

FACC MEETING

March 20, 2017

MINUTES

PRESENT: Dr. Ron Larsen, Dr. Bob Hoar, Dr. Matt Redinger, Dr. Joy Honea, Dr. Michael Barber, Dr. Keith Edgerton, Dr. Salem Boumediene, Dr. Paul Pope, Dr. Kurt Toenjes

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

Guest: Dr. Diane Duin, Dean, College of Allied Health Professions

Order of Business:

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

New Issues/Business Before the FACC:

Agenda Item 3C: Starting salary for the Director of the RN to BSN degree completion program:

- Dean Duin is seeking approval to offer a starting salary of \$70,000, which is outside the salary matrix. She states this is based on across the state comparables of ASN Directors, not necessarily the BSN Directors.
- This is a tenure-track AP faculty line, teaching load 12-15 credits per academic year, a full complement during the summer, it is a 9 month appointment.
- This is a new program starting in August, 2017.
- Base salary \$35K up to \$46,671, plus Provost discretionary funds to make a total yearly salary of \$70K. No market adjustment because this is a new position. Terminal degree is MSN.
- Keith mentioned consulting Bozeman regarding the salary. Ron said Bozeman would require at PhD so a \$70K salary would be too low for that terminal degree. Keith is concerned about past problems with Bozeman and the salaries being approved outside the matrix, then they change their mind.
 - Ron does want to run this by Bozeman for an approval.
- Dean Duin was asked how the faculty in CAHP have reacted to this new faculty/salary being introduced there. She said there has never been any problems with this in the past adding that program prioritization a few years ago did not have this position then.
 - Kurt reminded the group that higher salaries does increase the angst among the faculty who work for lower salaries.
- Concern expressed that once the market is saturated will we have a high-paid director and lower enrollment. Dean Duin said she cannot absolutely guarantee this won't

happen but she feels this program will always be a constant need within the state. The Billings Clinic requires ARN hires to be on a BSN program within one year of hire.

- Ron feels we must have the BSN program available to meet our graduating student's needs.
- Questions: Where is the money coming to fund this?
- Answer: An \$800 per student per semester will fund it, BOR approval. Not coming out of the existing budget. This program has to run at capacity to make it viable. The students are paying for this.
 - Kurt wants the program fee to be structured so that the faculty on campus do not pay for this out of the general fund.
- Diane is waiting to finish up the offer and is asking for a decision from the group.
- There has been open disclosure throughout the whole process, including presenting this to the Academic Senate, and has been approved piecemeal over the years.

Group Decision: Approved - pending approval from Bozeman.

- Completed item.

Agenda Item 3B: Proposed language for appropriate terminal degrees:

- Terminal degree memo proposed language for the RN to BSN program. This is to be introduced at bargaining.
 - Stating a terminal degree could be a Masters or PhD.
- The Outdoor Leadership terminal degree is a Master's degree and was the first program that needed approval.

Group Decision: Approved. Joy will work with Dean Duin on this.

- Completed item.

Agenda Item 3D: Tenure status for non-full time faculty and approval process for changing faculty FTE:

Issue before the FACC:

- Two faculty members in COB interested in going to .50 FTE for the remainder of their career. The CBA does not specifically address this issue. Can there be a tenured faculty member go part-time? The Chair, Dean and Bob have been discussing this.
- The college would need to hire in someone to cover the decreased FTE.
- The reduction in the FTE would be permanent.
- Hiring coverage at .50 FTE would involve benefits and salary possibly making this more costly in the short run.
- Questions asked about this proposal:
 - Would their tenure be secure?
 - Would there still be post-tenure review?

- Possibly have a sunset to the arrangement and these faculty would move to permanent retirement.
- Bob is willing to write a contract for these 2 faculty.
- Michael said there would be some service commitment.
- Bob said these 2 would work remotely when/if this happens.
- Remote workers should have Janet involved.
- How much time do tenured faculty owe the University and how are they benefiting the community too?
- Bob has seen this work when all the pieces are there.
- Salem said these faculty are currently teaching a lot of online load.
- Discussion took place, everyone offering different scenarios.
 - A post retirement contract would be the most beneficial for the University.
 - If this is going to be a permanent policy going forward then all who would need to be on the approval chain would need to be outlined in the CBA.
 - At this time, this is a one-time unique situation.
- The bargaining issue was not addressed so the FA side will meet before the next FACC meeting to talk and Joy will report back to the group.
- Bob will speak to the parties involved and report back to the group.
- Continuing item.

Agenda Item 2B: The distribution of the compression funds:

Ron proposed setting up a fund to put monies into during each year to address the ongoing issue of compression and inversion needs of faculty. This idea was met with approval and Trudy will be updated on the idea and get her input.

- Continuing item.

Non-Agenda Item #1:

A COE faculty member will show up August 1st to start her career ahead of the usual start date of August 22, 2017.

- The question proposed is what will be the expectations of this faculty member outside the contract?
- Bob is asking for some expectations from the group so this can be put in writing for this person. There must be an expectation conveyed to the person.
- Scholarship jumpstart could be one way to use the time. Faculty member should write a proposal for what they would want to do during this time.
- Continuing item.

Adjourned: 3:45 p.m.
 Next Meeting: April 3, 2017
 2:00 – 3:30 p.m.
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