

FACC MEETING
November 7, 2016

MINUTES

PRESENT: Dr. Mark Nook, Bob Hoar, Dr. Joy Honea, Dr. Matt Redinger, Dr. Keith Edgerton, Dr. Paul Pope, Dr. Salem Boumediene, Dr. Kurt Toenjes, Ms. Trudy Collins

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

Guests: Dean Barbara Wheeling, College of Business
Dean Diane Duin, College of Allied Health Professions

Order of Business:

October 17th Minutes: Approved.

New Issues/Business before the FACC:

New Issue Item 3A: Dean Barbara Wheeling seeking approval for a Management faculty salary.

COB is re-doing a search that occurred in 2012, when Dr. Patricio Mori was hired. At that time, he applied for labor certification, he did everything correctly along with MSUB HR; however, MSU HR made a mistake by missing the deadline to file his certification. This has forced Dr. Mori into a position of either having to leave the country or re-apply for the COB position. The announcement will be identical to the 2012 search, no change in requirements. The vacancy announcement is ready to post. Salary will likely be \$85K. Dr. Mori's current salary is right at \$92K.

- If Dr. Mori is not selected for the position then the new hire will be hired in at \$85K.
- This position is required for all business majors and degree programs.
- Dr. Mori is fully aware that he may lose his job. The COB wants to keep him.
- This has to run as a regular search, no new money involved, just a CBA issue.

Discussion points:

- Suggested if he reapplies for the position, there should be a written agreement that he be allowed to bring in his time toward tenure if he is selected. Bob said we cannot put in place any stipulation that he receive this position when the search is run, no guarantees.
- We can view it as no break in service if he is hired. He would have the same tenure timeline. Keith asked if this is in violation of the CBA, in the contract there are specific guidelines of how much time a person can bring in toward tenure. Not needed if there is no break in service.
- Salary negotiable? Time toward tenure negotiable? Yes all is. The technicalities should be outlined at time of hire. Typically the salary is an up-front item.

- Green card costs for an H1B is \$2K for 3 years, the department pays. Technically, Bozeman should have to pay this cost because it was their error that started this process.
- Hire in before spring break would help Dr. Mori get his employment situated within the 60-day immigration timeframe.
- The FACC needs to approve the salary that will be above the contractual threshold.

Question: Okay to search with the salary at the top?

Answer: As long as we don't bump the salary up, Bozeman should not question it.

Group Decision:

- At the point of hire the salary will be discussed.
- Approved to search.
- Completed Item.

Dean Wheeling left the meeting.

Agenda Item 3B: Dean Diane Duin, RN to BSN Program Coordinator, new position.

- Need to hire a Program Coordinator, prefer a doctorate. Other similar searches have occurred and we are most likely to get an MSN. The accrediting agency that will accredit the program requires a Master's degree to teach up to 400 level courses.
- The terminal degree for this position needs to be discussed and will apply to the faculty members they are searching for.
- CBA addresses programs that are already in place, these are new programs to this campus. A Master degree as a terminal degree for this position which is not covered in the CBA.
- Dean Duin does not want this to be an LOA.
- Because this is not a listed program under the CBA, an MSN would be added.
- As a profession, MSUB has not done well requiring a doctoral degree to teach nursing programs.
- 2-year completion programs for teaching credentials an MSN is an appropriate terminal degree.
- The department name is Health Care Services that will have 2 programs.
- Research area in Nursing can be plugged into the Billings Clinic program.
- If a merger went through with City College, how will this impact the terminal degree requirement as they have MSN people that are tenured? The scholarly expectations may change but degree is the same.

Group Decision: Allow a search to move forward seeking an MSN required, doctorate preferred. Draft new contract language.

- Completed Item.

Dean Duin left the meeting.

New Agenda Item 3C: Distribution of the compression funds.

