

FACULTY COUNCIL
April 11, 2007
STRAND UNION 276
4:10 AM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Amin, Bandyopadhyay, Becker, Cherry, Dyer, Jones, Lei, Levy, Lynch, Livingston, Marshall for D. Weaver, M. McClure, Neeley, Prawdzienski, K.A. Scott, Watson, Starkey for Zhu, Taylor,

Members Absent: Ag Econ, Ag/ED/AOT, Ashley, Bailey, Chem/Biochem, Christopher, Croy, Ecology, English, Erickson, Gipp, Idzerda, Jackson, Johnson, Jacobs, Nursing On-Campus, Peed, Pinet, Political Science, Seymour

Others Present: Lansverk

Chair Shannon Taylor called the meeting to order at 4:10 PM. A quorum was present. The minutes from April 4, 2007 needed modification and will be approved at the next FC meeting.

MSU FRIENDS OF LOCAL FOOD – Kate Malone, Tracy

- Kate Malone is the Treasurer of MSU Friends of Local Foods. This organization was formed in the fall of 2006 to bring concerned students, faculty and community members together to raise awareness and create programs, classes and conduct research related to local food systems and food quality. This summer, they are teaming up with MSU and the Gallatin Valley Food Bank to support a 2-acre diversified vegetable farm. The garden (named Town's Harvest Community Garden) is targeting two major goals:
 - Working with the SUB to have more locally grown products introduced into the cafeteria and The Store. Montana is an agricultural state and it is a natural direction to take. U of M already has a successful program which accomplishes this, and MSU would like to do the same.
 - Town's Harvest Community Garden is a CSA (Community Supported Agriculture) on two-acres southeast of the Chronicle Building. CSA members pay a set price prior to the growing season and in this way share the risk of farming. In return, members receive a share of the garden's harvest each week. The membership will pay for two fulltime interns. The Food Bank is funding the third. There are 35 memberships available to the public and 25 for the Food Bank for a total of 60 memberships. Each membership is \$400 and includes enough produce to feed a family of four per week. If you are not able to pick up your produce each week, please inform the Friends of Local Foods and they will donate your portion to the Food Bank. For more information, please visit their web site:
<http://ag.montana.edu/plantgrowth/TownesHarvestCSA.htm>

SALARY DISTRIBUTION – Chair Taylor

- The Provost will retain a pool of .45 % for promotion and floor increases and a pool of .65% for equity and market adjustments for faculty who are funded from the General Operation budget. Funds used to address equity or market issues will include:
 - Significant inequity within a department or college perceived to be based upon gender or protected status;
 - Significant inequity, based on market, as measured by comparisons to appropriate external data (OSU for faculty, CUPA for professional); and,
 - Significant internal inequity caused by salary compression or inversion within the department or college; and,
 - Significant internal inequities across academic departments.
- Salary distribution will go to the Provost, coming from the dean, via department heads.
 - FC members noted that the gap in the OSU data is larger than the gap on the MSU campus; three years ago the gap on campus was \$30,000 and this year's data shows a \$48,000 gap. There is a discrepancy.
 - Some salary data appears to be a combination of state salary and grant money. That inflates what the average salary is on campus, also.
- Salary discussions should be undertaken earlier next year.

- Some FC members would like to have President Gamble explain why there is no COLA. Why is the faculty at MSU different from all other state employees?
- Regarding administrative salaries, the President would like to bring his immediate reports to 75% of the CUPA external comparators. His salary distribution comes from the professional pool. For more detailed inquiries about administrative raises, Vice Chair Jones stated he would be glad to answer questions.

FACULTY COUNCIL CHAIR/CHAIR ELECT- Chair Taylor

- If Shannon Taylor continued another year, FC member Wes Lynch volunteered to serve as the FC Chair Elect next year. He may or may not serve two years. Marvin Lansverk stated that he would serve as Vice Chair after Wes Lynch and then become Chair of Faculty Council if Wes does not want to serve out two years as Chair Elect and then move into the Chair position. The Chair Elect receives 35% of your salary while you serve; the Chair receives 60% during the AY. Chair and Chair Elect receive one month summer salary. Your teaching load and duties are collaborated between the Chair/Chair Elect and their respective department heads.
- FC will vote on May 2, 2007 during the last Faculty Council meeting for the 2006-2007 AY.

ACADEMIC FREEDOM BILL (HJ22) – Chair Taylor

- Roger Koopman reintroduced an academic freedom bill as a joint resolution from the house and senate to fund a committee to investigate academic freedom. Chair Taylor will keep FC members informed.

REMEDIAL COURSES – Chair Taylor

- The COHE has defined remedial courses as “Any course used as a pre-requisite to a CORE course.” (especially with respect to math and English).
- Faculty would like a remedial course be any course that brings student up to a level as defined by the BOR as entrance to a university.
- COHE and BOR would like to have remedial courses be taught in the College of Technology, and we lose funding. The COHE would also form a committee that would evaluate and certify the curriculum.
- MSU would like to evaluate their own curriculum. Chair Taylor will write a letter to the COHE to that affect.

HB95 – Chair Taylor

- The hearing was on Monday, and the outcome is not yet known.

NOMINATING COMMITTEE – Vice Chair Jones

- Four faculty members were presented on a ballot to FC for votes. Moved to approve all faculty nominees on the ballot → seconded → all in favor → passed. The professional employee is pending and their name will be introduced next week.

FACULTY AFFAIRS – Marvin Lansverk

- P&T Implementation Committee will meet again Monday, and may generate a report.

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

Signature

Shannon Taylor, Chair

Signature

Gale R. Gough, Secretary