FACULTY SENATE
November 19, 2008
REID HALL 101
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Amin, Catoira, Cherry, Eitle, Fields, Fischer, Gerlach, Gipp, Jacobsen, Lansverk, Livingston, C. McClure, Mokwa, Neumeier, Osborne, Prawdzienski, Sowell, Watson, D. Weaver, Wisner, Wojtowicz, Yoo for Zhu

Members Absent: Bangert, Bennett, Fleck, Gee, Igo, Jackson, Jacobs, Larson, Lei, Lynch, Maskiell, Political Science, Snider for Becker, Varricchio, Versaevel, T. Weaver

Others Present: Warren Jones, Shannon Taylor

Chair-elect Marvin Lansverk called the meeting to order at 4:10 PM. A quorum was present. The November 5, 2008 minutes were unanimously approved.

ANNOUNCEMENTS
and OTHER ISSUES OF CONCERN TO FACULTY MEMBERS – Chair-elect Lansverk

- FS will not meet November 26, 2008; the next meeting is December 3, 2008 which will include a BoR update.
- December 10, 2008 – Montana legislator Frankie Wilmer (D. HR) will talk about higher education priorities. Chair Lynch and Chair-elect Lansverk are also trying to get Bob Hawks.
- The Association of Shared Governance Leaders (ASGL) wrote a letter to Montana voters thanking them for passing the 6 mill levy. It will be submitted to major newspapers in the state.

UNIVERSITY ACCREDITATION (continued from November 12, 2008)
QUESTIONS/DISCUSSION:

- 6. *Are faculty involved in a substantive manner in the development and administration of research policies and practices?*
    - No.
- *Do you have specific examples?*
    - F&A redistribution.
    - MSU spends a lot of money in the creation of new institutions and future investments; faculty are not communicated with about those issues until they are completed. Initiating new programs involve development issues, and administration dictates what is going to be done without discussion.
    - There are a number of NIH and NHF issues that involve administrative decisions, and we have no idea how they arrive at them.
    - Who Can Be a PI?
- *Can anyone think of a standing committee on campus that addresses any of these things? I know they are out there, but none of us can think of what they are and it doesn't bode well for how active they are in terms of liaising between faculty members and administration.*
    - In my department, faculty are involved in both the development and the administration of the department. We changed our P&T policies relative to research. We were told about it; we discussed it and had plenty of meetings to get involved and provide input. Our departmental involvement is not only with P&T, but how research is viewed in the college as a whole.
    - I would concur with the previous statement regarding participation at the departmental level. Institutional involvement is another question.
- *So we are saying at the university level this is questionable, but at the college and departmental level, it is ok?*
    - Yes.
    - When it comes to developing institutes, I believe that entity comes from funding. So, if people get a large grant they may start a large institute. There are many people on campus who are benefiting from that.

