

MSU FACULTY COUNCIL MEETING MINUTES
February 18, 2004
301 Reid Hall
Montana State University-Bozeman
4:10 PM

Members Present:

<i>Ashley</i>	<i>Joe</i>
<i>Becker</i>	<i>Jim</i>
<i>Bandyopadhyay</i>	<i>Prasanta</i>
<i>Cherry</i>	<i>Steve</i>
<i>Christopher</i>	<i>John</i>
<i>Conant</i>	<i>Jay</i>
<i>Coon</i>	<i>Brad</i>
<i>Gipp</i>	<i>Wayne</i>
<i>Giroux</i>	<i>Mike</i>
<i>Giusti</i>	<i>Ada</i>
<i>Gough</i>	<i>Gale</i>
<i>Howard</i>	<i>Rich</i>
<i>Johnson</i>	<i>Duane</i>
<i>Jones</i>	<i>Warren</i>
<i>Knight</i>	<i>Jim</i>
<i>Kommers</i>	<i>Peter</i>
<i>Lansverk</i>	<i>Marvin</i>
<i>Leech</i>	<i>Alan</i>
<i>Levy</i>	<i>Sanford</i>
<i>Lynch</i>	<i>Wes</i>
<i>Lynes-Hayes</i>	<i>Pat</i>
<i>McDermott</i>	<i>Tim</i>
<i>McLeod</i>	<i>Bruce</i>
<i>Monaco</i>	<i>Paul</i>
<i>Neeley</i>	<i>Mike</i>
<i>Knight</i>	<i>James</i>
<i>Pratt</i>	<i>Ray</i>
<i>Prawdzienski</i>	<i>Maryann</i>
<i>Rucker</i>	<i>Randy</i>
<i>Schlotzhauer</i>	<i>Howard</i>
<i>Seymour</i>	<i>Joe</i>
<i>Taper</i>	<i>Mark</i>
<i>Taylor</i>	<i>Shannon</i>
<i>Weaver</i>	<i>David</i>
<i>Yoo</i>	<i>Year-Back</i>

Members Absent:

Atwood	Joe
Engel	Richard
Hoffman	Laurence
Idzerda	Yves
Jackson	Grant
Kevane	Bridget
Microbiology	
Schmidt	Edward
Weaver	Theodore
Young	Doug

Others:

Provost Dave Dooley
President Geoff Gamble

The meeting was called to order at 4:10 PM by Chair Warren Jones. A quorum was present. The minutes of the February 4, 2004, Faculty Council meeting were approved.

CHAIR'S REPORT - Warren L. Jones

-Chair Jones reported that UPBAC would be meeting this week to review budget amendments, which include fixed costs, continued non-base (line items that are not permanent, but have been funded before), and all departmental requests. Of particular interest to faculty may be that the fall-spring retention rate for freshmen was about 100 students below last year at this time. The number of sophomores, however, increased by about 100. These are students who took many hours of AP credits, as well as other means of boosting their credit standing, and became sophomores at the end of fall semester. The conclusion is that we are not sure whether faculty initiative was productive or not. Retention is an issue at MSU. Why are students leaving? Perhaps a presentation by Courtney Stryker would give us insight.

-The Commissioner of Higher Education has authorized the University CEO's to give a \$.25 per hour raise effective January, 2005. The collective bargaining agreement has a \$500 a year raise for the UM faculty effective February, 2005. In its budget preparation process last year, UPBAC identified the pool of funds required to give those raises, but the process for actual budgeting for FY05 is just beginning, so there is no certainty about the outcome. The money is there, identified for that purpose, but the specifics of how it will be done have not yet been formulated. This will happen within the next few weeks. It was noted that U of M full time faculty not only got the \$500 lump sum raise, but up to 70 faculty could also be given an additional \$2,000 merit increase. Chair Jones and Chair Elect Taylor will meet with Richard Roehm to discuss the activities of the Salary Review subcommittee and to secure a report in March when the Board of Regents next meet.

