

FACC MEETING

January 30, 2017

MINUTES

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

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

Order of Business:

Agenda Item 1: December 5, 2016 Minutes – Approved.

New Issues/Business Before the FACC:

Agenda Item 3A: Welcome to Dr. Larsen: Introductions and briefing.

Working on issues to bring to the bargaining table June 30, 2017, any changes, additions or deletions.

- Biggest items would be faculty modified duties, tenure extension policy which came out of the Bozeman team, how we may serve faculty better from this perspective.
- Ron said the Bozeman handbook is at the Commissioner's office waiting for approval from their legal team. He said there is one sentence in the modified duties that Bozeman was worried about if the Commissioner would approve.
- If faculty will be relieved from duties for a specific amount of time, who would pick up the duties, the cost of this policy is a concern. Tenure extension policy becomes an opt-out policy.
- One instance that came up was dealt with by a memo.

Agenda Item 3B: Responsibility for determining minimum qualifications for application for tenure.

- This relates back to Patrick Hughes hired ABD in Athletic Training with the expectation he would have his degree in hand before applying for tenure and rank advancement.
- His defense date would not be in line with the timeline for tenure, he would have needed to submit his binder last fall. Patrick requested one additional year to achieve his degree and submit his binder prior to this timeline.
- The FACC agreed upon January 17th for the binder submission to his DRTC.
 - He did not achieve his degree. Terrie suggested contacting legal to make sure we are not legally responsible.
- Suggested that Patrick needs to put in writing if he has or has not received his degree.
- If the line is converted to Lecturer Patrick can request this Pg. 24 in the CBA, 7.200.

Decision of the Group:

- He will get a one-year terminal contract.
- Bob will contact the DRTC Chair to find out where they are exactly and let them know Patrick is not eligible.
- Joy wants Bob to let Patrick know he can contact her regarding the possible line conversion.
- Completed item.

Agenda Item 3C: Starting salary for new faculty in Health Administration Program.

Deb Peters is retiring in May, she is an LOA and they are converting this line into a tenure-track. The salary to hire a qualified person is higher than the salary matrix so permission is needed from the FACC. The Dean is out of town so Bob is asking on her behalf, he wants a wide range based on qualifications with authority to go up to \$80K. No new budget is needed.

Question: What makes this position unique to go outside the matrix?

Answer: The pool of candidates demands this higher salary amount.

Bob said the advisory board brought together data showing that to have a viable program and because this is a niche program the national going salary rate is \$100-\$120K. This will be the first tenure-track faculty in this line. Without special salary permission a \$53.5K salary would be the highest starting salary.

Group decision: Approved request.

- Bob will communicate this information to Dean Duin.
- Completed item.

Continuing Issues:

Agenda Item 2A: True hybrid courses.

Joy brought Ron up to date on the past FACC discussions for the true hybrid course pursuit. Staffing for 2 sections is not feasible thus making one group of students unhappy. Joy looking into this issue with various faculty to achieve this goal without doubling the workload. With the budget & enrollment situation, Joy wants to continue pursuing this goal of getting 2 classes covered by one faculty member. Can use a cross-listed variation to possibly solve this issue. Need resources from the Provost for the initial building of the course, once this is done there would be only maintenance for ongoing semesters. Make a pilot project around the desired courses. Joy will talk with her colleague more about this and formulate a more detailed plan to bring back to the group. Michael said there is technology available that can do what Joy is wanting for a true hybrid.

- Continuing item.

Agenda Item 2B: Distribution of compression funds:

The CBA does set aside funds to address compression. The ongoing issue is how best to distribute them. A sub-group has been formed to come up with a distribution plan. March is when the CUPA report comes out.

- Continuing item.

Agenda Item 2C: Inventory of non-salary benefits of being on faculty.

We do well in the hiring of faculty but having additional incentive packages available for interviewing candidates, such as a startup package is being looked at.

- Starting earlier in the summer on a research project to give additional funds to new hires is one incentive.
- Ken and Kurt have added ideas to the box. CARE grant, professional development funding, travel are some items in the box. Kurt is asking for everyone to add comments. Ken will send out the link to the box to the group.
- Continuing Item.

Non-Agenda Items:

#1 Title initiative ad hoc committee was put together and met to deal with faculty titles for when the campuses would be combined.

- Language modified or redefined for Adjunct so both campuses use it the same.
- Adjunct AP may or may not have research and service so outline the title expectations. The language will work if the merger goes through.
- Tenurable, tenure-track faculty to have bridge language.
- Lecturers to have an incentive to be career mobile in their position.
- The titles have to be bargained and voted on.
- Michael wants this run by Joann because it will have IPED implications and Digital Measures assumes this is approved.

#2 Question: Ken asked if a faculty member submits a resignation for June, 2018, and they are up for post-tenure review now, does the review have to be done.

Answer: Only if faculty member wants it.

#3 Question: Is the extra compensation document posted?

Answer: No it is not. Bob will look into this.
Janet will be the one to post it on the Provost page.

Adjourned: 3:38 p.m.

Next Meeting: March 6, 2017
2:00 – 3:30 p.m.
CCR