- In the last contract dollars were set aside for compression funds. The issue with the past methodology is it spread the money around, whether it actually addressed compression is questionable. There were inequities that appeared clear to some.
- Bob wants to revisit how the compression funds were distributed. He wants to talk about how they are distributed.
- The past distribution plan didn't fix the problem, it compressed salaries. Bob & Mark think this is a group issue and a proposal needs to be addressed.
- There are funds to be distributed at this time. Mark wants to form a group out of the FACC to put together a plan to address the 2017-18 biennium distribution of the funds, in keeping with the current contract language.
- Keith was part of the original committee and he is asking what was wrong with the distribution of the last funds? The largest amount of dollars given out were to the ones who were the highest in years of service.
- The normal distribution would compress the curve and how it is centered. Bob wants to know if we can revisit this, the method of trajectory goal is to take it on this year.
- Time in rank would be the determining factor, the gap relative to someone who is new to the rank. Trudy has a spreadsheet with this information. Median and range, a mechanism to determine how long someone has been in a rank and is underpaid.
- There is a need for new cupa data, which will come out in March, work backwards for time in rank.
- Start by using what we have and determine the need, the goal, and fix compression or give everyone a small raise. If we look at compression more people will get the funds. There are about 14 above and 25 below 20%. Currently we have a salary raise mechanism that doesn't address compression for the long-term faculty.
- For all ranks there can be a range or percentile range to focus on. Different data will help the committee to know what course to take.
- This is comparable to the merit raise dilemma. The BOR has discussed faculty salary issues but funding is not there, the institution has to find the budget to do this. Keith said all the data was ready to go, all they needed was the funding. Some will not be meritorious and should be moved to a different category as well as a formula that addresses newly promoted to long range time in rank is needed.

The committee: Keith, Trudy, Kurt and Bob, who will chair the committee.

- They will determine the methodology.
- Timeline - we would not know what funds we have to work with until July, an MOU in September, distribution 14 months at the earliest.
- The last 4 years the distribution comes at the beginning of the contract year. An MOU would have to be in front of the faculty by August. We keep the language the same, the method gets figured out.
- The FACC would be the approving body.
- The budget allocation at this time comes from MSU not OCHE. Years in service and distance from the median will be the tracking model.
- Mark would like a plan by the end of the academic year which is when we will have the dollar amount for raises.

- Continuing Item.

New agenda item 3D: True Hybrid courses.

Joy and Jennifer Scroggins attended an eLearning conference and learned the idea of having a true hybrid class, actually a section within a section. For her department, if they could offer one course in this format, she mentioned the Criminal Justice degree. Have 20 live seats and 10 online, have a student program that involves recording what she is doing. She would have some open lab time and get tutoring assistance. Joy brought this up at Senate which was pointed out this could be perceived as having a faculty member teaching 2 classes for the price of one. She doesn't know how this would be dealt with. We can't offer both live and online at the same time, they are trying to address this.

- She would like to pursue this option with her willing faculty. Have strict caps on the online course. Possibly a cross listing in Banner.
- Bob has seen this model play out before. The faculty laid out the attendance issue in the syllabus.
- Mark thinks the Teal room solves all of the issues. Synchronized online.
- Jennifer Scroggins wants to pilot this.
- Bob is offering curricular design dollars.
- Michael said they can be set up virtually and they don't have to purchase their own software.
- This would be a spring course in 2018.
- Continuing Item.

Continuing Issues:

Agenda Item 2A: MFD/tenure clock policies (Dr. Arendt arrangement).

FMLA request to modify duties for Dr. Arendt, to delay the tenure clock for one-year is revisited. Mark prepared a draft memo to Dr. Arendt and he is asking the group to review this.

- Group Approved.
- Completed item.

Agenda Item 2B: Array of ranks & titles sub-committee report.

Paul prepared a letter and if everyone is comfortable with this, Joy will send it out to the faculty for the first reading.

Group decision: Group Approved. Joy will send out the letter.

- Completed Item.

Agenda Item 2C: Methods for determining appropriate class size.

- Completed Item.

Agenda Item 2D: Student contact hours vs. credit hours for lab & studio courses.

- Class size is going to be on a case by case basis.
- Completed item.

Adjourned: 3:35 p.m.

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