

FACULTY COUNCIL
September 27, 2006
STRAND UNION ROOM 275
4:10 AM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Ashley, Bailey, Becker, Catoira, Croy, Dyer, Erickson, Gipp, Jones, Lei, Levy, Livingston for Ryker, M. McClure Jacobs, Neeley, Prawdzienski, Scott, Watson, D. Weaver, Zhu

Members Absent: Amin, Ag Ed/AOT, Ag Econ, Bennett, Chem/Bio Chem, Cherry, Christopher, Idzerda, Johnson, Larkin, Lynch, Nursing On Campus, Seymour, Taylor

Others present: Lansverk, Schontzler

Faculty Affairs Chair, Marvin Lansverk, called the meeting to order at 4:10 PM. A quorum was present. The minutes from September 13, 2006 were approved.

FAMILY LEAVE - Chair Marvin Lansverk

- Recap of rewriting the Family Leave policy - The goal of rewriting the Family Leave policy is to clarify what was already in place. After that was accomplished, Leslie Taylor rewrote some of the language, not substantively, and expanded it throughout the Faculty Handbook. One of the FC goals is to be able to craft a brochure to distribute to faculty members to get a concise overview of the Family Leave policy. Sections briefly discussed by Chair Lansverk follow.
- The wording from 613.20 has now been moved to Section 490.00. This is MSU's philosophy on supporting Family Leave and a general over view of how that philosophy is managed. It is clarified, and has been moved within the Faculty Handbook where other leaves of absence are referenced.
- 613.20 – Extending the Tenure Review Period – There are a variety of leaves faculty may take. When on a specific, approved leave, the tenure clock stops. Previously, Faculty Affairs assigned the language for those leaves as those taken, “For exigent circumstances.” This wording was murky. Leslie Taylor has chosen to replace those words with “for good cause” because it is clearer, and she specifies what those “good causes” are throughout the handbook. For purposes of this policy, good cause includes authorized leave of absence from campus, birth or adoption of a child, serious illness of candidate, administrative or special assignment given by the university or similar unanticipated circumstances that may limit the faculty member's available time to devote to teaching, research and service.
- 613.21 – The intent is not to define new categories of leave. That is part of the Personnel Policies and Procedures, Section 1000.00. Rather, this section describes how the leaves described impact the approach towards tenure.
- 613.30 – This section has been renamed from the previous title of last summer, **Accommodating Leaves of Absence from Campus**. Also, the language crafted by Faculty Affairs did not spell out a request mechanism for asking for a leave. Leslie Taylor streamlined the language which now states, “Any faculty member may request an extension of his or her tenure review date by submitting a request in writing to the Department Head as soon as possible after the need for extension arises, but no later than one week before the date the candidate's dossier must be submitted to the primary review committee.” This gives maximum flexibility to the faculty member by stating “no later than one week.” There have been objections to that timeline and Chair Lansverk would

like Faculty Council's input on that language. The rest of the language gives the calculations which are used to measure tenure extension. In summary, each parent may have one year per child for no more than two children, giving a total of four years for both parents. In Section C, if you have two children and become sick, you may get a three year extension with that combination. This section is new in that it extends tenure review one year beyond what is currently available in the handbook.

- A FC member asked about extending retention review. Chair Lansverk stated that retention scenarios had not been considered, and the current Family Leave policy addresses only tenure clock stoppage. Chair Lansverk will consult Leslie Taylor about what is and can be done with respect to retention. A discussion ensued:
 - A FC member stated that faculty should be careful about advocating for rights of leaves at the expense of quality. A person who has not been reviewed in any sort of capacity and is eligible for all kinds of leaves should be of concern to all FC members. There has to be a balance.
 - A faculty member must show "promise" of excellence in their third year review and you must demonstrate "product" in tenure. Therefore, is it feasible to have an extension to show promise?
 - Chair Lansverk asked FC members to remember that for tenure, the governing language is "promise of excellence."
 - Continuing effectiveness is for the third year review, which may be a lower standard.
 - Chair Lansverk will ask Leslie Taylor to write language for retention review, and give a specific date. At the September 27, 2006 FC meeting, new language will be presented, and members will vote on it.
- Faculty Affairs had a difficult time composing "escape clause" language for requesting an extension with respect to a specific deadline. FC members believed firm deadline language is important, and the escape clause should be in place for an unexpected serious illness. FC members believe that since is a new set of amendments, it should be advertised again in MSU TODAY.

STEERING COMMITTEE MEMBER ELECTION

- Wes Lynch is taking Mark Taper's place on Faculty Council Steering Committee. FC members will vote whether to accept Dr. Lynch as the new member, or may write in another name. Ballots were distributed and returned for a count.

VICE CHAIR OF FACULTY COUNCIL – Past Chair Warren Jones

- Cyd McClure has taken a position at the NSF for a year, and the Chair Elect for Faculty Council is vacant. Wes Lynch and Marvin Lansverk are both considering the Chair Elect position for next year. No one else has come forward to take over for this year, however, except Past Chair Jones. Motion→seconded→all in favor→passed. Past Chair Jones is the Vice Chair for Faculty Council for one year. Chair Taylor will now have to extend his position as Chair one more year, making his term three years.

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

Signature

Shannon Taylor, Chair

Signature

Gale R. Gough, Secretary