- *What we need to discern from this, and from data we will be presenting, is how big of a problem is the fact that, generally, faculty do not seem to know what is going on. Is "shared governance" merely window dressing?*
    - There was a statement made that the $4M used to renovate Cooley is on hold because a lot of debt was accumulated by the chemistry building. So, it is not obvious to some people why that decision was made, and the chemistry building was brought up before the BoR without consultation with faculty. I think some input would have been appropriate.
    - One area where there is faculty input is in the oversight committees: animal research, bio-safety committee, human research committee. Those committees do make policy.
- *Under Faculty Senate, we have Faculty Affairs and Academic Affairs. Do you have faith in those and do you believe enough information is being circulating about them and their activities?*
    - When new centers are created, they run through Academic Affairs. However, on the BoR's agenda, there are two new programs that did not go through Academic Affairs.
- *7. Does the university provide financial, physical, administrative and information resources for instruction, research and artistic creation? This question is not in comparison to anything, but if you wish to use a comparison as your frame of reference, please feel free to do so.*
    - Any university that doesn't have adequate classroom space doesn't need to be compared to anyone. We have students standing in class, sitting on the floor, etc. We not only need enough classroom space, but enough space in the classroom.
    - Start-up packages for new faculty and the ability to buy and maintain key pieces of research equipment has been highly compromised with the subsidy of the chemistry building.
- *The hold back from VP of Research is available for those kinds of things, so what exactly are you saying?*
    - We are not permitted to get most of that money.
- *We are a land grant university, but we an upper tier university. With the expectations to perform at those levels, do we have challenges in any one of those areas where there are deficiencies?*
    - I'd say we do have deficiencies.
    - I would say that the university is not responsible for any of my research activities. Other than providing space, it is my responsibility. I have never had trouble with classrooms or adequate facilities for students.
    - If a program is stalled and waiting money from another grant so it may continue, the university does not support the program while it is in hiatus.
    - When one must try to move a class to another room, it is difficult or not possible. Also, in Linfield Hall, many of the lights in the classroom don't work, and you have to bring your own chalk or markers.
    - Some classrooms are not equipped with technology.
    - Our department had to buy its own TV. Also, every year you need to schedule classroom, you have to beg to get one. People can hang on to classrooms for their own use even if they are not using it during a semester: More than a lack of space, it is a distribution factor.
    - The library has vastly improved its collection and electronic journals are readily available.
- *There has always been a workload problem across campus that has not been resolved; the workloads are different from department to department, college to college. Some people teach 3/3 loads, some 2/2. No one takes into account student credit hours and often the number of preps during a semester are disparate, yet we are still required to do our research.*
    - That question was in the second slide from last week. You are looking for a solution and they tried that.
    - I think a solution might come from Senate with a committee to look at it and give recommendations.
- *Part of this question could mean, "Do you have staff you need to support you?"*
    - I think Grants and Contracts provides good support.
    - Our department is in three buildings and managing/communicating with people is challenging.
    - More handicap accessibility would be helpful.
- *8. Are policies on salaries and benefits clearly stated, widely available and equitably administered?*

    - Benefits are clearly stated and there is lots of information about them. I don't know if I have seen policies on salaries; it is determined each year by the dean.
    - Hypothetically, if you had a science department where everyone was EE+, they only get an average salary increase based on administration's formulas. And if you are not one of the underserved faculty, you won't get a salary increase.
    - There is a base salary increase, however.
    - There wasn't even, in the past, a COLA increase.
    - I believe administration keeps back money for special cases.
- *Department heads do have some input in that the holdback pool kept by the provost is from nominations from the department heads and sent forward by the deans.*
    - There is no policy; there is a process. The reason we have policies is to make things open and available.
    - The provost has come to FS for the past four years to discuss how salary is distributed, and FS has had some input on how that is done.
    - There is a committee on campus that looks at all raises; The Salary Review Committee. Its chief function is to make sure there is annual review justification for any large raises.
- *9. Are faculty salaries and benefits adequate to attract and retain a competent faculty?*
    - In our college, we have been successful in the last 4-5 years in attracting extremely competent faculty.
    - In Finance and Accounting, once you are hired, the momentum doesn't seem to persist with respect to salary increases. The market salary is anywhere from $15,000- $75,000 above what we are offering. Retention is difficult. Also, we have spent a lot of money recruiting and we have a number of failed searches because we cannot pay them well.
    - The cost of living in Bozeman is increasingly frustrating.
    - A hidden cost in retaining competent faculty involves other faculty mentoring and assisting them when they begin at MSU. With such a high turnover rate, it becomes burdensome and time consuming.
    - It is a failure of administration, and they should solve this problem.
- *We do have CUPA data to compare, but it is also interesting to know what you think beyond the data? What the data doesn't show is, are we getting smart people in here?*
- *How about benefits levels here. What is your attitude about that?*
    - The retirement benefits are abysmal, especially when you also discuss salary.
    - When you explain to perspective faculty their retirement benefits are funding another under funded retirement package (TRS/TIAA-CREF), it is not well received.

The Faculty Senate meeting ended at 5:00 PM, as there was no further business.

Signature
Marvin Lansverk, Chair-elect

Signature
Gale R. Gough, Secretary