

FACC MEETING

April 17, 2017

MINUTES

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

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

Order of Business:

Agenda Item 1: April 3, 2017 Minutes – Approved after the following comment is stricken from the record:

- Joy said she wants the record to reflect that she doesn't think she said the last sentence under the 3B, FACC discussion points: "She suggests that we not use the A.P. rank for a non-tenurable position." She wants this comment stricken from the record.

Continuing Issues:

Agenda Item 2A: True hybrid courses.

Sue Balter-Reitz is running a course on true hybrid design for faculty who will be teaching online. She suggested department chairs look want to look at course design sit in on the meetings. Joy & Francisco looking at work load issues and Sue assigned them homework. They will give a group presentation tomorrow. Sue will give feedback on this.

- Continuing item.

Agenda Item 2B: Distribution of the compression funds.

A meeting is scheduled following the FACC meeting to discuss the compression funds distribution. Trudy has distributed the data for the meeting.

Compression: Handout 13.04 Other Adjustments.

- Equity adjustments and compression we could hopefully get by and give us more options, allow us to address some concerns that we cannot currently.
- Use the money to bring up the people so underpaid rather than deal with the compression.
- The compression pool is bargained and the language can be changed in the CBA to address this. Possibly adopt the MOU language into the CBA rather than use the handout language.
- Figure out which inversion problem to fix with the money available and how to distribute the remaining funds. Propose 20 and 20.
- Continuing item.

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

Bob said there are a couple faculty starting a few weeks earlier than the standard 8-22-2017 date. Ken & Kurt put a couple of items in box but nothing lately. After this hiring season they will take another look at the issue and do the updates. Joy has talked about the early start option with the candidates.

- Continuing item.

Agenda Item 2D: Tenure status for non-full time faculty and approval process for changing faculty FTE.

There are two faculty members in one college interested in going half time.

- Bob met with several different people to weigh in on this.
- Janet contacted legal. They want the individuals to request what they want and the University will provide them with a document in response to the request.
- The individuals have been made aware of this and each will make their request individually when they are ready.
- Continuing item.

Agenda Item 2E: Appropriate title for current Adjunct faculty member in Biological & Physical Sciences.

- Dr. George's situation addressed under Agenda Item 3A.
- Continuing item.

New Issues/Business before the FACC:

Agenda Item 3A: Discussion of draft language for bargaining.

- Handout: Appropriate Terminal Degrees 9.331G & H is provided.
- COB is looking to drop the CPA requirement. Accounting terminal degree is still being debated.
- Outdoor leadership grandfathered in.
- For the Array of Titles, they did look at the contract and the language. There would need to be a rewrite of some contract language.
 - Adjunct, the fix is to remove it as a possibility.
 - Non-tenure track would be Fixed Term and Lecturer.
 - An LOA is outside the contract so Dr. George could come under this appointment.
- Fixed term expiration of 3 years could be extended when bargained.
- Advancement issues added in, the Lecturer to Senior Lecturer.
- Any modified language the administration is to have 90 days advanced notice. Joy will check if this includes OCHE.
- Continuing item.

Non-Agenda Item:

Joy passed out Faculty Modified Duties (FMD), Extending Tenure Review Period drafts.

- Ron said Bozeman's entire handbook has been approved by OCHE.
- The handouts are totally updated that coincide with Bozeman's. The language in the handout will totally replace what is in the CBA now.

A discussion occurred about the language of how much care qualifies a faculty member to get reduced teaching load.

An automatic tenure clock stoppage for gender neutral life events. Serious illnesses, injury, impairment or physical or mental conditions that involve certain criteria.

Trudy said this same language has not come across for the 2 year college.

- A notification by the Chair makes the decision to trigger the event for a serious illness. A chair cannot be grieved so there is a potential for the event to be dropped.
- Possible solution to this would be if the faculty member feels the chair is not in their best interest then add the language the Department Chair and college Dean are responsible then the chair is responsible for informing the faculty member triggering the event.
- If this is a contractual process that is violated then it is grievable. Adjust language under Automatic extension period:
 - No later than 12 months after the event, language needs to be adjusted, which Joy will do.
 - End of July the information needs to be given to Connie so she can revise the faculty evaluation schedule(s).
- Joy will make the changes.
- Completed item.

Adjourned: 3:30 p.m.

Next Meeting: May 1, 2017
2:00 – 3:30 p.m.
CCR