

**FACULTY COUNCIL MEETING
NOVEMBER 16, 2005
LINFIELD ROOM 113
4:10 AM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes**

Members Present: Amin, Ashley, Becker, Cash for Bailey, Brown, Catoira, Cherry, Christopher, Croy, Dyer, Jones, Larkin, Levy, C. McClure, Neeley, Ryker, Seymour, Stringam, Taper, and Watson for Metz

Members Absent: Bailey, Bradley, Erickson, Idzerda, Jackson, Johnson, Lynes-Hayes, Marlow, M. McClure, Pratt, Prawdzienski, E. Schmidt, Scott, Stroup, Taylor, Yoo

Others: Lansverk

Chair Elect Cyd McClure called the meeting to order at 4:10 PM. A quorum was present.

FACULTY AFFAIRS – Chair Marvin Lansverk

- A sabbatical survey was sent out to faculty last spring with a 62% response rate. Those taking the survey match the size of colleges/departments. Generally, the survey shows that 1). sabbaticals are seen as the premiere faculty development opportunity to change a faculty member's career, and 2). faculty conceive them as a chance for renewal and possible reinvigoration of research. Some believed, however, that sabbaticals should be grants for projects with clearly defined outcomes, and not just a time to retool and recharge. The large majority of people have never applied for one. The primary reasons were: "It is hard to leave my students and projects for that length of time; too busy to apply; application process is too onerous; funding is a joke; few are available, and I am waiting to have a strong case; I can't afford to take the pay cut; sabbaticals frequently do more harm than good; probability for success is low, especially for the non in-crowd individuals; I come from a research department and I am not conducting government funded research; I am going through the review process." There was no consensus as to why there are so few sabbaticals.
- The prevailing attitude is that MSU does not grant enough sabbaticals, even though every sabbatical was granted last year to those who applied. There should be an increase in sabbatical funds by getting new money, as the budget for sabbaticals has remained stable, but salaries have gone up. There are a number of competing faculty development pools/opportunities at MSU. The Provost must budget and prioritize the pooled resources for all these opportunities (BEST, short-term leave, etc.), he must know what the faculty think as a priority, and thus one of the main reasons for the survey. What is the normal sabbatical funding for a land grant institution? Our data on funding and comparing them with other institutions in flat dollar pool terms, shows MSU's budgeted amount is not up to peer standards. Faculty development, as a whole, is the important component when comparing how many sabbaticals MSU has as compared to, say, Missoula: Not just how many sabbaticals one institution has compared to another.
- The metrics by which sabbaticals are evaluated require that you describe your project and how it would benefit both you and your research program, or your teaching and the university and produce outcomes. There is an incorrect perception that the sabbatical process is more difficult than applying for a grant when, in fact, people are getting sabbaticals based on papers that took a small amount of time to craft and submit. The process requires three letters of support, and all may be internal. However, the majority of submissions have at least one external letter, and those do carry more weight towards granting a sabbatical. Faculty believe that the grant proposal format for sabbaticals make it harder for those who want to retool, but easier for those currently engaged in a grant proposal.
- Other faculty development sources/ programs were ranked in order of faculty priority: Sabbaticals #1, BEST #2, Short-Term Leave #3, and other internal grants #4. These results could reflect the lack of exposure and advertising of these programs, as most people have not taken advantage of them.
- There was a divergence of opinion regarding changing the BOR policy on how often the sabbaticals are granted from "after every 7 years" to "every 7 years" and may be a point of discussion for future FC meetings. MSU is on an octagonal model where you bank 7 years, and then you get a sabbatical. One reason is that you need tenure first, and then you may be eligible for a sabbatical.
- Different sabbatical model possibilities were proposed.

- One semester at full pay;
 - Two semesters at 2/3 pay every 7 years (which is what MSU currently has);
 - Two semesters for full pay every 7 years;
 - All faculty guaranteed 1 semester off full pay every 7 years;
 - All faculty guaranteed one course release every 3 years.
- The survey also showed how well the faculty are informed about the sabbatical process and, for the most part, they are informed fairly well. Some still think you have to “go away” to get one.
 - Faculty Affairs has begun to draft a memo report which will include survey results and observations that will go through Faculty Council, then to Provost Dooley. The primary recommendation of the document would be to fund more sabbaticals.
 - To view the survey you may refer to this link:
<http://www.surveymonkey.com/Report.asp?U=95194488676>

QUESTIONS FROM FACULTY COUNCIL FOR TOM McCoy's VISIT, NOVEMBER 30, 2005

1. How much of the IDC goes into maintenance and upkeep on buildings? Building infrastructure?
2. What is your response to the Exponent regarding the student calculation that the IDC's do not match the allowed square footage for research? There is concern that the Administration is ignoring the Student Senate and their inquiries.
3. What kind of PR is going to take place to educate the greater public, as well as the student body?
4. With all the new building going on, how will this impact IDC's? Will they remain intact? Will it drain them from the researchers and departments?
5. Where does O&M come from for IDC consideration?
6. Do some researchers on campus receive special IDC consideration? If so, what are the criteria so all may participate?
7. We had close to \$100M in research expenditures last year.
 - What % of that is from the “earmark” program?
 - What is the % of IDC's coming from this “earmark” program?
 - How are “earmark” program funds distributed?
8. Beside the *Teacher of the Year* award, are there other incentives for excellence in teaching?
9. How much IDC's, in general, goes towards GTA's? What is the VP of Research's support level for GTA's? What more can we do?
10. How much IDC funds, other than return funds that are used directly from the departments to fund GRA's, are being used for bridging funds when people are between grants? Could more be made available?
11. Are there any regulations about deficit spending?

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

Signature

Cyd McClure, Chair Elect

Signature

Gale R. Gough, Secretary