

**MONTANA STATE UNIVERSITY  
FACULTY COUNCIL MEETING MINUTES  
March 30, 2005  
101 Reid Hall  
Montana State University-Bozeman  
4:10-5:00 PM**

**Members Present:** Becker, Bennett, Bradley, Cherry, Croy, Erickson, Gipp, Giusti, Jones, Kommers, Levy, Lynes-Hayes, C. McClure, McDermott, Metz, Pratt, Seymour, Taper, Taylor, Thompson, D. Weaver, D. J. Young

**Members Absent:** Amin, Ashley, Babcock, Giroux, HHD, Hoffman, Idzerda, Jackson, Knight, Mathenia, M. McClure, Neeley, Peed, Prawdzienski, E. Schmidt, Zhu

**Others:** Dooley, Kevane, Lefcort, McLeod

The meeting was called to order at 4:15 PM. A quorum was present. Minutes from the March 23, 2005 Faculty Council were approved.

***FACULTY AFFAIRS - Chair Warren Jones for Chair Marvin Lansverk***

- The University Sponsored Research Appointment, Handbook Section 1440, will expire as an approved interim policy, July 2005. Proposal in front of FC that the policy be made a permanent part of the Faculty Handbook. Two minor changes were made by Faculty Affairs:
  - Section IV, C, first and third paragraphs, changed the word “funded” to “budgeted.” As it is worded now, it reads as if a person on this appointment falls below the level of funding required to maintain the appointment, they will drop back to the state funded portion of their appointment; threatens to remove all of the G&C dollars. This was not the intended message, and therefore the word “funded” has been changed to “budgeted.” This new language purports that you may lose the status of the appointment, but not the ability to try and recoup the money.
  - The “Question and Answer” section will be made part of the PI Manual posted on the Vice President of Research and Creativity’s website.
- There is a risk for those on a 12-month appointment going on a USRA; may not be granted the FY appointment when the grant expires; would only receive 9 month appointment.
- Motion to place Section 1140 in Staff Bulletin with changes→all in favor→motion passed.

***PARENTAL LEAVE POLICY – Bridget Kevane***

- Parental Leave Committee (PLC) met with Joe Fedock about initiatives for the core of the new leave package to bring to Faculty Council→departments→feedback to the PLC→Faculty Affairs→FC→President→adopted into Faculty Handbook. Cogent points reviewed were:
  - PLC would like adoption of institution climate for parental leave.
  - Tenure clock stoppage with a cap at two years? Up to the faculty member in question.
  - Six-week paid leave.
  - Active service; modified duties.
    - Supervisor would have a way of assessing work being done; accountability.
  - Pregnancy may result in a disability and that may be referenced in a separate, well-articulated section.
    - Policy may, in the future, include bereavement, accidents, and illnesses.
  - Cost estimate based on MSU’s make-up is negligible.
  - People taking advantage of this would be very small but presents MSU as a very progressive institution; good for recruitment.
- Overall, language should not treat pregnancy/parenting as a disability, as it is now articulated in the current policy. May want to make a separate policy for disability and separate policy for parenting.
- Faculty Council gave consensus to move forward with the policy.
- Chair Jones suggested a compendium of policy already written be compiled.

***ANNOUNCEMENTS – Chair Warren Jones***

- Doug Young nominated to take Don Mathre's place on the Benefits Committee as chair, to be sent forward to President Gamble.
- Debbie Haynes nominated as a member of the Benefits Committee to be sent forward to President gamble.
- Graduate student issues associated with teaching assistantships, recruiting, and retaining quality graduate students.
- Transfer issues proposals need to be addressed within the next two weeks, if they are to be brought forward to the BoR.
  - Grad studies and transfer issues will be on the agenda for next week.
- Three-year contract for adjuncts is pending communication for the COHE.

Meeting was adjourned at 5:00 PM, as there was no further business.

*Signature*

*Warren L. Jones, Chair*

*Signature*

*Gale R. Gough, Secretary*