

FACC MEETING

April 3, 2017

MINUTES

PRESENT: Dr. Ron Larsen, Dr. Bob Hoar, Dr. Matt Redinger, Dr. Joy Honea, Dr. Michael Barber, Dr. Keith Edgerton, Dr. Paul Pope, Dr. Kurt Toenjes, Ms. Terrie Iverson, Ms. Trudy Collins

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

Guest: Dr. Lynn George, Adjunct Assistant Professor, Biological & Physical Sciences

Order of Business:

Agenda Item 1: March 30, 2017 Minutes – Approved.

New Issues/Business before the FACC:

Agenda Item 3B: Appropriate title for current Adjunct faculty member in Biological & Physical Sciences.

After reviewing the faculty array of titles, especially the Adjunct title, the committee worked on prefixes that would be more suitable than Adjunct. The goal was to include the new table into the new contract that will be bargained this summer.

- Dr. George would like to have one of the new titles sooner rather than later.
- It is well known the Adjunct appointment now in the contract is not a tenure-track appointment. Research AP would be a non-tenure track appointment.
- Kurt gave out a table in which he outlined the current support and pending support as well as two titles, Scholar/Scientist or Senior Scholar/Scientist. Dr. George said these titles would best describe her position at MSUB and will also appeal to the grant approval board. The Research prefix could be less than helpful in obtaining funding.
- She stated she has been at MSUB since 2011, under private funds to start her own research lab along with a joint appointment from Bozeman. She was to pursue an HR-15. She said it is a great award because it is for institutions under the 6 million dollar level, which is what MSUB is. It has meant enhancing the research environment in a non-research institution. The criteria needed to apply for this is you have to have a primary position at an area HR-15 eligible position. The Adjunct title would not signify a primary position.
- She took the Assistant Professor title, dropping the Adjunct appointment title, because that is what her title is in Bozeman. NIH wants to see a commitment from us to her research. She applied for a grant using the Bozeman title of Assistant Professor, non-

tenure track. She received \$300k in grant and \$85K in private funding which is running out. She wants to apply for an R25 which is a very large grant, a 5 year award at \$250K per year. To apply for a new grant she cannot have a title of Adjunct.

- Bob said he is hearing a different request than what they were emailing about earlier today. This new request is more of an FACC discussion. Tenure or tenure-track is what the grant officials want, it signifies an ongoing commitment to both the research and the use of grant funding.
- Keith asked her what would be the perfect title and she replied Assistant Professor, non-tenure track.
- She is currently at .80 fte.

Bob said with the array of titles the committee was trying to address the type of situation that Dr. George is in. How can a variation of titles be dealt with.

Kurt said once we get the new building he sees more opportunities for Research faculty to open up that are in the same capacity as Dr. George.

- Dr. George left the meeting at 2:28 p.m.

FACC discussion points:

Bob said if we do allow for an Assistant Professor non-tenure track title, he doesn't want it to cause problems for future grant awards. The R15 officials would be looking at a tenured faculty member and he doesn't want to mislead the grant officials.

Kurt thought of the title of Senior Scholar/Scientist. He said there would be some across the campus that are .5 fte and greater who would qualify. There could be a sentence in the title requirements to say the largest percentage of salary funding would be external. Dr. George's situation is a yearly task to clarify salary funding. He also thought that a clear description of position expectations that a department chair would have to follow in evaluating the person yearly. Either a scholar or scientist. He thinks many of the contract issues could be dealt with in a letter outlining the expectations.

Bob said if we tag new titles we can state whether this is a non-tenure or tenurable.

Ron said Bozeman uses the term 'Teaching' in front of non-tenurable.

Joy thinks we need to be all in or all out on this issue. She suggests that we not use the A.P. rank for a non-tenurable position.

Bob likes the language Kurt put together. Keith is not sold on scholar/scientist title. A faculty appointment should be consistent with the duties outlined in the CBA.

Dr. George is involved in all 3 legs of the tenureable position. Getting people like her who need to be in the classroom to connect with the students also enhances the research.

Dr. George's funding decision will be made by July 1st.

Keith requested for Dr. George come up with specific contract language and where it would be inserted, vote on it & get it into the contract. If we are moving all Adjunct contracts to a different title then the CBA would address this. Senior Lecturer title would be added to the CBA too. The term Instructor will not be addressed in the upcoming bargaining.

Adjunct will be for anyone .50 fte and less.

Group Decision:

- Joy will bring drafts of language, options for arrays of titles.
- Bob & Joy will meet and create a compression/equity salary adjustment pool.
- All 3 legs of the stool have to be done.
 - Go from Adjunct A.P. to A.P. non-tenure track, they have to be made aware they must do all 3 areas.
 - The title now has the expectation of research but it is not enforced.
- No rank advancement for NTT faculty.
- Continuing item.

Continuing Issues:

Agenda Item 2A: True hybrid courses.

- Nothing to report on true hybrid courses.
- Continuing item.

Agenda Item 2B: Distribution of the compression funds.

- A meeting is being scheduled for the distribution of compression funds.
- Continuing item.

Non-Agenda Item: Next FACC meeting should be about addressing bargaining.

- Continuing item.

Adjourned: 3:30 p.m.

Next Meeting: April 17, 2017
2:00 – 3:30 p.m.
CCR