

MSU INVESTMENT PROPOSAL FOR INSTITUTIONAL PRIORITIES

PROPOSAL OVERVIEW

Title	Centralized Faculty Modified Duties Funding Pool	Request Date	12/16/2011
Department		Email	wstock@montana.edu
Requestor	Wendy Stock, Ag. Econ & Econ	Phone	7984

STRATEGIC ALIGNMENT

<p>Core Themes and Objectives (check all that apply)</p>	<p>Educate Students</p> <p><input type="checkbox"/> Our graduates will have achieved mastery in their major disciplines</p> <p><input type="checkbox"/> Our graduates will become active citizens and leaders</p> <p><input type="checkbox"/> Our graduates will have a multicultural and global perspective</p> <p><input type="checkbox"/> Our graduates will understand the ways that knowledge & art are created and applied in a variety of disciplines</p> <p><input type="checkbox"/> Our graduates are prepared for careers in their field</p> <p><input type="checkbox"/> We will provide increased access to our educational programs</p> <p><input type="checkbox"/> Communities and external stake holders benefit from broadly defined education partnerships with MSU</p> <p>Create Knowledge and Art</p> <p><input type="checkbox"/> Students, faculty, and staff will create knowledge and art that is communicated widely</p> <p>Serve Communities</p> <p><input type="checkbox"/> We help meet a fundamental need of the citizens of Montana by providing degree programs for our students</p> <p><input type="checkbox"/> We help meet the educational needs of the citizens of Montana by providing a wide range of educational opportunities to a variety of students</p> <p><input type="checkbox"/> Our students, faculty, staff, and administrators reach out to engage and serve communities</p> <p>X Our students, faculty, staff, and administrator reach in to build the university community</p> <p>Integrate Learning, Discovery, and Engagement</p> <p><input type="checkbox"/> Each graduate will have had experiences that integrate learning, discovery and engagement</p> <p><input type="checkbox"/> Outreach activities will educate students and address the needs of the communities we serve</p> <p><input type="checkbox"/> Students, faculty, and staff will create knowledge and art that addresses societal needs</p> <p>X MSU is a community that will be characterized by synergy within and across disciplines, roles and functions.</p> <p>Stewardship</p> <p>X The public trusts the institution to operate openly and use resources wisely</p> <p>X The faculty and staff are well-qualified and supported</p> <p><input type="checkbox"/> MSU will support Native American students, programs, and communities</p> <p>X MSU will be an inclusive community, supporting and encouraging diversity</p> <p>X Our publicly provided resources are used efficiently and effectively</p> <p><input type="checkbox"/> Natural resources are used efficiently and sustainably</p> <p><input type="checkbox"/> MSU nurtures a culture of resource conservation and ecological literacy among students, faculty and staff</p> <p><input type="checkbox"/> Our physical infrastructure (e.g., building, equipment, open spaces) will be well-maintained and useful</p>
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INSITUTIONAL BENEFIT						
Campuses	X Bozeman <input type="checkbox"/> Billings <input type="checkbox"/> Havre <input type="checkbox"/> Great Falls <input type="checkbox"/> FSTS <input type="checkbox"/> Extension <input type="checkbox"/> MAES					
Cross Depts	Please List: All					
TIMEFRAME						
Proposed Dates	Start: Spring 2012		End: Never			
COST AND REQUIREMENTS						
Funding Type	One-Time (\$)	Multi-Year (\$)			Base (\$)	FTE
		Year 1	Year 2	Year 3		
Personnel (w/benefits)					\$81,000	
Materials & Supplies						
Travel						
Contracted Services						
Capital						
Other Operations						
TOTAL					\$81,000	
Please comment, if necessary, regarding cost and requirements.	The \$81,000 includes \$60,000 in personnel and 35% benefits. The \$60,000 is enough to provide ten 3-credit course buyouts per year at the rate of \$6,000 per course.					

PROPOSAL SCOPE

Describe the Proposal

This proposal seeks permanent base funding to provide consistent faculty modified duties (FMD) accommodations across departments and colleges at MSU. Examples of FMD include course buyouts associated with pregnancy, childbirth, adoption, and family caregiving. As stated in the tenure track collective bargaining agreement,

“Faculty Modified Duty is based on the current, common practice of faculty duty modification as applied to teaching, scholarly activity or service. That practice and the FMD option are derived from the authority of the department head and dean to fairly assign teaching and other duties consistent with the provisions of the individual employee contract.

The FMD option shall allow eligible faculty up to one semester of modified duties in any academic year whereby elimination or reduction of any duty in exchange for enhancement of another duty constitutes an FMD accommodation. The dean shall arrange the terms of an FMD accommodation in consultation with the department head and faculty member. Consistent with all other provisions of the CBA, no faculty shall experience reprisal for exercising the FMD option.”

In practice, faculty modified duties including maternity leaves are funded at the department and college levels. Because of this, FMD accommodations are inconsistently awarded across departments and colleges. Colleges and departments with adequate budgets in a given year have been able to provide a one or more course buyout for FMD-eligible faculty, while departments without such resources or in tighter budget years have not been able to provide teaching release for pregnant and other FMD-eligible faculty. The inconsistent award of course buyouts for maternity leave, in particular, is troublesome for many faculty members. By having a central pool to fund FMD accommodations, the inconsistent award of FMD across departments and colleges can be mitigated, and potential future lawsuits against MSU arising because of the ad-hoc nature of FMD can be avoided.

This proposal assumes that an average of 10 faculty members would be eligible and apply for FMD accommodations each year.

PROPOSAL SCOPE**Describe the broader impacts and benefits of this proposal**

In addition to bringing MSU into compliance with the spirit of the new Collective Bargaining Agreement, the centralized pool of base funding for FMD will provide clarity, transparency, and consistency to the maternity and family leave accommodations made by MSU to its faculty. Department heads who are recruiting new faculty members are often asked (particularly by female faculty members) about MSU's maternity leave policy. At present, department heads are faced with answering that maternity leave "depends on available department and college resources at the time of the maternity leave". This proposal would help MSU to better compete for female faculty by having funding set aside for FMD to be applied consistently.

ADDITIONAL INFORMATION

Implementation Plan *(Please describe with timelines)*

Funds could become available for FMD beginning in Spring 2012 semester. As stated in the Collective Bargaining Agreement, "Regarding implementation and ongoing application of FMD: Faculty wishing to exercise this provision must submit an application form to the Dean for determination of eligibility." Thus, the groundwork for implementation is in place already. What is lacking is a centralized pool of resources to fund FMD.

Assessment Plan *(Please describe with indicators)*

The assessment of the centralized FMD funding could be accomplished by the Department Heads, Deans and the Provost. The goal of the centralized funding is to generate consistency and fairness to faculty members seeking family leave, and assessment would take place by reporting the accommodations to the Provost. Inconsistency in the award of FMD benefits could then be mitigated.

If assessed objectives are not met in the timeframe outlined, what is the plan to sunset this proposal?

None

SIGNATURES		
Department Head (please print)	Signature (required)	Date
Wendy Stock	Wendy A. Stock #3 OF 3	12/21/2011
Dept Head Priority (please circle one): Very High <input checked="" type="checkbox"/> High Medium Low Very Low		
Dean/Director (please print)	Signature (required)	Date
JEFF JACOBS	JM Jacobs	12/30/2011
Dean/Director Priority (please circle one): Very High <input checked="" type="checkbox"/> High Medium Low Very Low 5 OF 8		
Executive/VP (please print)	Signatures (required)	Date
Executive/VP Priority (please circle one): Very High High Medium Low Very Low		