ALL - FACULTY
MAY 7, 2013
346 LEON JOHNSON
2:00 PM – 4:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA

<u>**Attendees:**</u>   Eighty-one attendees made up of TT Faculty, NTT faculty, Clay Christian, Administration, Deans, Department Heads

Topics
- Brainstorm faculty issues
- Prioritization of Issues
- Status One year from now
- Faculty Senate Role
- Other Groups' Role
- "We want you!"

Brainstorm Faculty Issues
1. Carnegie Tier 1 – Sustain & Enhance – 59 votes
2. Online Instruction – when does it work? When does it detract? – 5 votes
3. Increasing Student Quality (at time of Admission) – 7 votes
4. Importance of teaching might not be acknowledged/recognized – 3 votes
5. Strategies to deal with enrollment growth – 18 votes
6. Increasing dependence on part-time or adjunct faculty – 7 votes
7. Long term contracts for NTT – 5 votes
8. Salary issues: compression, startup packages, inversion, equity – 49 votes
9. Educational/instructional quality in terms of space– 5 votes
10. Communication ability of students, writing, presentations – 8 votes
11. Transition CBA → faculty handbook – 11 votes
12. How to better utilize and acknowledge emeritus faculty – 2 votes
13. Performance based Funding (all areas) – 18 votes
14. Political attack on empiricism – 3 votes
15. Racial Diversity of Faculty – 8 votes
16. What is a sustainable rate of growth (facilities, faculty lines, classrooms, labs, etc.) – 21 votes
17. Lumina Foundation & other monies from out of state running state education policies – 7 votes
18. Resolution of structural deficit the College of Letters and Sciences – 3 votes
19. Authority & Protocols & Hiring of TT and NTT faculty – 6 votes
20. (20b) Methods for Modernizing research (IDC issues etc.) – 2 votes
21. (20a) Multidisciplinary Issues – 3 votes
22. (21) Affordability for Students – 3 votes
23. (22) Family Friendly policies that are inclusive – 1 vote
24. (23) Maintain Quality of Teaching – 3 votes
25. (24) How to modernize the University paperwork process – 1 vote
26. (25) Assessing the Strategic Plan – 2 votes
27. (26) How to empower Department heads to address issues locally – 4 votes

Prioritization of Issues
<u>Front Runners</u>
1. Carnegie Tier 1 status
2. Salary issues
3. Growth issues (enrollments, facilities, faculty lines, classrooms, etc.)

4. Maintaining quality (students, teaching, research, space)
5. Performance Based Funding

Prospective Status One-year From Now

Ad 1. Carnegie Tier 1 status

Who else is involved?

VPR, Research council, Provost, BOR, Higher Admin, students, The Graduate School, Faculty, OCP, Advance

FS Role

Communication between stakeholders/elements, and outwards (community, local regional)

Strategic Planning

Identify Resources

Hold Players Accountable

Provide a vision moving forward

Ad 2. Salary issues

Who else is involved?

BOR, OCHE, Legislators, Dept. Heads, students, Administration

FS Role

Data Collection

Identify peer groups

Policy on how to obtain a raise,

Re-establish salary and benefits committee and develop a constructive charge

Identify misallocation of funds

CBO model

Assess salary model and effectiveness

Engage faculty across campus for input and output

Ad 3. Growth issues (enrollments, facilities, faculty lines, classrooms, etc.)

Who else is involved?

Administration

ASMSU, Students

FS Role

Data collection (quantitative and qualitative)

Targets and Goals for Sustainable growth to maintain quality

Define and articulate quality

Prioritize categories as enrollment

Increase faculty representation on councils

Ad 4. Maintaining quality (students, teaching, research, space)

Who else is involved?

FS Role

Ad 5. Performance Based Funding

Who else is involved?

FS Role