

FACC MEETING

December 5, 2016

MINUTES

PRESENT: Dr. Bob Hoar, Dr. Joy Honea, Dr. Matt Redinger, Dr. Michael Barber, Dr. Keith Edgerton, Dr. Salem Boumediene, Dr. Ken Miller, Dr. Paul Pope, Dr. Kurt Toenjes, Ms. Terrie Iverson; Ms. Trudy Collins

Minutes: By Connie Nelson, Administrative Associate in the Provost Office

Order of Business:

Agenda Item 1: November 21st Minutes – Approved.

Non-Agenda Item #1: Moving away from transcribed text on student evaluations.

- Bob showed 2 redacted student evaluation results, one was an online course.
- The focus and interest is in the written word portion of the evaluation.
- Blank pages can be eliminated.
- We are prepared to implement this for the spring, at City College as well.
- IT has looked at managing this.
- Group agreed.
- Completed Item.

Completed Agenda Item 4A: DRTC membership.

- Joy wanted the group to know that she communicated the decision the group made at the last meeting to the department chair.
- She wrote up a document, Bob & Joy reviewed it, gave it back to the chair.
- This department will now get their DRTC formed and be in compliance with the CBA.
- Joy will send this to Ken because he is dealing with some of the same issue.
- Completed Item.

New Issues/Business Before the FACC:

Agenda Item 3A. Salary matrix and implications for recruiting faculty (FA Item).

- Many departments are dealing with retiring faculty and the inability to recruit qualified new faculty given the less than competitive beginning salaries.
- The ability of many people to earn considerably more outside of the University has severely limited the pool of perspective faculty and this has affected the entire campus. It is believed to be a serious issue facing MSUB which will get worse with the number of senior faculty ready to retire in the next few years.

- Ken wants a discussion to start with the FACC. COE does not have a foundation account to bump up salaries. Many programs may have to be closed down if salaries aren't bumped up to compete. Kurt has a biology search that failed twice, this program is a necessity and has the same problem Ken is talking about.
- Bob & Mark see this as a concern and want to raise the base salaries up however, the CBA has limits salary raises.
- Compression is being looked at again. A sub-committee is set up to measure the compression.
- MSU has the same problem. Western is having it worse than anyone.
- Bob said if salaries are raised higher for new faculty than the long-term faculty another problem occurs. Kurt had someone hired in at a higher salary and the department faculty tended to hold that person to a higher evaluation standard because of this, which is not fair.
- Faculty on the search committees are tired and are wanting to stop altogether.
- Merit increases must be approved by Kevin McRae, the BOR.
- Childcare for a young faculty member is a huge issue. Michael interviews new faculty and tries to give them the most recent technology to start out with. Possible internal funding for time during the summer. Mentoring new faculty, grant money that established faculty can use to help supplement their salary. Possibly advertise the salary upfront so the reality is out there. Family friendly policy changes being made will help the situation. A signup bonus for those who need to set up a lab one month prior to the semester starting will make a huge difference.
- Keeping junior faculty is another issue. MSUB could be a liaison for new faculty spouses for community jobs. Possibly longer stay when brought into interview to look at the community resources. Possible funding for new faculty travels to conferences within their discipline. Ask the candidate upfront what can we do for you?
- Possibly put together a pamphlet that outline what each department (IT FACC, Grants that are out there for them, or payroll or administration) we will do for a new candidate. Possibly the community will put in some offers to add to the pamphlet.
- The One-month early start we need to put together a package to negotiate with the candidate. The fitness club is a benefit. Paying the parking costs for one-year and then emphasizing how reasonable parking is here, tuition paid for children. Relocation costs is another area to explore. Keith said previous Chancellor's would approve this then some would not.
- Bob asked Kurt to put together a list of items that a candidate would be interested in related to their discipline, Billings and/or Montana.
- Ken will compile a list of items to present to candidates and put it in box. Possibly use a discretionary fund that could pay for all or some of the items. Bob would have the control of this fund.
- Continuing Item.

Agenda Item 3B. Consulting Activities Reports.

- The BOR has a policy for an annual consulting report. MSUB HR sends out the survey via the MY INFO page.

- Bob wanted to look at the “not completed” numbers which is about a 25% rate. This survey covers the previous academic year so there may be some new faculty that it does not apply to. Bob will look at the response and send reminders to applicable faculty.
- Completed Item.

Non-Agenda Item #2: No spring FACC meetings scheduled.

January 2nd is a holiday.

January 16th is a holiday.

January 30th is a go.

Connie will schedule the meetings and send out the calendar invitations.

- Completed Item.

Adjourned: 3:15 p.m.

Next Meeting: December 21, 2016
2:00 – 3:30 p.m.
CCR