

**FACULTY SENATE**  
**March 24, 2010**  
**346 Leon Johnson**  
**4:10 PM – 5:00 PM**  
**MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA**  
**Minutes**

**Members Present:** Bangert, Caton, Fischer, Jacobsen, Kaiser, Lansverk, Lawrence, Larson, Locke, Lynch, Marshall for D. Weaver, Meade, McClure, Mokwa, Osborne, Wojtowicz, Schachman, Thompson, Waller, T. Weaver,

**Members Absent:** Bessen, Chen, Cherry, Eiger, Eitle, Fleck, Frick, Gee, Gerlach, Livingston, Mosley, Neumeier, Political Science, Sobek, Sowell, Van collar, Versaevel, Zhu

Other present: Larry Carucci (Faculty Affairs), Greg Durham, Joe Fedock, Greg Young

Chair Wes Lynch called the meeting to order at 4:10 PM. A quorum was present.

***Announcements – Chair Lynch***

- President Cruzado is unable to come to FS on 4/14/. Chair Lynch will reschedule.
- Tom Burgess from AFMSU, Karen Leech, and Terry Cargill (President and VP of the non-tenure track respectively) will come to FS on 3/31 to discuss the bargaining process in the context of state laws and answer questions.
- April 7, 2010 - Semi-final reading of expedited tenure review
- April 14, 2010 - Women’s Faculty Caucus; their plans for the future and how they interface with FS.
- April 21, 2010 - Last P&T Bite #3.
- April 28, 2010 - Elections. FS will elect a new chair-elect. Chair Lynch would like a nomination before this last meeting. FS will be sending an email for nominations and when they will be due. There is compensation which includes a buy-out for teaching/research obligations. Candidates must be either a member or alternate. Chair-elect Lansverk would like to revisit the bylaws which excludes faculty who are not participants of Faculty Senate from being nominated.

***Expedited Tenure Review – Larry Carucci***

- Background – There are three scenarios for the tenure process at hire for new faculty and administrators.
  - A FS member expressed concern about the “administrative” portion of the memo. Larry Carucci from Faculty Affairs (FA) stated that this policy applies to administrators who are seeking tenure status shortly after being hired in anticipation of assuming a faculty position in the college/department of retreat.
- Traditional Tenure Process – The candidate brings in years (or not) and would follow the standard six-year tenure process as presented in the Faculty Handbook Section 610.00.
  - Going up for tenure early is a component of our standard policy however; the language needs to be defined more clearly. Faculty Affairs will begin clarifying that process once the expedited tenure review document has been completed.
- Process One - *Before* offers are made to a finalist: If the candidate is extraordinarily meritorious and has received tenure at a comparable or more rigorous university an expedited process where a personal statement and CV to the Primary Review Committee is submitted, will be reviewed before a job offer is made. FS discussion included the following:
  - “Tenure Recommendation at Hire” was suggested language for titling Process 1, indicating a first-stage assessment and making it clear it is not tenure at hire.
  - Change the word “considered” to “requested” in paragraph 1, second sentence.
  - Change the word “Once” to “If” for the first word in the second paragraph.
  - This memo outlines the policy and does not necessarily represent what is sent to the candidates. The candidate is still making judgments about whether they are extraordinarily meritorious or not and what they submit to attest to that. Minimally, they would provide a coversheet, letter of hire, area of accomplishment, CV,

- personal statement. The burden of what they want to provide to prove their case is placed on the candidate.
- The candidate will be evaluated under the full set of P&T standards, as any other candidate who goes up under a “traditional” tenure review process.
  - Materials may not be submitted along the way by the candidate. The Primary Review Committee may request however, a complete tenure package.
- Process Two - Expedited tenure process *after* an offer is accepted by a finalist: This process is self-designating and the candidate must submit the materials they would like reviewed.
- What happens to the candidates that do not pass the Process One and would still like to be considered? Language needs to be crafted to address that.
  - Title of this section should be changed to “Expedited Tenure Process after Hire.”
  - Remove “...along with his or her” in the first sentence of the first paragraph.
  - This process is more compressed than Process 1.
  - Materials submitted may not be added to unless the Primary Review Committee requests it.
  - The five external letters are chosen from the candidate’s list.
  - The Primary Review Committee has the option to not make a positive recommendation if the information supplied by the candidate is incomplete.
  - FS noted that in the description of required items for a standard tenure review, the phrase “area of excellence” should be “area of accomplishment” in order to be consistent with language under the current P&T standards.
  - How does the “Special Review” apply? The Faculty Affairs committee did not address the Special Review as noted in the Faculty Handbook.
  - Everything that takes place at MSU (excluding BoR), will take place in 6 months (as a minimum) as noted in the memo.
  - Additional comments should be sent to either Larry Carucci or Shannon Taylor.

The Faculty Senate meeting ended at 5:00 PM, as there was no further business.

Signature  
Wes Lynch, Chair

Signature  
Gale R. Gough, Secretary