FACC MEETING
December 17, 2014

MINUTES

PRESENT: Dr. Mark Nook, Dr. Mark Pagano, Dr. Michael Barber, Dr. Keith Edgerton, Dr. Tony Hecimovic, Mr. Michael Campbell

Guests: Dr. Barbara Wheeling
Dr. Mary Susan Fishbaugh
Dr. Don Larsen
Ms. LeAnn Anderson
Ms. Trudy Collins

Minutes: Recorded by Connie Nelson, Administrative Associate in the Provost Office

Agenda Item 3, New Issues/Business Before the FACC:

A. Dean Barbara Wheeling came to discuss the urgency of hiring an Assistant Professor in Accounting, to replace Doug Brown who will retire in May, 2015. This is a current position and not a new investment. If this position is not filled the students would be adversely affected.
    - There has been a 68% increase in students in 5 years, demand is increasing, 22 accounting grads in 2011-12, increased to 33 last AY.
    - Only 2 other programs on campus had this many grads.
    - Salary data (handout) from the AACSB shows national salaries, smaller schools like MSUB, are at approximately 85% of the national. $90-$99K will be the salary range, this will not be advertised only given out if candidates ask.
    - Dr. Nook will have to take this to Dr. Cruzado and OCHE as soon as possible to get an approval to move forward.
    - If the salary goes outside the range presented, then Dean Wheeling needs to bring this back to the FACC.
    - An endowment at the Foundation will supplement the increase to the salary that Doug Brown was paid versus the larger salary that will be offered to a PhD level candidate.

Question: Where is the accounting program in the APC?
Answer: It is growing. It will not be cut.

Question: Can a qualified Accountant be recruited with a low-range salary?
Answers: Dean Wheeling feels they can start at the low end of the salary range and based on past experience with the past two hired Accounting faculty, we may attract an ABD or experienced faculty member that wants to relocate to Montana.

- Mike Campbell feels the range is too low. From his experience at national recruiting meetings he has attended, the going range for an accounting faculty member is $130-180K.
- Dr. Nook feels institutions that have an MBA program can and do recruit the higher range faculty but this institution is smaller and there are faculty that want to come here.

Decision of the Group: Move forward with the search and salary range proposed by Dean Wheeling.

Dean Wheeling left the meeting at 2:30 p.m.

B. Dean Fishbaugh came before the FACC stating she has some issues with a faculty member who is tenured and other faculty are stating this person does not carry their weight within the college. The DRTC and department chair want the dean to do something. She does not know how to trigger a review in the interim until the next scheduled post tenure review. Dean Fishbaugh is not sure what a letter of reprimand would contain.
    - Keith referred to CBA 15.100. Initiating the additional review is done by the Chair. No written request for an additional review has been done by the Dean.
    - The Dean asked the FACC what should be her next move. The group stated the department chair should ask the faculty member to come in and have a discussion about the issues. Dean Fishbaugh does not know if that occurred before the holiday break.
    - The other issue is she is not sure if any formal complaints were made by other faculty, mainly just talking to the Chair and talk from other faculty members.

    Dr. Nook offered 2 possibilities:
    - The Chair needs to put together a formal document outlining the issues to the DRTC. This committee then needs to decide the next step. The CBA has no mechanism for what the DRTC can do.
    - The Dean needs to do any formal sanctions. A warning letter or a letter of reprimand can be done by the Dean.
    - Dean is the supervisor of faculty, the Chair can made recommendations, the Dean does the actual method of discipline.

    Dean Fishbaugh also stated the individual is charged with teaching certain courses with agreed outcomes (by the faculty). Students that go to the next level are finding that they were not taught what was supposed to have been taught in prior semesters. The syllabus states they are taught the certain material.

    Students change advisors because they do not like this particular faculty member. Tony said an advisor change form would have the information needed for Dean Fishbaugh to use in this case. Typically, students do not want to take their concerns to the Chair so the issue gets dropped and students remain unhappy.

- Dr. Pagano brought up a suggestion about faculty lines that need to be closed due to APC, possibly give faculty that are not performing up to the standards set, have them teach a 4/4.
- Students not achieving the outcomes is not unusual. Having colleagues bring up the problem is more troublesome.
- What courses to be assigned is the concern at this time. The faculty member does what she wants in the courses she teaches. Faculty have freedom to teach but there are certain student outcomes that must be reached.
- Mike thinks Mary Susan is asking for advice on how to proceed. He thinks a meeting with the faculty member and the chair should happen immediately, the chair should lay it all out for the faculty member and discuss what outcome is expected. Then if things don't improve the Dean gets involved.

Mary Susan left the meeting at 3:00 p.m.

Possible Bargaining issue: A disciplinary issue that can generate a post-tenure review out of the established 5 year cycle.

C. Don Larsen from COB came to discuss the issue of faculty pay periods changing from 26 to 27. Five years ago Don addressed this same issue with Terrie Iverson. Trudy Collins and LeAnn Anderson were there to explain the process of calendar changes and pay Fridays.
   - There will be 27 pay Fridays for the upcoming academic calendar. There will be no changes in the amount or time of the pay.
   - There will be 3 months that will have 3 paydays. No one will lose any pay it will be spread over one extra pay period because of the calendar adjustment.
   - For the classified staff this works great. One pay calendar for 12 months.

Decision: Everyone has to be on the same system. No change in the current payroll method.

D. The MOU outlining the $500 stipend for dual enrollment faculty liaisons was signed by Dr. Nook, Dr. Hecimovic, and Dr. Pagano. A position description was passed around. It will be sent to Dr. David Gurchiek for his signature.

Adjourned 3:35 p.m.

Next Meeting: Monday, January 12th 2:30-4:00 p.m., CCR
Twice a month, every other Monday, through spring semester