

MSU FACULTY COUNCIL MEETING MINUTES

March 24, 2004

301 Reid Hall

Montana State University-Bozeman

4:10-5:00 PM

Members present: Ashley, Becker, Bradley, Christopher, Conant, Coon, Gipp, Giusti for Kevane, Ditterline for Giroux, Howard, Kommers Lansverk, Leech, Levy, Lynch, Lynes-Hayes, Neeley, Pratt, Prawdzienski, Puffer, Schlotzhauer, Seymour, Taper for Weaver, D. Weaver, Taylor, Yoo

Member absent: Hoffman, Idzerda, Jackson, Knight, Lynch, McDermott, Microbiology, Monaco, Rucker, E. Schmidt

Others: McLeod

Chair Elect Shannon Taylor (ST) called the meeting to order at 4:10 PM. A quorum was present. The minutes of the March 3, 2004 Faculty Council meeting were approved.

CHAIR ELECT'S REPORT - Shannon Taylor

Commissioner Sheila Stearns' Visit – Monday, March 22, 2004

-Compensation Study and Timeline.

-Commissioner was receptive. Our plan is moving forward.

-Commissioner reported that Chairman Mercer spoke to two of her staff about salaries.

Chairman Mercer's Interest in Compensation Study

-Chair Jones (WJ) reported that the meeting in Dillon gave the BOR ample time during their budget meeting to look at the salary review.

-Chairman Mercer is fearful that if the BOR begin to collect data, MUS employees will expect raises. This issue will come up again during the full regents meeting either late Thursday or early Friday of this week.

-Regents will give go ahead with the study at this meeting and then a progress report at the next meeting in May.

U of M Contract (\$220,000)

-Commissioner Stearns acknowledged our request for \$220,000 for faculty salary increases.

-FC asked if we could use the money in the same manner as U of M.

-WJ wrote a memo to Geoff Gamble stating that if faculty were to get the \$220,000, then it needs to get into UPBAC.

-UPBAC may not have the money, however, or may choose not to include it in the budget.

-Should money be available, it may be used to double the \$500 increase; or be used as merit pay.

-ST asked Commissioner Stearns if we could determine how we may spend the \$220,000 if and when we get it.

-Commissioner Stearns was more in favor of having the money distributed in the same way as that of U of M.

Academic Affairs (AAC) Proposal

- FC submitted our Academic Affairs Committee proposal, and Commissioner Stearns will present it to the BOR.
- In this light, the issue of the Military Science minor came up again.
- Proposals from MSU and U of M, supposedly, were similar.
- MSU approved the program; U of M did not.
- We reiterated that FC has not played a role in determining what programs go forward.
- Dean Bruce McLeod brought the AAC proposal to Graduate Council.
- Council expressed concern that it was another layer of bureaucracy.
- Communication across campus is needed to inform people that the AAC is not a duplication of efforts.

Metrics for Success of University Mission Credibility

- Number one issue with the BOR is the credibility of the university system.
- Chairman Mercer would like to measure the quality of university activities – making a connection between university activity and the quality of life in Montana
- Metrics were collected from average salaries in Montana, e.g.
- ST suggested looking at metrics from sources other than salaries, such as number of fishing licenses, hunting licenses; season passes at ski hills, and healthy births per pregnancy in Montana.
- How does one measure the quality of education in the community that we provide?

+/- Grading for ASMSU Resolution

- ASMSU vote amongst students was almost split indicating that it was a strategic inquiry, and not a demand from students; only a request.
- 80% of faculty are already using +/- now.
- Motion to accept resolution → 18 in favored (4 opposed) → passed
- WJ and ST will speak with ASMSU about the vote outcome.

FACULTY AFFAIRS

Teaching Evaluations

- Window of opportunity for faculty to become involved since software system that uses Knapp is expiring at ITC.
- FC should ask questions and get involved with different software packages available.
- Move toward something that is more uniform across campus.
- Create a committee to liaise with Jeff Adams and ITC.
- Any comments or questions should be directed to Marvin Lansverk or Rich Howard.

Review of Correlation between Appointment Workload and P&T Approach

- FA was asked to look at current P&T issues.
- Findings included; 1) asymmetry between what the hiring contracts states and what the employee designates as their area of

expertise. For example, if a faculty member is hired on a 100% teaching contract, but chose research as their field of expertise; and 2) existence of the split between the professional practice contracts versus those of teaching expectations. Some employees are only being hired to teach, as if scholarship is not included or a part of the contract or teaching component.

-Grievance issues in relation to P&T should also be examined.

-Maybe time to do a broad review of the P&T system and the seven levels of review.

PROFESSIONAL COUNCIL – Glenn Puffer

-Academic and Behavioral Misconduct

-MSU Guidelines and Procedures – booklet describes misconduct and procedures. It is reprinted every year, and if you need copies, please contact the Dean of Students.

-Academic Misconduct Form

-One-page document that the university uses under policy to inform students that they have been charged with academic misconduct, records the sanction that the professor applies, and details that substantiate the charge. It serves 3 purposes:

-Due process for student.

-Due process for instructor.

-Record in the Dean of Students' file for the student.

-PowerPoint presentation done by Dr. Stryker presenting detail about Academic Misconduct was distributed and is available for departmental presentation.

Contact Glenn Puffer if you would like him to send you the presentation via email. His email is: gpuffer@montana.edu

-Questions:

-Plagiarism – Does the university have subscriptions to paid internet sights that Google doesn't provide so instructors may check on the validity of students' written work? The answer is, "No."

-Library helps instructors as much as possible with student papers.

-Might ask Bruce Morton about subscriptions to paid internet sights, as the library does not have such a service.

-What if a student is caught cheating, and then just drops the course? Is it recorded as an academic misconduct or do disciplinary actions disappear once the student has dropped the class?

-The student may not drop a course when he/she is cited for academic misconduct. Once the grievance has been filed, the student must not drop the class to escape discipline.

The meeting adjourned at 5:08 PM.

Signature

Gale R. Gough, Secretary

Signature

Shannon V. Taylor, Chair Elect