process. The faculty reps met with Academic and Student Affairs Committee.
 - **Transfer GPA** – There was a move to allow students to transfer from campus to campus, bringing courses, credits, and GPA. One proposal made it optional for the student to transfer their GPA or not. Faculty representatives were able to convince the Academic and Student Affairs Committee and the BOR that mandating any kind of transfer of a GPA robbed a university of their ability to control their fate, and was not in the best interest of the students. As a result, the BOR did not adopt any new policies on transferring GPA.
 - **General Education Council** – There will be a general education council, an MUS council that will decide what courses will fit into the MUS or BOR core and what kinds of courses it should be comprised of. FC was able to have the BOR craft language in this policy that says “...a minimum of four faculty selected from nominations forwarded by the respective councils and senates on the campuses shall be appointed to this council...” which guarantees a minimum level representation.

- **Minimum Grade Policy** - The minimum grade for a major or prerequisite course will be a C-, while the minimum grade for a course used as an unrestricted elective is a D-. Discussions about this revealed the opportunity for grade inflation.
- **System of Controls** – Evaluation of course transfer has to be done within the 10th class day. There is language that protects faculty and the department stating that if the students transfer outside of the MUS, the student has to provide documentation to demonstrate full equivalency of the courses, and if they fail to demonstrate that, then the deadline is null and void.
- **Data Group** –Chair Jones and other members of this group track compliance with regents’ policies. This group is responsible for asking the BOR, if they make changes, what is the impact on students and their education, and have you been monitoring the outcome?
- **CHANGING OF THE CHAIR/GOALS AND TASKS FOR THE COMING YEAR**
 - **Retirement Issues** – Chair Taylor will pursue the TRS/TIAA-CREF issues as a priority goal. He stated he would focus UGC meetings around TRS/TIAA-CREF, as it affects all strata of employees on campus, as well as students. There is a surplus in Helena (\$200-\$300M). Would this money be accessible to begin repair of the TRS/TIAA-CREF system?
 - **Shared Governance Council** – Past Chair Jones and Chair Taylor are still working on the architecture of this council.
 - **Academic Affairs Committee** – Chair-elect Cyd McClure will chair this committee. Faculty Council will be active in anything that effects faculty lines and may include centers, institutes, majors, new Ph.D. programs, etc.
 - **Handbook, UPBAC, P&T Changes** – These projects are ongoing and will continue in 2005-2006.
 - **Other**
 - **Calendar** – Chair Taylor would like to investigate the possibility of the university beginning the school year in October and finishing late in April.
 - **Address the student letter to the Bozeman Chronicle that says MSU collects 40% IDC on all research grants and the students backfill the difference via tuition** – Chair Taylor stated that Tom McCoy would be asked to speak at Faculty Council after the BOR meeting September 21.
 - **Committee Assignments that still need members:**
 - Undergraduate Studies Committee
 - Web Advisory Committee
 - Steering Committee

Meeting was adjourned at 5:12 PM, as there was no further business.

Signature

Warren L. Jones, Chair

Shannon V. Taylor, Chair-elect

Signature

Gale R. Gough, Secretary