

**FACULTY SENATE - DRAFT**  
**November 18, 2009**  
**STRAND UNION MARKET – Glassed in Area**  
**4:10 PM – 5:00 PM**  
**MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA**  
**Notes**

**Members Present:** Bangert, Cherry, Fischer, Fleck, Kaiser, Jacobsen, Lawrence, Lansverk, Lynch, Neumeier, Savoie, Sobek, Versaevel, Waller,

**Members Absent:** Bessen, Chen, Eiger, Eitle, Fields, Frick, Gee, Gerlach, Livingston, Locke, Meade, Mokwa, Mosley, Osborne, Political Science, Rotella, Schachman, Sowell, Thompson, D. Weaver, Wisner, Wojtowicz, Zhu

Others Present: Joe Fedock

Chair Lynch called the meeting to order at 4:10 PM. There was not a quorum.

***Announcements –Chair Wes Lynch***

- Chair Lynch and Chair-elect Lansverk have arranged a meeting with the new president, Waded Cruzado, and a Faculty Senate briefing paper will be presented to her. The paper describes the Faculty Senate charge, membership, recent efforts and accomplishments, and our future plans and goals. Chair Lynch would like to ask President Cruzado how she views shared governance and describe what our priorities are for the New Year. Chair Lynch queried FS members about what additional information they would like President Cruzado to be aware of.
  - FS would like input on the potential furlough.
    - Provost Fedock stated that if there were to be a furlough in a contract year, notification must occur by the prior January 30 for the next fiscal year, financial exigency or not.
    - It was noted that Faculty are already on a 3-month furlough each year because their contract is not 12 months. Additionally, faculty do not get any vacation.
  - Will there be a change in benefits to those who are not full time employees?
  - FS would like a more transparent administration/faculty system of communication and interaction before policies have moved so far along, any discussion is moot: The recent F&A redistribution was given as an example. It was noted that most of the time, campus input is imparted and issues are discussed after the fact and when decisions have already been made. Chair Lynch stated that FS might need to re-organize itself to be more effective.
  - Some FS members believe MSU administration is top heavy. Chair Lynch would like to see the data attesting to this.

***Old Business – Chair Wes Lynch and Chair-elect Lansverk***

- Resolution on Special Expedited Tenure Review was revised in conjunction with suggestions from FS members from previous meetings. It was noted by Chair Lynch that in the first revision, it was called it was referred to as an “interim policy;” however, there is no place for *interim policies* in the FH.
- Discussions ensued:
  - Provost Fedock’s preference and philosophical stance is that there not be a specific vote on a specific proposal; it sets too many constraints. He further stated that he believes asking individuals, who have had comparable careers at institutions of higher education for 20-30 years, to characterize their career achievements at this point in time, might not be in our best interest. Most of their requirements for tenure have already been vetted through their previous hiring process as faculty. He continued that these individuals are in a different category; they are not in a probationary period to which most tenure policies are targeted. Therefore, Provost Fedock would like modifications to Sections A, and B in Part I of the memo.
  - FS believes that the complexity of this issue is attributed to the different strata of hires. However, they wish to re-affirm that our defined process for policy-making is clear and adhering to those standards sends the message that this is how we conduct business.

- There is language in the Faculty Handbook that references a special review process. It does not say you cannot use the process for tenure; it does not make clear what the nature of the review is, but it gives the authority of the president to decide that or, at least, you can derive from the language that it does give the president the ultimate authority. Chair Lynch would like to craft a permanent special expedited review process by spring 2010.
  - Wherever the locus of tenure is, that body should have review input.
  - Does the committee have enough information to do an intelligent review? Retreat to a department must be considered.
    - If a candidate comes in as a post-tenure, then candidates should demonstrate excellence in teaching or research.
  - A FS member who is new to MSU stated that they were able to produce materials to characterize their achievements as a criterion for hire, without issue. Therefore, they are befuddled as to why the most recent hires would object to such a process if they were.
  - FS members would like their views confirmed by the majority. Therefore, and because there was not a quorum, Chair Lynch would like more FS members' input and then, the memo will then be revised and voted on.

***New Business – Chair Wes Lynch***

- UPBAC will distribute, on a grant proposal basis, \$700,000 for “global investments” (an investment made in MSU that would bring in revenue). The UPBAC Workgroup will evaluate, rank and then bring back to UPBAC for a final distribution vote and prioritization.
  - This is a portion of the \$2.5M excess revenues from new students who enrolled this fall.
  - \$300,000 of this excess might go to additional academic costs;
  - A large portion would go back to VP's who would distribute it to relevant deans/dept heads.
  - \$400,000 was set aside in a reserve in case (to be carried over to next year) we do not have as many students next year.

It was stated that half of the institution's budget is not able to be viewed at UPBAC. Should there be structural changes to make that happen?

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

*Signature*

Wes Lynch, Chair

*Signature*

Gale R. Gough, Secretary