

**FACULTY COUNCIL**  
**August 29, 2007**  
**REID HALL 104**  
**4:10 AM – 5:00 PM**  
**MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA**  
**Minutes**

**Members Present:** Amin, Ashley, Becker, Bandyopadhyay, Cherry, Dyer, Fleck, Gerlach, Gipp, Jacobs, Jones, Livingston, Longcope, Lynch, Marshall for D. Weaver, M. McClure, Mokwa, Peed, Pinet, Prawdzienski, Starkey for Zhu, Taylor, Wojtowicz

**Members Absent:** Ag Econ, Ag/ED/AOT, Bailey, Chem/Biochem, Ecology, Education, English, HHD, Jackson, Johnson, Jacobs, Music, Nursing On-Campus, Political Science, Watson

**Others Present:** Dooley, Fedock

Chair Shannon Taylor called the meeting to order at 4:10 PM. A quorum was present.

***ANNOUNCEMENTS – Chair Taylor, Member Marcie McClure***

- New and continuing Faculty Council members introduced themselves. Chair Taylor thanked Warren Jones for taking Cyd McClure's place as Vice Chair of Faculty Council. Dr. McClure was recruited by the NSF for two years and is working in Washington DC. Dr. Jones has been affiliated with Faculty Council as a member, Chair and/or Vice Chair for six years. The Council will miss his leadership.
- Shared Governance:
  - Faculty Council Steering Committee and University Shared Governance Council Steering Committee (CEPAC, Professional Council, Faculty Council and ASMSU) meet every Thursday morning from 8:15 – 10:30 AM.
  - Every Wednesday, the Chair and Vice Chair of Faculty Council meet with the President, Provost and Vice-Provost in a Leadership meeting.
  - UPBAC meets at the call of chair, usually on Tuesday.
- Marci McClure informed FC that students will now have to take 60 credits to become a PhD. You may read about this new policy on the Graduate Council Minutes website:  
<http://www.montana.edu/wwwdg/gcminutes.shtml>

***FACULTY COUNCIL/FACULTY SENATE – Chair Shannon Taylor***

- Chair Taylor made a formal motion to ask FC to change bylaws to reflect a name change from Faculty Council to Faculty Senate. Seconded → all in favor/two opposed → majority approved.
- Argument for:
  - Other campuses, nationally, call their faculty affiliations, Faculty Senate.
  - The new name, "senate", would distinguish it from other councils already in existence on MSU campus.
- Faculty Council members questioned voting rights of a Faculty Senate versus those of Faculty Council. Chair Taylor explained that Faculty Council has a strong, working relationship with administration with regard to decisions made on MSU campus, and that there would be no bylaw changes with respect to the current voting rights of Faculty Council.

***FACULTY COUNCIL ACCOMPLISHMENTS, CURRENT PROJECTS January 2006-April 2007– Chair Shannon Taylor***

**Accomplishments:**

- Post-tenure review and Committee on Service policies: significant handbook changes
- Transfer Policy from the Regents: review and recommendations
  - COHE received significant funding to review the transfer policies around the MUS campuses. Bill Macgregor was hired as the new Director of Transferability Initiatives to review and report on it.
- Parental and Family Leave including Tenure Clock stoppage in cooperation with the University Ad Hoc Committee: significant handbook changes.

- The policy is being implemented widely across campus. There are still some inconsistencies from department to department with these changes however, department heads/faculty are working together on solutions that work for their specific situations.
- P&T Task Force response with a few significant concerns: Moving target question; Evaluation of teaching; Value of Service. History of the P&T Task Force: The Provost convened a task force 3 years ago and produced a document with 14 recommendations for Faculty Council to review with responses. FC agreed with all recommendations except three listed above. The Provost formed a P&T Implementation Committee to respond to the FC exceptions and their report will be coming out shortly, which will come back to Faculty Council for discussion and review.
- Campus 2007-2008 Salary Distribution Guidelines: review with significant recommendations to Provost. Shared Governance reviewed salary raises and distribution last year with the Provost. This year, FC hopes to continue lively discussions about salary distribution.
- Administrative Review: review with significant handbook revisions. After a multi-year hiatus Faculty Council reviewed all department heads via Survey Monkey. FC would like to review all department heads every year. Additionally, in the 2007-2008 AY, FC hopes to continue its review process including all deans. Provost Dooley stated that the timing of the review didn't coincide exactly with the deans' evaluations and as a result, may not have had the impact it could have.
- HB 95: Increased funding (1%) for ORP (TIAA): to Governor's desk for signing. One and a half million dollars will be contributed to the base to decrease the load of TIAA CREF to fund TRS from 4.5% to 3.5%.
- Who can be a Principle Investigator: review with recommendations
- Testified at the BOR on Cost of Living in Bozeman.
  - Chair Taylor participated on the COHE's ad hoc committee and a recommendation is being made that all salaries look at external marketing comparators.
- Testified at the BOR meeting on Presidents' salaries being set to external comparators.
- Emeritus Policy: review with some significant change recommendations.
- Graduate Council coordination: review with recommendations.
- Plagiarism Software research and proposed acquisition.
  - The College of Business participated as beta testers with plagiarism software and will make a recommendation to the Provost.
- Creation of separate FC Steering Committee which meets before UGC Steering Committee.
- Ad Hoc Commissioner's Committee on Recruitment and Retention; voting membership from MSU: CEPAC, Elizabeth Nichols, Dean of Nursing and Susan Alt, Director of Human Resources.
  - Chair Taylor distributed a draft "*Advisory Report to the BOR: Improving the Ability to Hire and Keep Capable Employees.*" It will be written in final before the next BOR meeting in September in the Staff and Compensation Committee. Staff and compensation decisions that are critical to specific campuses via pooled funding is an important topic.
  - Provost Dooley stated that an accurate read on the University's financial situation will not be available until the 15<sup>th</sup> class day.
  - It is believed that the document it is not as strongly worded as it could have been but represents most constituencies from the MJS. The usefulness of the document is what the Regents choose to do with it. We are seeking, ultimately, to go beyond the state pay plan.
  - The report lists recommendations in order of importance: 1. We strongly encourage the Regents to engage in the budget cycle before the governor proposes his budget. 2. The use of external comparators in salary analysis for all occupational groups in the MUS. 3. System-wide efforts to address inversion and compression, etc.
  - Chair Taylor asked FC members to read the document and provide him with feedback before the final version is struck.

**Current Projects: (Partial Listing):**

- Report to BOR September, 2007: Improving the Ability to Hire and Keep Capable Employees
- P&T Implementation Committee Report
- Additional P&T Guidelines to Develop
- Additional ORP Support from the Legislature
- Salary Distribution Guidelines for Next Year
- System-wide Transferability Guidelines
- Improved Communication and Coordination with Graduate Council

The meeting was adjourned at 5:00 PM, as there was no other business.

Signature  
Shannon Taylor, Chair

*Signature*  
Gale R. Gough, Secretary