

MSU FACULTY COUNCIL MEETING MINUTES
January 21, 2004
301 Reid Hall
Montana State University-Bozeman
4:10 PM
REVISED I

Members Present: Weaver, Kommers, Conant, Schlotzhauer, Christopher, Leech, Taylor, Jones, Howard, Seymour, Prawdziński, 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 recisions 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