FACC MEETING
April 15, 2014
MINUTES

PRESENT: Dr. Rolf Groseth, Dr. Mark Pagano, Dr. Keith Edgerton, Dr. Tony Hecimovic, Dr. Susan Gilbertz, Mr. Michael Campbell, Ms. Terrie Iverson

Guest: None

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

Order of Business:

a. Continued use of the term "Adjunct" was discussed referring to the current CBA 7.130.F Special Appointments and 7.300 Adjunct Special Appointments.
    - No actual definition of Adjunct, title but no defined category;
    - Original Adjunct language was grandfathered out years ago with an MOU;
    - Continue the role, re-label it as "other appointments";
    - Adjunct now used for a class of faculty that are not Adjunct and the other class is visiting scholar, part-time;
    - Fixed term is what Adjunct represents now;
    - MSUB use of Adjunct compared to other institutions nationwide;
    - Discussion to continue at future meetings.

b. CBA Finalization update: New signature page with Dr. Tony Hecimovic, President, FACC and Mr. Clayton Christian, Commissioner signature lines. Tony signed it, Connie scanned to Kevin McRae for review and he will obtain Clay Christian's signature and return to be inserted into the CBA document. At that time, Tony will notify faculty the CBA has been reviewed and is confirmed.

c. Proposed formula for redistribution of grant-generated IDC funds: The faculty do not feel they get release time when awarded a grant. Proposal is to use IDC funds to pay faculty who will not have the FTE, through release time. Part-time faculty would be paid to teach out of department funds. The Chancellor's Scholarship Mark sent to the Dean's he will send it to the four at FACC electronically to review, get input and revisit in the fall.

d. Process for advanced requests of salaries outside of the matrix, i.e., CBA 14.000. Issue brought before the FACC is the prospective new faculty the college wants to make an offer for a salary that is outside the matrix.
    - The faculty have been through the campus interviews and an offer is being negotiated prior to the FACC meeting to review the proposed salary, they feel the pressure of approving these cases.

- The FACC would like to be notified at the beginning of the academic year of any potential openings the deans expect through retirements or resignations they may have knowledge about. This would stop the emergency meeting situation and allow the FACC their input without pressure.
- Further discussion and bargaining to put new language in the CBA section 14.000.

e. 2014-15 academic year faculty salary compression and inversion amelioration discussion about how the previous allotted funds were used to try and narrow the pay gap for faculty based on a spreadsheet prepared by Trudy. The Academic Prioritization Committee is in the process and this may provide some funding for faculty pay compression and inversion amelioration. This discussion will continue at the next meeting.
    - Begin in September develop initiatives to have proposals from the union in place for when decisions are being made.
    - This is to get the union voice into the Budget process for discussion and consideration.
    - Funds based on legislative appropriation and BOR allocation through Kevin, no guarantee.
    - FACC needs to meet and address all the issues, set some goals.

f. Regular fall meetings will be scheduled, possibly after Cabinet or Provost Council. Mark will check into this and propose the day/time.

Adjourned: 1:25 p.m.

Next Meeting: Tuesday April 15th 12:15 p.m., CCR

Adjourned 1: 32 p.m.