

FACULTY COUNCIL
MARCH 29, 2006
REID ROOM 105
4:10 AM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Amin, Bailey Becker, Brown, Catoira, Cherry, Erickson, Halonen, Jones, Levy, Neeley, Prawdzienski, Ryker, Scott, Seymour, Stringam, Taper, Taylor, Watson for Metz

Members Absent: Ashley, Bennett, Bradley, Christopher, Croy, Dyer, Idzerda, Jackson, Johnson, Larkin, Lynes-Hayes, Marlow, C. McClure, M. McClure, Pratt, Psychology, E. Schmidt, Stroup, D. Weaver, Zhu

Chair Shannon Taylor called the meeting to order at 4:10 PM. A quorum was present. The minutes from March 8, 2006 were approved.

ADMINISTRATIVE REVIEW – Chair Taylor

- Chair Taylor reviewed the most recent version of the Administrative Review distributed to Faculty Council members on March 24, 2006 and that which is posted on the Faculty Council website: <http://www2.montana.edu/facultycouncil/index.html>
- Past Chair Jones stated that we could take input while the document was posted in MSU TODAY for 10 days, have FC discuss those changes and share them with the council after the document posting and decide if those changes should be incorporated. Chair Taylor made a motion to move forward with the proposed wording, to be placed in MSU TODAY, with continued input from FC members with any changes to be made at the next FC meeting → so moved → all in favor → passed unanimously.

FAMILY LEAVE – Chair Taylor

- Chair Taylor believes the present document is an entity that can evolve and change over time. Benefits and compensation issues are not directly referenced in the document, and if FC discusses those issues in-depth, it will require a broader scope of involvement, e.g., other campuses, BOR. FC changes to the Faculty Handbook are not related to changes in compensation packages.
- Chair Taylor would like to discuss trading sick-leave with administration.
- The substantive issue with the Parental/Family Leave document is tenure clock stoppage. Referring to 613.20, tenure may be extended for good cause. Steering Committee believed that changing the original two years to three years would be appropriate. If faculty took two years for child rearing and got sick, extra time would be needed.
- 613.21 - Parental and family responsibilities are not under “exigent circumstance.” This section maintains control at department head, and admin levels. It is not automatic.

- 613.22 This language is from the BOR. This means you may not want your tenure clock stopped. A FC member stated that Section 613.22, “Parental/Family Leave” are lumped together, leaning more towards parental leave, and explicitly describes what the criteria are. FC members stated that Family Leave is a federally mandated law and encompasses broader criteria. The idea behind embellishing this section was that there was always “exigent circumstance,” but it was not explicit and there was confusion about its status.
- 613.30 lists family life choices. In relation to this section, Chair Taylor will review Personnel Policies and Procedures Manual Section 1070.00 referenced to see if it includes family medical leave.
- Section 613.40 means that if a faculty member has a child, their tenure clock has stopped for a year, they fall under the same standards as those who did not have the tenure clocked stopped. This language was crafted as concern was expressed that those who had the tenure clock stopped were at an unfair advantage.
- Chair Taylor made a motion to move forward with the proposed wording to be placed in MSU TODAY with continued input from FC members with any changes to be made at the next FC meeting→so moved→ all in favor→passed unanimously.
- To review the current document, please refer to this link:
<http://www2.montana.edu/facultycouncil/Parental%20Leave%20policies%20draft%20from%20FCSC%203-30-06.pdf>

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

Signature

Shannon Taylor, Chair

Signature

Gale R. Gough, Secretary