

FACC MEETING
March 28, 2016

MINUTES

PRESENT: Dr. Mark Nook, Dr. Robert Hoar, Dr. Tony Hecimovic, Dr. Michael Barber, Dr. Matt Redinger, Dr. Paul Pope, Mr. Mike Campbell, Dr. Keith Edgerton

Minutes: Recorded by Connie Nelson

Agenda Item 1: Approval March 14, 2016 minutes.

- Approved.

New Issues/Business Before the FACC:

Agenda Item 3A. Dean Wheeling's Request Regarding a Faculty Salary for Upcoming Search. Dean Wheeling came before the FACC about an upcoming vacant management position.

- The COB wants to recruit an Assistant Professor for this position.
- The position is essential to the management degree major, one of the largest at MSUB.
- Salary average \$85K would be needed. The salary is appropriate for COB and region.

Question: Did the Provost/APC recommend 'maintain' the program?

Answer: Current salary/position is a replacement, no new funds needed for it.

- Essentially the same salary as the retiring faculty member. Last year someone in the same discipline hired in at \$88K.

Decision of the group: Approved the request.

- Dean Wheeling left the meeting at 2:50 p.m.
- Completed Item.

Agenda Item 3B: Draft Additional Compensation Policy.

Bob presented a draft document he prepared and explained the policy around additional compensation outside the standard contract, to include grant funding. Included are the situations that occurred with frequency and the ones addressed by faculty.

Discussion:

- Page 2 typo, should be annual salary not biweekly salary.
- Summer salary is legislative regulated. Bozeman regulates annual salary regulations.
- How does a department chair determine what is over-load pay?
 - Right now it is online that is considered overload pay. More than 7 courses and at least one is online, overload pay for the online course.
- Change line E2 to say for credits beyond contract is overload.
FACC determination January 10, 2007 MOU addressed the online overload pay. Currently overload pay is determined by the class enrollment.
- Modify sentence 21, credit limit term for tenured & tenure-track overload compensation starts.
- MSUB credit load policy is a practice similar to what is on other campuses.

- Overload policy Bob is proposing is for an extra course above 21 credits that will be paid overload. Looking primarily at face to face policy, current practice.
 - Bob will rework this.
- Under special assignments and projects “has the overload policy again” this needs to be removed from here.
- Chairs, half-time reassigned time is the upper limit, not to exceed this.

Mike asked about the statement “normally extra compensation is not allowed” section E, second sentence. When is it allowed?

- Bob said this sentence was drawn out of the other bargaining agreement (City College).
 - Bob will change this sentence to additional compensation will be allowed for approved credits.
- Continuing Item.

2. Continuing Issues:

Agenda Item 2A: Chair summer stipends in CAS.

Draft MOU handout that Tony and Bob prepared in response to the budget reductions. Included are the relevant CBA portions.

- Sunset is 2017
- Section 8.400 of the CBA has been modified.
- This follows the recommendations by the dean, committee and approval by the body.
- Michael said in some areas of the contract there are grievable items and questioned whether it would be best for the FACC to include “not grievable” in the MOU? Duties are cut in half with the pay but an issue may arise if the dean wants some duty performed and the chair didn’t do it; this could possibly result in grievance.
- This issue will be done on a contract by contract basis.
- Signature lines need to be added for Tony & Mark, to sign and date it.
- Continuing Item.

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

- Michael said there will be a presentation of the Sedona and Digital Measures software for the FACC at the April 11th meeting.
- From an IT perspective, Sedona is cheaper; Digital Measures is easier to maintain.
- Sedona’s data resides in Toronto, Canada. The state doesn’t like data to be outside the country.
- Either package will enhance faculty data and accessing this information.
- New faculty will be indoctrinated at the get-go.
- Continuing Item.

Agenda Item 2D: Array of Ranks & Titles.

- The two union groups met last week, Bruce was out sick.
- Many questions on the current draft, like how well does it apply to the City College system.
- Still working on draft language, came up with a possible direction.
- Paul will put 2 versions in box for review.
- One issue is the Assistant Professor which turned out to be the top on one scale and the bottom on the other scale.
- How would the two systems interface?

- There are some faculty on this campus that are AP, AOP or P without a terminal degree, they were grandfathered in. The City College faculty can be grandfathered in too.
- Each meeting uncovers some unintended consequences for some proposals. The challenge will be how we fit what we want it to be in what we have.
- Continuing Item.

Agenda Item 2E: Proctoring of online exams.

Michael and Bob have not yet met about this. Sue & Michael are ready to go. This will not happen before finals week.

- Continuing Item.

Agenda Item 2F: Credit for prior service.

- Tony passed around a draft MOU titled, 'Credit for Prior Service'. In the background section he took out a portion of a sentence at the end of CBA 7.111 ~~while employed at Montana State University Billings.~~
- The intent portion explains that this applies to both tenure and promotion for newly-hired faculty.
- Peer reviews & student evaluations are required for tenure & promotion. This should apply only on intellectual contribution and written as such in the document.
- These changes will need to be bargained.

Group Decision: MOU approved.

- Tony will prepare the signature lines for him and Mark to sign it.
- Continuing Item.

Non-Agenda Item: Course Closures.

Bob will bring a written policy to the next meeting stating enrollment below 8 for any class will be closed; enrollment above 11, the class would run. This will be effective May 1st at City College and the first session on the main campus.

- During the second session any 'gray area' would need approval to run.
- In the gray zone, if a course is believed it will gain enrollment, it would be approved to run.
- This information will be sent to the students.
- Continuing Item.

Adjourned: 4:30 p.m.

Next FACC meeting: April 11th at 2:30-4:00 p.m.
CCR