FACC MEETING
May 13, 2014
MINUTES

PRESENT: Dr. Sheila Stearns, Dr. Mark Pagano, Dr. Michael Barber, Dr. Tony Hecimovic, Dr. Keith Edgerton, Mr. Michael Campbell, Ms. Terrie Iverson

Guest: Dr. Tasneem Khaleel, Dean, College of Arts and Sciences

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

Agenda Item I: Approval for new hire salary pre-engineering candidate.

Salary offer for the CAS pre-engineering faculty candidate Dr. Kathryn Pylmesser is above the threshold of 40% ($21,588 or 55% more than the CBA allows). The current market is well above our salary matrix for a $60,000 salary. As it stands now, this person will teach the first 2 years of pre-engineering then the student will transfer to Bozeman. CAS has 49 pre-engineering students now from Billings and with Dr. Plymesser's experience the hope is to keep the student for an extra year. Candidate has a teaching load of 15 credits with physics and calculus classes, 1 credit reassigned time to recruit. Her research is in hydraulics which fits well with MSUB. She has prior teaching experience.

Discussion: Concern expressed that this position was not involved in the APC process. This is because it is new and no students were in the program at the time of reviews. The APC group decided to do majors & minors only to review. None of the pre-programs were reviewed either. Dr. Pagano explained that the APC determined the criteria and reviewed the input from the different levels of comment.

Dr. Pagano called Bozeman to discuss the salary and was told that $66K to mid $70K's they pay for engineering faculty so they were comfortable with MSUB hiring at $60K. Question about professional engineering faculty tend not to be union, here they have the choice to be in the union or not, they are governed under the union guidelines either way.

Summarized: We would be fortunate to have her, resume looks good.

Agreement of the group: <u>Salary approved by the FACC</u>.

II. Request for exception of bringing in years of service as a Lecturer.

There is a current Lecturer faculty member in Geography who has been offered a tenure track position at Eastern Washington University at $58K, and the contract will let him bring in 2 years credit for prior service. We have an opportunity to hire him in a tenure track line.

- Dean Khaleel is asking for an exception to the CBA to allow a Lecturer to bring in 2 years toward a tenure track appointment.
- CBA 6.24 policy changes have to have a first and second readings for changes.
- The UCC will waive second reading.

Discussion: Concern about hiring/converting line from Lecturer to tenure track. This faculty member is highly qualified and it has been almost impossible to hire someone with GIS experience.

- Raise the salary in his current position to keep him, inside the 40%.
- CBA 6.280 establish precedence, would be the FACC allowing years of service to count toward tenure.

Solution: Under the FACC, there is a process of 2 readings in 2 weeks. Make a provisional offer to the faculty member while waiting on the faculty vote, increase the salary to $48K, and proceed on a trust basis.

Vote: Set a precedence from this date forward that a Lecturer can bring in 2 years prior service toward tenure, contingent upon faculty approval and contingent upon bargaining of this for the new CBA. <u>This is specific to this one Lecturer</u>.

Faculty – yes
Administration – yes

CBA items for Mark and Tony to discuss: 1) the language change on Adjunct; 2) bringing in time as a Lecturer to a tenure track line (CBA Credit for prior service 7.111).

Dean Khaleel left the meeting at 1:15 p.m.

Adjourned 1:20 p.m.