

8/28/17 FACULTY SENATE RESOLUTION SUPPORTING LECTURERS AND UFA (D. COFFIN)

Whereas, The University of Montana Faculty Senate asserts that non-tenured faculty, including lecturers, are vital to provision of high quality education, the general welfare and proper operation of the University of Montana(UM); and,

Whereas, UM policy (350; including past-practice) as an extension of the Collective Bargaining Agreement between the UM faculty and the Montana Board of Regents provides that lecturers shall be provided with full academic year contracts and sufficient notice of contract termination as terms of their employment at UM; and,

Whereas, the University Faculty Association (UFA) alleges in a grievance filed August 24, 2017 that the UM administration violated both the intent, precedent and letter of UM policy 350 by notifying some UM lecturers by letter in the summer of 2017 that they would only receive one semester employment contracts without sufficient notification of employment termination; and,

Whereas, the Commissioner of Higher Education and the Montana Board of Regents are the ultimate responsible authority for proper management and the welfare of the University of Montana including all UM employees and students; and,

Whereas, the Montana Board of Regents and the Commissioner of Higher Education through overreliance on interim administrators has created unstable, difficult and exceptionally demanding operating conditions for the entire University of Montana community; therefore,

Be it resolved that the UM Faculty Senate:

1. Fully supports all non-tenured faculty and working conditions that provide for good employee morale to facilitate high quality education; and,
2. Fully supports the UFA and their grievance filed on behalf of the UM lecturers; and,
3. Encourages the UM administration to immediately engage in good faith negotiations with the UFA to fully resolve the grievance and immediately cease any practices that violate UM employment policies or the CBA; and,
4. Requests that the UM administration issue a written commitment to the University community to follow best employment practices and abide by both the spirit and the letter of all UM employment policies and the CBA; and,
5. Compels the Commissioner of Higher Education and the Montana Board of Regents to follow proper and best management practices in hiring a new President for the University of Montana with the goal of providing stable, competent long-term management for the University; and,
6. Should the UM administration and MUS management fail to make a good faith effort to address the issues and complaints stated in this resolution, Faculty Senate shall debate further resolutions intended to hold the UM administration and the Commissioner of Higher Education accountable for their employment practices and management performance.