

MSU FACULTY COUNCIL MEETING MINUTES
January 14, 2004
301 Reid Hall
Montana State University-Bozeman
4:10 PM

Members Present: Weaver, Kommers, Conant, Schlotzhauer, Leech, Taylor, Howard, Seymour, Prawdzienski, Yoo, Becker, Taper, Ashley, Lansverk, Levy, Cherry, Pratt, Neeley, Lynes-Hayes, Coon, McLeod, Miller, Rucker (AgEcon), Bradley, Ditterline for Giroux

Members Absent: Marlow, McDermott, Schmidt, Jackson, Monaco, Jones, Chemistry, Microbiology, Kevane, Idzerda, Lynch, Knight, Hoffman

The meeting was called to order at 4:10 PM by Chair-Elect Shannon Taylor. A quorum was present. The minutes of the December 3, 2003, Faculty Council meeting were approved as distributed.

CHAIR-ELECT'S REPORT - SHANNON TAYLOR

- Chair Jones is attending the Board of Regents in Helena, January 14-16.
- Changes to Section 213 of the Faculty Handbook need to be discussed and approved before June 30, 2004. Currently, interim language has been approved by Geoff Gamble.
- MSU Five-Year Outlook (web page: www.montana.edu/upba/vision.tml) open discussion to take place on January 26, Sub Ballroom A or B, 2:00 - 4:00 PM. Important that FC members be present to voice implementation of a concrete salary policy.
 - Currently, salary policies are negotiated amongst union reps and Commissioner of Higher Education. It is then brought to the Regents for approval. There is no concrete language in place for the fate of faculty salaries.
 - President and Provost would welcome a concrete plan from the BOR.
 - FC should determine salary outcome for MSU-Bozeman campus; not a detached entity in Missoula.
 - First, FC should understand that a 95% mean of comparative institutions would require reallocations - perhaps from programs already being funded.
 - Strategy used to compute salaries is based on how much money the MSU-Bozeman campus has, rather than a look towards what faculty would like to accomplish, scholastically, and how that may be rewarded.
 - History of salary raise process.
 - 1997 - Special Revenue Committee reorganized budget and planning process to get on track to balance salaries versus other line items on campus.
 - Now FC has arrived to provide a meaningful process and input from members is crucial to have this happen.
 - Section IIB of the Five-Year Plan language is too assertive for the BOR.
 - The study referenced in this section has no time line. There should be a definitive time line.
 - Other goals in the Five-Year Plan are clear; salary issue is not.

STEERING COMMITTEE REPLACEMENT

- Alan Leech is unable to make meetings due to teaching conflicts. Chair-Elect Taylor asked compensation for volunteers. None were forthcoming. Will ask again at the next meeting.

NEW PROGRAM REVIEW SUB COMMITTEE

- New Program Review Subcommittee (to SC) formed to review new curriculum introduced on campus was formed. Members: Shannon Taylor, Warren Jones, Brad Coon, Richard Howard, Peter Kommers, Marvin Lansverk

ADDITIONAL COMPENSATION FOR FRESHMEN SEMINAR

- FC approved proposal that 1.0 FTE tenured faculty who each beyond their normal would receive \$3000 in additional salary (+ corresponding benefits) for instructing each section of a CORE 2.0 "Freshman Seminar" during AY-05. Compensation is contingent upon faculty member's dept head & dean, as well as the Provost. Salary and fiscal responsibility will be provided through the faculty member's dept, but actually monies will be provided by University-level funding. The home department of the faculty member teaching such an additional load would receive the student credit hours. It would be left to each instructor's discretion to keep track of when he/she taught these seminars to collect the extra compensation.

FACULTY AFFAIRS COMMITTEE

- Marvin Lansverk reported that the sabbatical application rankings would not be able to move forward at this time due to Provost Dooley's absence from campus for two weeks.
- Almost everyone has outside letters.
- MSU-Bozeman campus has the money to award, therefore more sabbatical applicants should take advantage of this opportunity.
- It would be helpful if faculty knew how much money is available.

As there was no further business, the meeting adjourned at 5:10 PM.

Signature
Shannon Taylor
Chair-Elect

Signature
Gale R. Gough
Secretary