

FACC MEETING

February 8, 2016

MINUTES

PRESENT: Dr. Mark Nook, Dr. Tony Hecimovic, Dr. Keith Edgerton, Dr. Joy Honea, Dr. Paul Pope, Dr. Michael Barber, Ms. Terrie Iverson, Mr. Michael Campbell, Dr. Matt Redinger

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

Order of Business:

Non-Agenda, New Issue/Business Item #1: Establishing a timeline for agenda items. Mark and Tony discussed establishing a closure timeline for the issues that appear on the agenda.

- Tony wants Continuing Issues 2B & C resolved before the end of the semester.
- Paul, Tony, Bob, Diane Duin and a City College representative will make up the union work group. At this time, Bruce Brumley and Joy Barber or Craig McKenzie will attend the Thursday, February 11th FA group meeting.
- Looking at definitive language to be incorporated into the CBA to address teaching, clinical and research topics compatible with both campuses.

Continuing Issues:

Item 2A: Non-teaching functions served by faculty – software.

- Michael gave Bob a proposal on this issue and he will touch base with Bob and report back.
- Two software packages are being considered, Digital Measures & Sedona.
- Continuing item.

Item 2B: FMLA leave implications (FA requested).

Joy read Dr. Martha Potvin's email results of the Bozeman policy revision meeting discussion. This was sent to OCHE, she is waiting on approval.

Discussion items:

- Can this be done ahead of the CBA being negotiated, possibly an MOU? Joy has the language all put together and ready to go.
- It would need to go through Kevin McRae.
- Mark said the easiest time to implement would be at the beginning of the FY, to avoid conflicts and creating a potential contractual problem.
- Once there is an agreement between administration and the FACC, the faculty need to be given the document to read, they will then cast their electronic vote.
- Tony will send out the proposed language tomorrow after he & Joy touch base and have it back next Tuesday for a ratification vote by late April.

- It would have to go to the BOR and that would possibly make us wait until negotiations during next bargaining.
- Mark will talk with President Cruzado today and ask about a timeline for this. Possibly the May BOR if all goes well, good before spring break.
- Continuing item.

Item 2C: Array of ranks and titles.

- Refer to Non-agenda Items #1 above.
- Continuing item.

Item 2D: Proctoring of online exams.

- Michael understood there would be workshops during the spring term. Bob gave Michael some national organizations that address plagiarism aspects.
- Sue & Michael are addressing this from an e-Learning aspect.
- This is believed to be more than plagiarism, this is cheating on many levels.
- Continuing item.

Item 2E: (Reduced) Department Chair summer stipends in CAS.

- Bob needs to be included in all the discussions.
- This is an ongoing issue with the CAS reorganization efforts.
- It will be checked at the state level to see if this can be done.
- Is this something all the department chairs are willing to participate in?
- Could this be handled as an MOU with a sunset: no longer than current contract?
- Clear specifications on what reduced responsibilities would be:
 - Mark wants certainty about faculty involvement before finalizing;
 - Joy thinks some of the chairs will participate and some not;
 - Paul thinks this should be handled in the individual departments. Not clear in the CBA what 1/2 stipend would be;
 - At the first meeting questions were raised and Tony checked with the state (MEA-MFT) to get input;
 - There is inequity now because chair load has not been identified and there could be large caveats. Workloads are dramatically different in departments;
 - Summer salaries are .22 of the AY salary for 8 credits and pro-rated by the number of credits taught, but paid for 8 credits even if more is taught;
 - This will have implications for overload, faculty will not teach intersession if they are not paid therefore, the students will not have the classes;
 - With almost no extra compensation being paid now, this needs clarification;
 - Workloads might need to be changed so the one teaching the low number of students is not getting the same pay as the higher enrolled classes;
 - Mike said the complicating factor is online classes, they can't generate on-site enrollment. This segued into the proctoring issue. He feels this is the area of wide-spread cheating and proctoring will make the onsite classes more attractive if this goes into effect;
 - e-Learning loses money when online goes to hybrid. The last CFO would not allow this. Michael is working on it. Hybrid is the best way to teach

online. The Commissioner would not approve the hybrid model, because of the reduced fees.

- A timeline could not be established at this time, too many variables.
- This is a continuing item.

New Issues / Business:

Item 3A: Credit for prior service.

The issue before the FACC is whether work done by the tenure-track faculty member started and/or completed prior to bringing in the two (2) years granted toward tenure can be used toward their tenure application and approval by their DRTC, dean and the URTC, Provost and Chancellor in their evaluations and approving the application.

- There are two (2) COB faculty that are expecting to use their work done prior to employment at MSUB. There was only verbal confirmation of the acceptance of the prior work.
- The new CBA contract said scholarly work done prior to coming to MSUB will not be counted.
- The contract said the last four (4) years are what is looked at. Mark said we cannot expect six (6) years of work in four (4) years.
- Tony suggested the interview process is another place to introduce the faculty member to the FACC chair and the CBA rules.
- Mark said we have given these two (2) faculty members the guarantee they could bring the two (2) years of scholarly work to MSUB and that we are giving them this credit toward tenure.
- The URTC needs to be involved in this process as they are interpreting the contract as saying the opposite.

Group Decision: The FACC agreed to the policy scholarly work done prior to MSUB will be counted toward tenure.

- The COB department chair, Dean and Provost should get together sooner rather than later to discuss how we are going to handle their tenure applications.
- This is a continuing item.

Non Agenda New Issues / Business Item #2: Peer Reviews (CBA 9.332)

Keith said in the CBA 9.332, "Responsibility for Application" is a provision at the end of the contract stating there is "a minimum of two (2) annual peer reviews of teaching performance..."

- Approximately ten (10) years ago the Chairs were not giving proper information to junior faculty and therefore, they were not able to get the tenure package together.
- The two (2) annual peer reviews has now come up in the URTC. They questioned this and Keith said this is mandated in the CBA, mandatory for probationary faculty and not those who going up for promotion.
- The language should be focused toward both of these particular faculty to have a minimum of two (2) annual peer reviews, one per semester per faculty member is a possibility. There needs to be some requirement of the peer reviews for post-tenure as well but probably not two (2) per year.

- Mark wants at least one during post-tenure, before the review.

Decision of the FACC: Keith will draft some language for a possible change to the contract that seems more reasonable.

- Continuing item.

Closing Items:

Timeline for: Proctoring exams
Ranks and titles and
Compression formula

Duties of the Chairs also needs to be discussed.

Adjourned: 4:00 P.M.

Next Meeting: February 22, 2016
2:30 – 4:00 p.m.
CCR