

MONTANA TECH
Instructional Faculty Meeting
February 4, 1998
ELC 208 - 3:05 p.m.

I. Call To Order

The meeting was called to order by Doug Coe, who made the following announcements:

- The Board of Regents at their January Meeting approved a Level I proposal to add an Emphasis in Geographical Information systems to its Associate of Applied Science degree in Information Systems.
- Seven Montana Tech faculty members had applied for OCHE funding for distributed learning.
- There will be a TGIF on February 13th at 4:00 P.M. in the Digger Den cosponsored by the Offices of the VCAA&R and Research.

A motion to accept the minutes of October 16, 1997 was made, seconded, and unanimously approved.

II. Announcements

Campus Compact:

Bill Macgregor encouraged faculty to get involved in the Campus Compact, a Service Learning Center for the Community.

METNET:

Montana Power has donated its METNET site to Montana Tech. The site is located in ELC 231. Brochures on the capabilities of the METNET are available from Cookie Sheehan, who is in charge of scheduling the facility. In order to accommodate the campus need for classrooms the heart of the instructional day has been reserved for traditional classroom use. Currently conferences or classes using the METNET facility are scheduled for everyday of the month. To insure the security of the equipment in this room please make sure the door is closed when you leave..

The Microsoft Certification Center is located at the COT and is managed by Computer Services. Microsoft Certification is now available in the business area and home page development. The Center is open to all Faculty and Staff, with the college subsidizing attended classes.

Undergraduate Funding Research Grant:

Dave Carter announced that the guidelines for undergraduate research grants are available in the Business Office. The rewards are worth \$500. Team proposals are also available.

Seminar Series:

Curtis Link announced there is a Seminar Series, February 15th in the Highlands Room at 3:30 p.m. for Geology Engineers.

III. Dr. Lindsay Norman

Layoffs:

There will be 5 or 6 more layoffs in the Student Affairs area due to the budget cuts. We have approximately \$600,000 less revenue primarily because of lower than projected enrollment.

Budget:

A \$152,000 unexpected expense for Banner and a \$143,000 enrollment reversion to the UM contributed to our budget problems.

We will have a better idea of where we are at the time of the next budget meeting on February 19th, when the Spring semester enrollment numbers are available. The intercession went well, but we do not have hard enrollment numbers yet.

Administrative restructuring and careful monitoring of part-time budget are being examined with respect to managing the budget shortfall.

Budget meetings will begin on the first week of March 98. All department heads need to attend and all interested parties are invited. Joan Merrick will announce dates and times.

We need to be more aggressive and creative in recruiting more students to generate more FTEs. The legislature is aware of the budget problems faced by the smaller schools and some changes in the funding formula may be forthcoming. Without either increased FTEs or other help we will have difficulty funding significant pay raises.

Regardless of what it takes we will have a balanced budget on July 1st.

Graduation:

Nominations for Distinguished Alumni will close on Friday.

Other:

Bill Yeagle, Special Projects Director for the Foundation, is retiring and a search for his replacement will begin immediately.

Long range building plans:

- 1) New home for the Bureau of Mines and Geology
- 2) Petroleum Building renovation
- 3) A new boiler to meet the increased demand for heat and provide redundancy
- 4) Space for storing, handling and packaging of hazardous waste

IV. Curriculum Review Committee

Pat Munday led discussions on the Curriculum Review Package. Some concerns were discussed regarding

the proposed minor in Professional and Technical Communications. Motion to accept the 13 proposed changes was made and unanimously approved.

V. Strategic Planning Update

The current draft of the Strategic Plan is located on the UM WEB site. Our faculty are encouraged to look at this document and make comments. If the faculty desires, a faculty meeting will be scheduled to discuss this document.

VI. Chancellor's Search Update

Dr. Joe Figueira reported there have been a total of 34 applications for the position. The committee has narrowed it down to 4 Finalist Candidates for Campus Visits. The four finalist's are Dr. Gary Thomas, Dr. William F. (Frank) Gilmore, Dr. Philip D. Rabinowitz, and Dr. Lee W. Saperstein. There will be Community Receptions, Open Forum's, and TGIF's in the Digger Den to allow the faculty and community to meet the candidates. 11 copies of the candidate's applications and resumes have been compiled in notebooks that are available from the Search Committee members and in the Library. Please try to attend all of the sessions and get involved. If no one is chosen from these finalists then the process will start over adding approximately another 4 months to the search process.

VII. VCAA/R Search Update

Dr. John Ray reported that there are 22 applicants at this point.

VIII. Merit Pay

Butch Gerbrandt led a lively discussion on merit pay, which considered some of the following issues:

- 👉 Should merit pay should be applied or should it be recognized?
- 👉 Should annual evaluations play a part in the merit portfolio?
- 👉 Should merit be awarded separately for teaching, research service, etc., or awarded for global performance in all categories taken together?
- 👉 A merit survey of faculty indicated that 15% of salary pool should be devoted to merit.
- 👉 Private companies give a percentage of profits (say 10%) to merit.
- 👉 In response to the question posed by Butch Gerbrandt that asked, *If you had a merit pay plan you believed in, would you support merit pay?*, the consensus was YES.
- 👉 And with respect to the question, *Should committee continue to work on a merit pay plan?*, again the consensus was YES.

The meeting was adjourned.

Doug Coe, Acting Vice Chancellor for
Academic Affairs and Research

Denise Solko, Chair
Faculty Senate