

FACC MEETING
May 9, 2016

MINUTES

PRESENT: Dr. Mark Nook, Dr. Robert Hoar, Dr. Tony Hecimovic, Dr. Joy Honea, Dr. Paul Pope, Dr. Kurt Toenjes, Dr. Matt Redinger, Dr. Michael Barber, Ms. Terrie Iverson

Minutes: Recorded by Connie Nelson

Agenda Item 1: Approval April 25, 2016 minutes.

New Issues/Business Before the FACC:

Agenda Item 3a: Faculty member request for contract variation (Patrick Hughes).

Mr. Patrick Hughes, Assistant Professor in Health & Human Performance in the College of Allied Health Professions, was hired without a terminal degree but with a verbal understanding that he would complete his PhD during the five-year tenure-track. He was on schedule to get his PhD Fall 2015, and he explains that because of circumstances outside his control he will not be able to complete his degree before he goes up for tenure.

Mr. Hughes came before the group asking for a variance of CBA 9.331.

- He explained that when he finished his coursework his advisor switched him to another advisor who was tragically killed.
- His new advisor changed the direction he was on. He was contacted twice about changing his comps, the latest being spring of 2016. He asked his advisor if he could restart his comps in the summer however, his advisor will be out of the country until July 15th. Because of this, it will make him completing his paper and defending it almost impossible before applying for tenure.
- He is asking for an extension to complete his terminal degree before the tenure/promotion packets are due to the Chancellor. He is collecting his data August 2nd 3rd & 4th in Bozeman.
- His timeline: July 15th dissertation chair will review finished chapters 1,2,3. If approved he will notify the committee, they would be available mid-July to review this, the IRB end of July in Great Falls.
- He is finishing chapters 4 & 5.
- Mid-October for scheduling his defense, although the dissertation chair has not approved this yet. She wants to see a completed paper before he can defend. He talked to Bozeman, Dean of COE, as soon as he successfully defended, they would supply all the documentation that he completed all the requirements for the PhD. Date of degree is the date of the defense of the degree. Being it is the summer when part of the timeline is to take place there could be challenges. Bob talked to him prior to the meeting and he did not have any further questions.

Question: Does Patrick want DRTC & Dean to consider his tenure application, approve contingently that the degree is completed by the end of the calendar year then provide documentation to prove contingency is met?

Answer: Patrick said yes.

Section 9.331 of CBA, states to apply for tenure one must have a terminal degree. The FACC needs to waive or bend the current stipulation so he can apply because the CBA does not allow for this type of issue.

Patrick left the meeting at 2:55 p.m.

Group Discussion: Bob feels he would have to have the degree before applying for tenure. He thinks if the FACC is in agreement, to allow a contingency that the documented degree is in hand by a certain date before being submitted to the BOR, without adding a year to his tenure-track. Tony feels Patrick is over-optimistic about his timeline. Patrick was not going to ask for time beyond the 6 years.

- Put in his tenure application and the review process starts without the terminal degree. 9.334 criteria for tenure Applications submitted in the 6th year. We have until the end of the 6th year for variations of requirements, leniency of dates, reviews. Somewhere between the review steps to give reasonable time to turn in the document.
- Joy thinks flexibility on the timeline is where it needs to be, meaningful review happens in the winter. Give him until January 15th, and then it follows the adjusted timeline for everyone else that is to review his application materials. This allows for unforeseen delays by the thesis committee. He could use the time between semesters to complete his tenure application portfolio.
- CBA 9.54 states March 15th is the date for notification of a terminal contract. If Patrick has his degree in before the end of the AY, and if not, a terminal contract given.
- The Committee agreed this is an unreasonable situation he was put in when he was hired.

Group Decision: Have his degree by January 15th then apply for tenure/promotion. The DRTC will have to see the completion of his degree to evaluate him for tenure. Extension of the dates, letting him submit complete application materials but later.

- Letter from Bob to say his request to apply for tenure without a terminal degree is denied.
- He can submit to the DRTC as soon as possible but not later than January 18, 2017, and the URTC by not later than February 2, 2017, which was agreed to by the FACC.
- Notify the URTC of this alteration in the schedule. Bob agrees.
- Bob will do a memo to Patrick stating that instead of applying for tenure without a terminal degree the review dates for his tenure/promotion application materials will be changed to allow Patrick additional time to complete his degree.
- Tony will call Patrick and explain the decision to him and a letter will be sent to him as well.
- Completed Item.

Continuing Issues:

Agenda Item 2E. Faculty member request for contraction variation (Leanne Gilbertson)

The FA discussed Dr. Leanne Gilbertson's request and there was not a consensus. The answer to her request would be no. Stay on her original contract.

- Bob will send out the letter.
- Tony will call her and let her know a letter is coming.
- Mark brought up the possibility of going up for promotion early. The group said leave this alone; Leanne only requested one-year of prior service to be added to her tenure process.
- Completed Item.

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

Bob made the substantive changes to the draft extra comp policy on page 2. He asked everyone to read this page and under item D, Kurt questioned the 2/9ths and 3/9ths outlined in this section. He said under this he would not be able to teach this summer. He is already over 3/9th with his grant-funded work. The limitation is 3/9th. The grants pay him on his 9-month base salary. The last sentence refers to a mixture of base salaries. An audit would expose anything paid outside of this matrix. A routine assignment that reaches 3/9ths but would not exceed more than 3 months. Take up to 20% distributed over the academic year.

- Continuing Item.

Agenda Item 2B. MFD/tenure clock policies.

Joy was in Bozeman and she gave her report on MFD/tenure clock policies. We are waiting for their policy to be approved prior to us submitting ours.

- Continuing Item.

Non-Agenda Item: Bob asked about a situation where an ad went out for Assistant/Associate Professor, who requests the rank for this. The search committee, Dean and then to the Provost. Kurt feels this issue needs to be initiated at the department level so the department is on board, the DRTC would vote on this, and the Provost would have the final decision.

- Continuing Item.

Adjourned: 4:10 p.m.

Next FACC meeting: May 23rd at 2:30-4:00 p.m.
CCR