

FACC MEETING

May 23, 2016

MINUTES

PRESENT: Dr. Mark Nook, Dr. Bob Hoar, Dr. Matthew Redinger, Dr. Michael Barber, Dr. Tony Hecimovic, Dr. Joy Honea, Dr. Kurt Toenjes, Mr. Michael Campbell, Dr. Ken Miller, Ms. Terrie Iverson

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

Order of Business:

Non-Agenda Items:

1. Tony's last meeting, Ken Miller's first meeting, Kurt's second meeting.
2. Mark reported the new department in CAHP, Healthcare Services, first reading was approved by the Regents. Health Administration and the Nursing program will be under this department when it is approved.
3. Restructuring nursing programs at City College, LPN and AAS cleaned up to fit into the Healthcare MT structure. The LPN to ASN rewritten to allow students to transition. ASN to BSN will move to the Commissioner's office today, on track to be approved at the September BOR meeting.

Continuing Issues:

Agenda Item 2B: MFD/tenure clock policies.

The Bozeman faculty handbook was not at this BOR meeting. It moves to OCHE not to the Regents for approval.

- Continuing Item.

Agenda Item 2C: Array of ranks and titles sub-committee report.

Tony brought up an issue before the FACC: the Adjunct title and working toward one union across both campuses.

- Tony, Paul, Bob, Bruce and Diane were the members of the ad hoc committee working on issues involved in merging the 2 campus unions.
- Adjunct title to be used as other institutions use it, for part-time faculty.
- The group worked toward a Lecturer having upward mobility toward a higher promotable appointment, meaningful criteria to move forward.
- Teaching at least half-time to be considered faculty. This would be geared toward the health professions and supervising students in clinical positions.

Question: 50% teaching an appropriate discriminator?

Answer: Union based upon appointment form would trigger dues payment and voting members of the union and departments. This could be contractual when letter of offer is constructed.

- More than half time research but still expected to be in the classroom. Some are grant-funded can these be tenured? Bob said probably not.
- In a non-tenure-track position some would not get funded by NIH if classroom expectations are enforced.
- Kurt is recommending to preserve a non-tenure track appointment such as Research Assistant Professor. R1 grant recipients do almost no teaching. There needs to be a career path for the people who do not fit into the mold.
- Clinicians are considered faculty but no career path for them. If they could move ahead, make it competitive maybe a tenure-track Instructor.
- At City College for an AP the minimal qualifications is a master's degree. Below these levels, the rank of Instructor would be in the vocational area at levels I & II.
- Level III would be Assistant Professor, Level IV would be Associate.
- If a Masters is considered a terminal degree, they could be hired as an AP.
- Clinical & Research need an in-depth definition for faculty lines. If the primary role is teaching then we will use the traditional titles. If the majority of time is assigned to research, the research will be in front of title. Supporting the teaching mission but not primarily teaching.
- The prefix denotes the specific level of education, teaching percentage vs. research percentage.

Mike asked about some who do not fit into this category such as Adjuncts who are Assistant Professors.

- They would move into the Lecturer rank.
- Some would be grand-fathered in who have rank of Assistant Professor.
- There should be a whole category for Research Assistant Professor, Associate Professor & Professor, for the few that would need to have this for grant writing and approval purposes.
- The deans had a discussion about the ranks & titles, overall approval.
- The committee will need to continue to work on this.
- Continue Item.

Additional discussion points:

- The tenure clock should not start until the terminal degree is obtained.
- Someone who comes in ABD, they should be appointed to a non-tenure track appointment for 2 years.
- When advertising for a PhD position, there can be a portion of the ad stating an ABD would be considered if defense is imminent.
- Lecturer could be an appointment for a tenure-track faculty until terminal degree is obtained.
- City College is moving toward 3 levels and dropping the level I.

Agenda Item 2D: Draft additional compensation policy.

Bob said the final draft additional compensation policy will be presented at the next meeting.

- Continuing Item.

New Issues/Business Before the FACC:

Agenda Item 3A: Future Meetings.

- A summer meeting is scheduled for July 11th 2:00 –3:30 p.m. Connie will reserve a room and send out a calendar invitation.
- Tony & Bob will get together with Joy prior to this meeting to give her the information.
- Completed Item

New agenda item for the first fall meeting:

The formula for compression needs to be re-worked before the next bargaining session.

- The past formula exacerbated compression rather than alleviating it.
- If there was enough money, and we used and applied the formula to everyone's salary, compression would be fixed, absolute compression for 90% of the faculty on this campus.
- There is nothing in the formula that takes years in rank into the formula.
- Some of the policies are on the Provost website and some on HR's site.
- Mark would like to make this an addendum to the CBA if this gets cleared up and if OCHE signs off on it.
- Tony suggested this issue as an MOU for next year.

Adjourned: 3:45 p.m.

Next Meeting: July 11, 2016
2:00 – 3:30 p.m.
CCR