-Emails were sent to all Faculty Council members on a CORE 2.0 Curriculum Committee (C2C), and Academic Advising Council (to focus on improving academic advising campus-wide.)

-The Nominating Committee forwarded Nancy Dodd's name for renewal of her expired term on the Personnel Board. Faculty Council approved the nomination, and is now forwarded to President Gamble for approval.

FACULTY AFFAIRS

Marvin Lansverk, Chair of Faculty Affairs, brought new language for FC to review from the Faculty Handbook, Procedures 815.02. Present language reads, "A department representative to an intermediate review committee shall not vote when a candidate from his or her department is reviewed. The representative may provide background information about the department but shall not express personal opinions about the candidate or the candidate's qualifications or experience."

New language would read: [For colleges with three or more departments,] a department representative to an intermediate review committee shall not vote when a candidate from his or her department is reviewed. The representative may provide background information about the department but shall not express personal opinions about the candidate of the candidate's qualifications or experience. [For colleges with only two departments (e.g., the College of Education, Health and Human Development), the restrictions on participation will apply not the department level, but to the unit/option level.]

Motion->Seconded->all in Favor->Passed to have the new language placed in the Staff Bulletin.

PRESIDENT GAMBLE SPEAKS

-President Geoff Gamble reinforced his philosophy and support of self-governance. He stated that MSU faculty supplied rich input and leadership for the campus. He also expressed his surprise that faculty have not grabbed their "right of review" for some of the new programs that have been presented and encouraged faculty to do so. The rhetorical question, "Where is the State going?" was asked and FC was given some facts and figures to think about.

President Gamble gave one facet of that answer in a “best estimate in review” projection of the state's budget. There is a \$100M-\$300M shortfall for Montana. MSU, however, could circumvent the shortfall by crafting its own future through recruitment efforts (e.g. securing 100 ~~in-state~~ out-of-state students) and by presenting MSU as a dynamic entity. Eastern seaboard state students are hearing good things about us, but we need to do a better job of communicating that fact to them.

-President Gamble went on to report on some of the Board of Regents' activities.

- There are some unnerving things happening such as MSU justifying the increase in student health fees (\$15) by how it will benefit the economic development within the state. This decree came from the Commissioner's office and will result in some creative writing.

-The BOR's approved the tuition waiver without doing any homework. President Gamble stated that he had data and researched this issue carefully, and we will just have to muddle through the process as approved.

-On the issue of compensation, President Gamble stated that UPBAC has carved out 1/2 of 1% of the budget for faculty salary increases, 1/2 of 1% for professional salary increases, and 1/2 of 1% for classified salary increases. The Oklahoma State formula was used to compute these raises. President Gamble stated that for some reason the BOR is reluctant to relinquish funds that have been earmarked for raises to MSU employees. This reluctance in flexibility, is reflected in the lack of concrete language about salary strategy. And, the BOR may not want to upset legislature with concrete language, either. It is not clear. The legislature gives MSU 48% of allocated funds and we, as an institution, must find the rest of the money. The way we usually do this is to raise student tuition and that in turn is used to pay faculty salaries. As an institution, MSU is 80% off the curve from most other universities and colleges across the US. A problematic and underlying philosophy that seems to permeate the mentality of many Montanans is “You earn less because you are in Montana.”

-The issue of cost of benefits was brought up and President Gamble stated that a proposal was made last year whereby the higher paid employees of MSU would buttress the lower paid employees' benefits pay. This proposal was thwarted, as was a recent proposal by Alligance medical group to take over Blue Cross Blue Shield of Montana. Alligance had no strategic plan in place. President Gamble shared the concern about the eroding benefits and retirement plan and would like some sort of study made. If salary increases aren't happening, perhaps something could be done with benefits compensation.

As there was no further business, the meeting adjourned at 5:04 PM.

Signature
Warren L. Jones, Chair

Signature
Gale R. Gough, Secretary