

**MONTANA STATE UNIVERSITY
FACULTY COUNCIL MEETING MINUTES**

January 26, 2005

101 Reid Hall

Montana State University-Bozeman

4:10-5:00 PM

Members Present: Amin, Ashley, Becker, Bennett, Cherry, Croy, Erickson, Gipp, Giroux, Jones, Knight, Kommers, Levy, Lynes-Hayes, McDermott, Metz, Neeley, Peed, Pratt, Seymour, Stringham for D. Weaver, Taper, Taylor, Thompson, D. J. Young, Zhu

Members Absent: Babcock, Bradley, HHD, Hoffman, Idzerda, Jackson, Mathenia, M. McClure, C. McClure, Prawdzienski, E. Schmidt

Others: Bush, Carroll, Fedock, Giusti, Kevane, Lansverk, Lefcort, Martell, McLeod, T. Weaver

The meeting was called to order at 4:15 PM. Minutes from December 1, 2004 Faculty Council were approved.

FACULTY AFFAIRS – Chair Marvin Lansverk

- Section 300 in the Faculty Handbook - adjunct and support faculty.
 - Even though the BOR has already passed the non-tenure faculty multi-year contract, this issue still needs to be brought forward as an agenda item to Faculty Council. For more information on this item, please go to the following web site:
 - <http://www.montana.edu/wwwbor/ITEM126-104-R0105.htm>
 - After 10 months of work amongst Joe Fedock, Dave Dooley, and Warren Jones, the BOR is allowing 25% multi-year contracts for non-tenure track professors in the College of Nursing. The rest of campus is limited to 10%.
 - Document calls “adjuncts” “academic support faculty.”

BOR REPORT - Chair Warren Jones

- Brief recap of the BOR: (Chair’s Report with more extensive information will be emailed to you in the coming week.)
 - Transfer Audit:
 - Is a series of working groups being supervised by Commissioner’s office on affairs ranging from:
 - What kind of data will be gathered on transferability?
 - What will constitute a BOR’s core?
 - How that will affect each separate campus’s core?
 - Will we transfer minimum GPA’s?
 - What will transfer?
 - Regent Mercer would like resolution to most of these issues in March.
 - Budget
 - There will be reductions over the next couple of years depending on enrollment.
 - Staff and compensation –
 - Legislative – Warren Jones got up to speak
 - Chair Jones carried a message to the Education Committee about how FC is willing to accommodate the issues surrounding transfers.
 - Chair Jones brought to the BOR attention that faculty were a major economic engine \$100M fund through research expenditures last year – excellent economic driver.
 - Collective bargaining agreement 3.5% raise FY 2006; 4% raise FY 2007. Floor on the raises; minimum raise will \$1,005 FY 2006, \$1108 FY 2007.

MATERNITY LEAVE POLICY – Professor Bridget Kevane

- A group on campus interested in revamping the present maternity policy. There is not a clear written policy for women giving birth or families adopting. A letter from Professor Kevane and distributed via email to FC, which outlines strategies for revamping the present policy.
- Purpose of presentation to FC is to have them endorse a better policy for tenure clock stoppage, reduced service, paid leave, extended unpaid leave in reference to pregnancy/ adoption.
- FC stated that there should be a distinction, for purposes of clarity in discussions, between leave during pregnancy and leave after a child is born or adoption.
 - If you are pregnant or ill while pregnant, MSU's sick leave policy covers that leave.
 - If there is leave after the child is with the family, this should be a separate discussion.
- Options concerning leave were discussed:
 - A plan to modify pregnant professors (and fathers) teaching more classes before child is born, and then taking on a lighter load after the child is born.
 - Short term disability – where you can pay into your policy and you can use that money for a paid leave. MSU doesn't have this.
 - Research has shown it is good business sense and cost effective to endorse some type of paid leave.
 - Pregnancy should not be viewed as a “disability.”
 - Women/men out of fear will not stop tenure clock, because they feel it might reflect poorly on their dossiers. There are documented instances where leave was not well received in certain departments.
- Corky Bush from Affirmative Action relayed facts about MSU and federal leave policy.
 - There should be cooperation between dept head/dean and faculty taking leave, whether male or female. You may take sick and FMLA leave for pregnancy and/or after child is born/adopted.
 - Pregnancy Leave Act - Federal law connects pregnancy leave to temporary disability.
 - Federal law is the basis for which MSU structures its leave policy.
 - Corky Bush stated that different laws and practices the university adheres to are federally mandated.
- MSU policies should be clearly written and as departmental policies are not consistent.
 - Problem with taking faculty in and out of classes in the midst of semesters.
 - Work twice as hard after pregnancy/less before pregnancy by teaching larger/lighter loads. No outgoing cost to the department with this policy. If faculty wants better treatment that that, it requires pulling in adjuncts and costs the departments money.
 - Some dept not willing to do course tradeoff.
 - If dean/department head does not adhere to this trade off, there is no law that makes them adhere to it.
- Chair Jones recommended a committee/task force to work to incorporate the view of faculty and to bring forward.
 - Suggested making a list that are benefit oriented (Faculty Handbook) clauses and work on modifying them to benefit family or become “family oriented” policies.
 - Paths that the policy could take and specific benefits to university as a whole as well as individuals it effects.
 - Include administration in decisions and progress of task force.
- Motion for task force to begin collecting information to bring to FC →seconded→all in favor→ passed.

HP&E COMMITTEE REPORT - FC Representative (Design Team), Robert Bennett

- Representative Bennett reported that the design proposal was out of touch with what the faculty envisions.
- He believes FC should choose a representative to represent exactly what the faculty wants while he continues to work to get the best for the faculty within the budgetary constraints, structure, and parameters of the Design Committee.
- Was recommended that FC set up an ad hoc committee, get an emergency session with Geoff Gamble.

- Was stated that another faculty representative would do no good, if what the faculty wants now is not being represented.
- Architectural design will be set the first week in February. Every day the design process is slowed down, we are paying for that delay.
- FC asked Representative Bennett to come back next week, report on committee's progress and have FC comment/act.

Motion was made to adjourn, as there was no further business. The meeting adjourned at 5:30 PM.

Signature

Warren L. Jones, Chair

Signature

Gale R. Gough, Secretary