Members Present: Weaver, Kommers, Conant, Schlotzhauer, Christopher, Leech, Taylor, Jones, Howard, Seymour, Prawdzienski, Yoo, Becker, Taper, Ashley, Lansverk, Levy, Cherry, Pratt, Monaco, Neeley, Lynes-Hayes, Coon, Miller, Rucker (AgEcon), Bradley, Ditterline for Giroux, Gough, Marlow for Gipp, Ada Giusti for Kevane,

Members Absent: McDermott, Schmidt, Jackson, Johns, Chemistry, Microbiology, 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 January 14, 2004, Faculty Council meeting were approved after minor changes.

CHAIR REPORT - WARREN JONES

- Chair Jones introduced Gale Gough, the new Faculty Council Admin Associate taking Joann Amend’s place.

- Comments were solicited regarding electronic transmission of FC minutes. Most FC members were in favor of this procedure. The minutes will be sent in .rtf format so all computer types/software formats will be able to open the document. Three FC members requested the hard copies be sent via inter campus mail.

- Quality Committee - WJ was named one of two faculty members from the Montana University System to participate in a BOR approved committee that will examine the quality of the state university system. There will be 5 members added to the existing committee of 20; one from College of Tech, an expert from the field of high education (U of M), and a few others.

- Permanent Adjunct Contracts - WJ raised the question of a 2-3 year contract for adjuncts to the BOR.
  - U of M’s tactic is to give an adjunct a maximum of 3-years of consecutive contracts and then not renew his/her contract. This is the opposite of what we would like to accomplish.
  - WJ asked FC members their opinion regarding hiring policies with respect to adjuncts on the MSU-Bozeman campus. Should we take each adjunct on a case-by-case basis and enact a policy that is not uniform and addresses specific issues concerning each individual? Discretion would offer greater flexibility. A discussion ensued:
    - Why are we even entertaining this contract policy?
      - WJ answer: Because some of our adjuncts make excellent contributions to our university.
    - Why not make this a tenured position and hire an adjunct for less money than a PhD?
      - FC member answer: If hired in a tenure-track slot, then this will impact P&T; it may fit into professorial slot with teaching and service expectations, but not research. Not sure how it would work.
If departments are in a situation where they are able to hire an adjunct who is savvy with research, the department might as well hire a full-fledged professor who does research.

A number of people hired in the music department to teach are paid such low wages that they have no status even as adjuncts.

An extremely talented individual hired in HHD left because of frustration over lack of money paid to him as an adjunct.

WJ: Department heads have an ethical responsibility to help adjuncts develop when they are used as "permanents."

U of M hires adjuncts with 3 (or so) year contracts, give them raises each year, then terminates them. If they get rehired after a hiatus, the adjunct must begin at the bottom of the salary ladder again.

By creating this “intermediary” class of instructors, you are diluting the “tenure” faculty and the adjuncts will be perceived as competition.

In the Math Department, there are two classes of adjuncts and they need to be treated differently according to their assignments.

The long-term contract would help solve the problem within departments of not giving adjuncts enough notice if they are to teach or not. This is a hardship for older adjuncts who need the work. If they do not get the teaching assignment, they must find other work.

An argument by the BOR against long-term contracts for adjuncts is the number of rescissions that could be made quickly.

WJ to look into legalities of hiring #’s of adjuncts for long-term due to budget constraints, and to determine if other obligations are entrained with a longer term contract.

REPORT FROM CHAIR-ELECT - SHANNON TAYLOR

Regent Richard Roehm nominated John Mercer (who was subsequently elected) to take Ed Jasmin’s place as chairman.

Sheila Stern apologized for the wording in her memo that eluded to her non-support of UPBAC forming a strategy policy for MSU-Bozeman salaries.

GG encourages the FC to discuss salary strategy and to make a statement that may provide a springboard for policies to be put in place.

WJ: Regents need to take leadership role to look a all salaries of staff, faculty and professionals.

Regents are constrained by State Pay Plan and should they veer, it would have political ramifications.

Flow of action: UPBAC to set concrete goals within the context of BOR long-term salary strategy. Keep in mind that the BOR don’t have to look at what UPBAC does/wants.

The BOR has never had a strategic pay-plan; a previous 4-year plan was never enacted. The historical realities point to the fact that a sustainable plan has never been realized.

ADDITIONAL COMPENSATION

The process is moving ahead. See Exhibit A attached hereto for details

STEERING COMMITTEE MEMBER

Alan Leech’s volunteer replacement for Steering Committee was not forthcoming. WJ will take up at next meeting.
MAP SURVEY BY CEPAC

To view results of the MAP survey conducted by CEPAC, please visit:
www.montana.edu/wwwcepac/mapdata.html

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

Signature
Warren L. Jones
Chair

Signature
Gale R. Gough
Secretary